



March 6, 2015

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>	<p>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.</p>
<b>Implementation</b> <i>Description of concrete actions to implement Human Rights policies, address Human Rights risks and respond to Human Rights violations.</i>	<p>TEMP-TEAM has an open door policy for anyone to approach the management with complaints about any unfair treatment.</p> <p>Replace Christmas gifts to customers and donate the money to a good cause.</p>
<b>Measurement of outcomes</b> <i>Description of how the company monitors and evaluates performance.</i>	<p>We have made donations to Doctors without borders and to Unicef.</p> <p>TEMP-TEAM has not been a subject to any investigations or violations of the global compact principles 1-2 during the past year.</p>

## 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 Sverige 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 encourage 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 aim is to continuously evaluate and uncover 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 have been 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>Standing tables has been requested by the staff to improve the work environment as well as bigger computer screens. All workstations have now been upgraded with this new equipment.</p> <p>We have fulfilled the requirements to be re- authorized.</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 Sverige 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>
<b>Implementation</b> <i>Description of concrete actions to implement environmental policies, address environmental risks and respond to environmental incidents.</i>	<p>We continue to use Skype as an alternative channel for our regional meetings.</p> <p>The staff is encouraged to travel efficiently and with the use of public transportation if possible.</p> <p>We will consider Give-Aways that limit our environmental impact.</p> <p>During 2015 our aim is to evaluate all our suppliers in regards to their environmental profile.</p>
<b>Measurement of outcomes</b> <i>Description of how the company monitors and evaluates environmental performance.</i>	<p>A smaller printer has been installed at the Gothenburg office.</p> <p>By donating money to a good cause we have limited our transportation by not delivering the gift nor contributing to use of material.</p> <p>TEMP-TEAM has not been a subject to any investigations or violations of the global compact principles nr. 7-9.</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>Compared to most countries the level of corruption in Sweden 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 and legislation in this area.</p> <p>All invoices and representations are reviewed and approved by the financial department. Dual-signatures are being used.</p> <p>An external auditor reviews and approves our finances each year.</p>
<b>Measurement of outcomes</b> <i>Description of how the company monitors and evaluates anti-corruption performance.</i>	<p>After the annual audit TEMP-TEAM Sverige AB have been approved.</p> <p>TEMP-TEAM has not been a subject to any investigations or violations of the global compact principles nr. 10.</p>