



# Scandinavian Risk Solutions AB

## Communication on Progress 2014

# Executive Statement COP 2014

SRS is a value creating Risk Management company. We provide governments, corporations, organisations and private individuals with superior decision support, operational expertise and peace of mind. Our joint and low-key approach commences with our client's business strategy throughout the implementation of tailored risk management strategies.

From our head office in Stockholm we support our clients world-wide. Our clients are governments, corporations, organisations and private individuals from a wide spread of branches i.e. Shipping, Oil and Gas, Power and Utilities, Telecom, Defence, Construction, Medical and Biotech, Government, Health Care, Banking and Finance, Legal, Hotels, Media, Air Transportation, IT, Consumer Goods, Authorities as well as Private Individuals.

Scandinavian Risk Solutions AB systematically supports, adheres to and is committed to the ten principles of United Nations Global Compact. The principles are an important base of our business idea and Scandinavian approach.

For SRS, 2014 was the year we managed to outline an action plan and a short-term sustainability strategy. The Global Compact Self-Assessment from 2013 was summarized at the beginning of 2014, providing important insights and forming the base of the action points. It has been an interesting journey to identify our strengths and weaknesses and to start to address them.

2014 was also the year when we decided to expand our UN Global Compact commitment by joining the UNGC Nordic Network and participating in both network meetings. The importance of networking and collaborating with other companies, especially for a small company like ourselves, cannot be overestimated.

The past year all employees have been offered a training in the basics of CSR and UN Global Compact. We believe this kind of training is the key to achieving a workplace culture where violations of the UN Global Compact principles are avoided.



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CEO Scandinavian Risk Solutions AB

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# Action and outcomes

## HUMAN RIGHTS

-Business should support and respect the protection of internationally proclaimed human rights (P1); and make sure that they are not complicit in human rights abuses (P2).

### *Overview*

Our Code of Conduct states that

- As a leader within this kind of security services, SRS has a responsibility towards the countries and communities in which we operate. We must practise responsible corporate citizenship and comply with laws and regulations wherever we operate.
- SRS business is based on trust. To make sure that we earn the trust of our clients it is required that all SRS employees respect and protect our ethical philosophy and basic values as reflected in this code of conduct.
- The relationship between SRS employees must be built on mutual respect and dignity. The connection between the unique competence of our employees and the results we achieve is obvious. One of our strategies is to continuously improve the quality of our personnel. To achieve this we have to be an attractive employer that offers excellent working conditions as well as appropriate training.
- SRS expresses support and respect for fundamental human rights and recognises our responsibility to observe those rights when we conduct our business.
- Freedom of speech, freedom from any kind of discrimination based on race, colour, nationality, ethnic origin, sexual orientation and religion are among the rights which we support.
- In all of the operations in which SRS operate we respect the dignity of human beings and strictly adhere to all relevant international laws and protocols on human rights. We follow rules of international humanitarian law and human rights law that are applicable as well as all relevant international protocols and conventions.

### *Performance indicators and practical actions*

Our employees are our main asset. During 2014, we have invested in our employees' health and training in the following ways;

- All full-time employees have been offered free gym membership
- Bi-yearly personal development meeting with superior
- An average of 14.8 hours (18.3 M, 6.4 F) of training delivered per full-time employee
- SRS has started to implement the requirements of the new International Standard: ISO/PC 284 Management System for Private Security Operations, where SRS has been an active member in and acted as chairman in the Swedish ISO/PC 284 working group since 2013. SRS was also selected to be the Swedish representative in the editing committee (August 2014).

- SRS is a member of the International Code of Conduct for Private Security Providers' Association (ICoCA) and has participated in the Annual General Assembly (AGA) on 4 Dec. 2014, in London. SRS has contributed with comments and recommendations on ICoCA certification, reporting and monitoring procedures that are currently being developed and launched during 2015.

SRS is operating a collaboration with two civil society organizations, which was launched in Q2 2014. Both organizations work with women that have been subjected to violence. Through this project we contribute with our specific competences and learn and understand the needs of a part of society that we would not normally come in contact with.

For 2015, SRS plans to evaluate how to conduct UNGC supplier evaluations for focus risk areas of operations.

### ***Outcome***

The percentage of sick leave at SRS during 2014 was 0.5%, which places us significantly below the national average in the private sector. 88% of the full-time employees enjoy permanent employment (83% M, 100% F), and the average number of years spent at SRS is 3.6 (4.2 M, 2.3 F).

## **LABOUR**

- Business should uphold the freedom of association and the effective recognition of the right to collective bargaining (P3).
- The elimination of all forms of forced and compulsory labour (P4).
- The effective abolition of child labour (P5).
- The elimination of discrimination in respect of employment and occupation (P6).

### ***Overview***

Our Code of Conduct states that

- SRS is an equal opportunity employer. Discrimination based on ethnic origin, religion, sex or other distinguishing characteristic is never to be accepted at SRS.
- SRS promotes a productive working environment and does not tolerate bullying or harassment.
- SRS recognises the importance of a continuous social dialogue with all SRS employees.

### ***Performance indicators and practical actions***

SRS follows the strict laws of Sweden pertaining to the freedom of association and labour practices and actively recruits for and promote equality in all aspects at the workplace.

One of the weaknesses we identified in our 2013 revision was the absence of an active work against workplace discrimination. SRS has begun planning for the creation of a plan of equality (sv *jämställdhetsplan*) and workplace training on discrimination. The plan of equality is scheduled to be completed by the end of 2015.

During 2014, SRS has engaged in Q-net, a Swedish association for women in the security industry. Several SRS employees are involved in the association and SRS contributes economically. SRS believes this organization can play an important role in supporting women as well as promoting a better gender balance in the industry.

### ***Outcome***

At the end of 2014, 29% of SRS employees were women. 25% of those carrying staff liability at SRS were women. The male part of the workforce received 26% higher pay on an average.

## **ENVIRONMENT**

- Business should support a precautionary approach to environmental challenges (P7).
- Undertake initiatives to greater environmental responsibility (P8).
- Encourage the development and diffusion of environmentally friendly technologies (P9).

### ***Overview***

Our environmental impact is assessed to be quite small, considering we are a services company. Therefore, the environmental issue is not our main focus within the UN Global Compact. Our main impact is probably our travel by flight.

### ***Performance indicators and practical actions***

The following actions have been taken to decrease SRS environmental impact

- Only green electricity at the office used at the office
- Foodstuff and office supplies that are purchased for the office are organically produced when organical products are available.
- All flights shall be climate compensated and the flight mileage recorded by the end of 2015

### ***Outcome***

228 kilos of paper were used for printing. 22 909 kWh electricity was used at the office. A total of 595 135 miles were flown. This is an increase from previous year by 34 739 miles.

## ANTI- CORRUPTION

-Business should work against all forms of corruption, including extortion and bribery. (P10)

### ***Overview***

Our Code of Conduct states that

- The SRS trademark is based upon honesty, integrity and confidentiality and we are strongly committed to upholding and promoting the highest ethical business standards in all aspects of our business. SRS does not accept any form of bribes.

### ***Performance indicators and practical actions***

- SRS strictly follows the Swedish tax regulations regarding handling of benefits related to business or employees.
- All expensive or compensations are signed off by business area manager and CEO.
- SRS has developed a detailed anti-corruption policy
- For 2015, an anti-corruption training with regards to special risk areas will be conducted at SRS

### ***Outcome***

We have not experienced any formal or informal corruption issues.