



CBG Konsult & Information AB

## Communication on Progress

### Statement by the Managing Director

CBG Konsult & Information AB wishes to express its continued support for the United Nations Global Compact and its principles.

Preparing this first Communication on Progress on internalising the United Nations Global Compact (UNGC) principles into our organisation has been a great challenge to us as a company. It has been an exciting first year.

Even before joining the UNGC we had no smoking chimneys, nor did our business require any harmful chemicals, and just like anybody else we were painfully aware that we should all somehow contribute to a more sustainable future. However, this doesn't exempt us from shaping up and starting to act in a more sustainable way in practice. Maybe this is the greatest achievement so far, moving from a vague conviction in general to putting concrete goals on paper and starting to navigate in this direction.

In July last year we participated in the UNGC Leaders Summit in New York which turned out to be an important source of inspiration. We were truly impressed by the work and the achievements of our fellow signatories in the field of the UNGC principles. Immense work is being done. We also learnt that this is no competition, but that every organisation, small or large, is welcome to contribute by acting on its own level.

As CBG Konsult & Information AB we exist to make the world a little bit more inclusive through translation, which is our tool. Our business is truly global. The CBG Group consists of a number of offices in Stockholm (Sweden), Gothenburg (Sweden), Leuven (Belgium), Warsaw (Poland), Barcelona (Spain), Hong Kong (China), Shanghai (China), Detroit (USA) and Frankfurt (Germany). In addition, on a daily basis we cooperate with thousands of suppliers around the whole world.

Refocusing from our global perspective we decided to start locally and as practically and tangibly as possible. We want the principles to talk; we want the results of our work and the benefits of the implementation to be clear and visible to all employees; as an initial step.

Sundbyberg, Sweden, 5 February 2011

Torbjörn Gisbert  
Managing Director

CBG Konsult & Information AB – Translating for a more inclusive world

**CBG Konsult & Information AB supports the UNITED NATIONS GLOBAL COMPACT**

**Principle 6 – Labour**

**Elimination of discrimination in respect of employment and occupation**

<u>SCOPE FOR IMPROVEMENT</u>	<u>ACTIONS UNDERTAKEN AND/OR IDEAS AND PLANS</u>
<p><b>Explicit statement of implicit policies needed.</b></p>	<p>The CBG labour policies and practices recognise that all workers are free to form and join a trade union of their choice; that there must be no use or benefit from forced labour; that there must be no use or benefit from child labour; that we must work for non-discrimination and for equal opportunities for all, irrespective of e.g. gender, disability, nationality/ethnicity, age, faith, sexual orientation, or political conviction, provided this is based on democratic principles and tolerance towards others.</p> <p>With our parent company in Sweden as the starting point the main focus has been on non-discrimination and equal opportunities.</p> <p>Looking at the figures for last year, 61 % of our global staff were women whereas the corresponding figure for the staff in the parent company in Sweden was 54 %.</p> <p>A breakdown at different levels in Sweden shows that women represented 29 % of the members of the management team; 65 % at the middle management level; and 52 % on other levels.</p> <p>As a result of the nature of our business a large number of nationalities were represented in our global staff as well as in our parent company in Sweden.</p> <p>This year an awareness programme has been introduced in the management team. The aim is to start from the top and to spread the awareness throughout the organisation.</p>
<p><b>Lack of control of the supply chain and subcontracting arrangements in terms of labour policies.</b></p>	<p>We do not tolerate the use of or benefit from forced labour and or child labour within our supply chain and/or subcontracting arrangements. We are preparing a mechanism to help us to be clear about this policy and, wherever possible, to try to exert influence.</p>

**CBG Konsult & Information AB supports the UNITED NATIONS GLOBAL COMPACT**

**Principle 8 – Environment**

**Initiatives to promote greater environmental responsibility**

<u>SCOPE FOR IMPROVEMENT</u>	<u>ACTIONS UNDERTAKEN AND/OR IDEAS AND PLANS</u>
<b>Frequent travelling to national and international destinations</b>	<p>Our activities are truly global. Most projects involve the interaction of several locations in the CBG Group. As a consequence, frequent travelling is an integral part of our business and a more or less fixed element in many employees' working day.</p> <p>The sense of affinity and the relationship between the CBG locations is essential and face-to-face meetings are often an intentional strategy, although years ago CBG pioneered the introduction of one of the first video-conferencing systems (VC) available on the market.</p> <p>During 2010 we sought ways to cut our CO2 emissions and found reasons to establish a clearer policy for 1) the choice between VC meetings and physical travelling and 2) means of travel.</p> <p>An obvious requirement was the immediate expansion of our VC.</p> <p>Incentives for our departments and teams to reduce our CO2 emissions, without compromising the efficiency of the project and the close cooperation between our global locations, are supported and highlighted.</p> <p>The use of any resulting savings will then be reflected on.</p>
<b>Use of automobiles in the local area</b>	<p>The use of passenger cars in the local area around our headquarters has proved to be frequent, sometimes routine.</p> <p>Incentives to use available commuter trains, buses and underground will comprise tickets and information.</p>
<b>Excessive use of energy in our premises</b>	<p>The use of energy in our premises should be analysed and lead to action. The easiest and most visible action should be taken first in order to boost the will to contribute to the energy saving measures. The use of any resulting savings will then be reflected on.</p>
<b>Excessive use of paper</b>	<p>The use of paper is extensive and should be analysed in order to clear the way for 3R actions (reduce, re-use, recycle).</p>