

Human rights principle

Assessment, Policy and Goals

KGH actively supports the Universal Declaration of Human Rights. KGH has implemented a Staff Policy and is committed to ensuring that all our employees are treated fairly and with respect. In the upcoming year the work related to further integration of the words of the Declaration of Human Rights into all of our different policies in order for the connection between our commitment to the principles of UN Global Compact and the policy objectives to become even more obvious will continue.

A Diversity and Equality Work Policy that support the Human rights and also has a grievance mechanism in place to handle problems experienced in the work place is implemented. The work place policies are communicated in particular to all new employees. Explicitly mentioned is that the KGH Group shall facilitate for its employees to combine their employment and parental responsibilities. Information about operations are communicated to employees that are on parental leave and they are also invited to join work related activities for continued participation.

Measurement of Outcomes

KGH monitors the outcome of the working groups in each location/office and addresses their suggestions for improvement regarding human rights related issues. In the past year KGH has not been subject to any investigations, legal cases or incidents involving Human Rights violations.

Labour

Assessment, Policy and Goals

KGH supports the ILO Core Conventions and will not do business with any organisation that uses forced or child labour. The principles of UN Global Compact are presently further promoted within the areas of in particular Labour and Anti-Corruption to further highlight the connection between them, the policies and operational work. All KGH employees are issued with a contract of employment which clearly states their terms and conditions including pay rates and other issues related to the employment. The national legislation on Freedom of Association in the work place is enforced and monitored by HR for continued compliance. Staffs are given online intranet access to information about KGH work policies as well as to protocols and minutes of the cooperation and interaction between the union(s) and the company. The CEO posts a weekly update on the Intranet for increased transparency and continued employee inclusion and the notes from the Management Team for Operations are also made available on the Intranet for the same reasons.

Implementation

Staff is encouraged to engage in their health and KGH contributes with 2000 SEK/year individually to spend on wellness such as massage, gym memberships and similar of own preference. KGH also sponsors registration fees to leisure runs and similar events. During 2013 KGH celebrated the 50th anniversary and invited all employees to participate in the festivities.

Measurement of Outcomes

Every year the Diversity and Gender Plan is revised and the efforts made evaluated. The gender balance has improved during 2013 (61.8 % women) as a result of active implementation of the plan. The latest review also showed no pay differentials based on gender.

KGH has not been involved in any investigations, legal cases or other relevant events related to the contravention of the Global Compact Labour principles.

Environment

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KGH is committed to improving the environment in which it operates implementing different policies on the subjects related to sustainability. The work with an Environmental Policy containing measurable targets that focusses on the implementation of the Global Compact environmental principles continues. The purchasing functions will during 2014 become more involved in the implementation of this.

Implementation

The local working groups are initiatives that bring sustainability and the focus on environment to an everyday practical level. In some offices employees are partaking in recycling schemes concerning toners, paper and other consumables and the promotion of this continues within the KGH Group.

Measurement of Outcomes

KGH conducts a confidential employee satisfaction survey which addresses areas related to environment. The survey results are communicated transparently and potential improvement suggestions are discussed with the trade unions and at senior management level prior to implementation. The internal auditors and controllers continue to monitor key performance indexes related to environment such as paper consumption and energy consumption and the results are addressed on management as well as on employee level. Human Resources monitor and follow up sickness absence on a monthly basis and as a part of that process seek to identify any correlations to environment that then can be addressed. During 2013 no such correlations have been identified.

Anti Corruption

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KGH actively supports the UN Convention Against Corruption and will not participate in any corruption, bribery or extortion. KGH actively cooperates with Customs Agencies using MoUs in countries where this is possible. The MoU guides the interaction between KGH, Customs and the Clients in order to fight crime and corrupt behaviour. KGH is actively promoting this in countries where no such cooperation schemes exist.

Implementation

The policies on ethics and related Anti-Corruption have together with other policies related to the UN Global Compact principles been made part of the welcoming package to new employees that they need to read and sign off as having read. External consultants that are to work with KGH have during the year been presented with a welcome package including our stand and measures on Anti-Corruption. The work on Anti Corruption has been highlighted during the recent take over and the work on further incorporating the UN Global Compact principles in the daily work of the KGH Group continues.

Measurement of Outcomes

KGH uses the Internal Auditors and Controllers to identify any spurious payments that could be related to bribery or corrupt behaviour. KGH Group has not been involved in any legal cases, rulings or other events related to corruption and bribery.