



I am pleased to confirm that TEMP-TEAM/Juhler Services AB reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to share this information with our stakeholders using our primary channels of communication.

Sincerely yours,



**Michael Schwenningsen**  
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## Human Rights

*Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights*

*Principle 2: Make sure that they are not complicit in human rights abuses.*

<b>Assessment, policy and goals</b> <i>Description of the relevance of human rights for the company (i.e. human rights risk-assessment).  Description of policies, public commitments and company goals on Human Rights.</i>	TEMP-TEAM/Juhler Services AB supports the Universal Declaration of Human Rights. We respect the Human Rights within our sphere of influence and operate our business in a transparent and trustworthy way.
<b>Implementation</b> <i>Description of concrete actions to implement Human Rights policies, address Human Rights risks and respond to Human Rights violations.</i>	TEMP-TEAM has an open door policy for anyone to approach the management with complaints about any unfair treatment.
<b>Measurement of outcomes</b> <i>Description of how the company monitors and evaluates performance.</i>	TEMP-TEAM has not been a subject to any investigations or violations of the global compact principles 1-2 during the past year.

## Labour

*Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining*

*Principle 4: The elimination of all forms of forced and compulsory labour*

*Principle 5: The effective abolition of child labour*

*Principle 6: The elimination of discrimination in respect of employment and occupation.*

<b>Assessment, policy and goals</b> <i>Description of the relevance of labour rights for the company (i.e. labour rights-related risks and opportunities). Description of written policies, public commitments and company goals on labour rights.</i>	<p>TEMP-TEAM/Juhler Services AB is an authorized staffing recruitment company and members of the employer and trade federation Bemanningsföretagen. We follow existing Swedish labour law and collective agreements.</p> <p>Any employee is free to join a trade union of their choice and we respect collective bargaining.</p> <p>TEMP-TEAM has policies in regards to equality, discrimination, work environment and safety related issues. We encourages gender equality and do not accept discrimination, forced labour or child labour.</p> <p>We are committed to ensure the best possible conditions and work environment for our employees and our goal for next year is to evaluate areas that can be improved.</p>
<b>Implementation</b> <i>Description of concrete actions taken by the company to implement labour policies, address labour risks and respond to labour violations.</i>	<p>Changes in the law and collective agreements are communicated in the organization.</p> <p>Our contracts and personnel handbook clearly state the conditions for employment such as salary, sick-pay, vacation, insurance, benefits and other rights in regards to the employment.</p> <p>Every year the management conducts interviews with each employee to follow up on performance, training, work environment, health etc.</p> <p>An anonymous job satisfaction survey is under development.</p>
<b>Measurement of outcomes</b> <i>Description of how the company monitors and evaluates performance.</i>	<p>We have been re-approved as an authorized recruitment company for 2014.</p> <p>TEMP-TEAM has not been a subject to any investigations or violations of the global compact principles 3-6 during the past year.</p>



## Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges

Principle 8: Undertake initiatives to promote greater environmental responsibility

Principle 9: Encourage the development and diffusion of environmentally friendly technologies

<b>Assessment, policy and goals</b> <i>Description of the relevance of environmental protection for the company (i.e. environmental risks and opportunities). Description of policies, public commitments and company goals on environmental protection.</i>	<p>At TEMP-TEAM/Juhler Services AB we believe that active environmental profile is a sound mode of operation for all types of organizations and businesses.</p> <p>As a small service company our environmental impact is limited, but in areas where we have the influence we continuously work to improve our environmental performance.</p> <p>We follow Swedish environmental law and we have developed an environmental policy as a guide to minimize our negative effects on the environment.</p> <p>The goal for this year has been to minimize our travel and our aim for 2014 is to limit our electricity consumption within the organization.</p>
<b>Implementation</b> <i>Description of concrete actions to implement environmental policies, address environmental risks and respond to environmental incidents.</i>	<p>The environmental policy has been communicated in the organization. The staff is encouraged to travel efficiently and with the use of public transportation if possible.</p> <p>To minimize travel we use Skype as an alternative channel for our regional meetings.</p>
<b>Measurement of outcomes</b> <i>Description of how the company monitors and evaluates environmental performance.</i>	<p>During 2013 we have reduced our carpark with one car and we have increased our numbers of car-pooled travels as well as we use Skypemeetings.</p>

## Antikorrupption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery

<b>Assessment, policy and goals</b> <i>Description of the relevance of anti-corruption for the company (i.e. anti-corruption risk-assessment). Description of policies, public commitments and company goals on anti-corruption.</i>	<p>TEMP-TEAM has a strict zero tolerance policy against corruption, bribery or extortion.</p> <p>We mainly operate in the Nordic countries and the risk for corruption is low. To limit the risk even further we have policies for representation and purchases.</p>
<b>Implementation</b> <i>Description of concrete actions to implement anti-corruption policies, address anti-corruption risks and respond to incidents.</i>	<p>All employees are informed on the company policy.</p> <p>All invoices and representations are reviewed and approved by the financial department. Dual-signatures are being used.</p>
<b>Measurement of outcomes</b> <i>Description of how the company monitors and evaluates anti-corruption performance.</i>	<p>TEMP-TEAM has not been a subject to any investigations or violations of the global compact principles nr. 10.</p>