



## Vesper Group 2015 Global Compact Communication on Progress (COP)

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## CEO STATEMENT OF CONTINUED SUPPORT OF THE GLOBAL COMPACT

As Chief Executive Officer (CEO) of Vesper Group, I am pleased to confirm that Vesper Group reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

Vesper Group is a risk and security consultancy that specializes in providing integrated solutions to corporations, governments and humanitarian organizations worldwide. Although situated in Stockholm, a large portion of Vesper Group's operations take place in high-risk and/or low-income countries. As such, Vesper Group aims to ensure that the UN Global Compact principles are reflected throughout the company's strategies and operations with a particular focus on the more volatile areas in which we operate.

This Communication on Progress (COP) is Vesper Group's first after joining the UN Global Compact in 2014 and outlines our continuous efforts to incorporate Global Compact and its principles across Vesper Group in the period November 2014 to October 2015.

With best regards,

Erik Lewin

Chief Executive Officer

Vesper Group, Stockholm, COP for 2015



## HUMAN RIGHTS

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

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

### Commitment

Vesper Group's commitment to the UN Global Compact's principles on human rights is reflected in its Human Rights Policy which states:

Vesper Group supports the Universal Declaration of Human Rights and is dedicated to ensuring that personnel are not complicit in human rights abuses. Vesper Group assesses human rights risks associated with each endeavour, client and stakeholder and is committed to upholding and supporting internationally recognized human rights standards and initiatives.

The Vesper Group Human Rights Policy further details the processes associated with the policy which will be published on the Vesper Group website. This policy include reference to:

Human rights risk assessments prior to engagement or if changes have or are expected to occur that may increase human rights risks.

Enterprise human risk assessment to be carried out periodically and which will review human rights risks generally across the company.

In cases where engagement shows increased risk of breaches against human rights, Vesper Group will address those risks or discontinue engagement.

The Vesper Group Human Rights Policy also makes specific reference to the support of: The International Covenant on Civil and Political Rights; The International Covenant on Economic, Social, and Cultural Rights; UN Human Rights Council's Guiding Principles on Business and Human Rights; International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work; International Humanitarian Law; OECD Guidelines for Multinational Enterprises; Voluntary Principles on Security and Human Rights.



In its capacity as provider of security in high-risk areas, Vesper Group is also member of the International Code of Conduct Association (ICoCA) and are committed to complying with the fundamental human rights and humanitarian law principles and standards articulated in the ICoC for private security providers.

## Implementation

**Engagement in the application of human rights standards in the private security industry:** Vesper Group has been actively engaged in the development and application of the International Code of Conduct Association (ICoCA).

**Assessment and due diligence:** Vesper Group includes an assessment of human rights risks and due diligence reviews as part of its main business process. Vesper Group will also conduct enterprise human rights risk assessments on a regular basis.

**Whistleblowing and grievance mechanisms:** Vesper Group provides a platform for complaints by employees and third-parties to allow issues, including those related to human rights, to be addressed. Parties can do so anonymously.

**The Ethics Committee:** Vesper Group's Ethics Committee is responsible for the review of human rights or other ethical issues that have or may arise in conjunction with Vesper Group activities.

**External Engagement:** Vesper Group has made it a priority in 2014/2015 to engage with external experts in the field of human rights. This has included engagement in platforms where human rights and other ethical matters are discussed. Examples include the UNGC Nordic Network meeting in Copenhagen, Denmark in May 2015, the ICoCA General Assembly in Geneva, Switzerland in October 2015.

## Planned activities for 2015 / 2016

Vesper Group is currently in the process of increasing and mainstreaming its human rights commitment across the company. This includes:

**A comprehensive enterprise human rights risk assessment;** this will inform Vesper Group's strategy, priorities and approaches to ensure the respect for human rights across the company and with stakeholders.

**A review of the implementation of human rights training and/or briefing plan for existing and new employees.** This will in part be based on findings of the above and will continue to include the mandatory review by new employees of Vesper Group's Human Rights Policy.



**Certification according to ISO 18788:2015 and continued membership of the International Code of Conduct Association (ICoCA).** Vesper Group is currently in the process of implementing necessary systems to ensure the realization of relevant requirements.

**Grievance and Whistleblowing Policy review.** Vesper Group will review the possibilities available to make reporting available in local languages and will review the possibility of outsourcing review in order to ensure impartiality.

**Increasing its engagement with human rights forums and professionals.** This will include the continued engagement with the UN Global Compact forums and activities, ICoCA engagement, and others as deemed necessary. This will include participation in the 4<sup>th</sup> Annual UN Forum on Business and Human Rights in Geneva in November 2015 and the UNGC Nordic Network in Finland in December 2015 and Greenland in April 2016.

## Outcomes

Vesper Group has not experienced known complicity by its staff of breaches against international human rights standards.



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

### Commitment

Vesper Group's commitment to Global Compact's principles on Labour is reflected in its Code of Conduct, which demands:

Compliance and respect for the labour conventions as established under the leadership of International Labour Organisation (ILO), including the fundamental ILO conventions (freedom of association and protection of the right to organise, abolition of forced labour, minimum age, worst forms of child labour, non-discrimination etc).

Vesper Group's commitment to the UN Global Compact's principles on labour is also reflected in its Human Rights Policy and in other key documentation, including the Human Resources and Internal Training Process and the Procurement Process which describes how preferred vendors, suppliers and consultants are evaluated, elected and purchased.

Also, through its Whistleblowing Policy, staff and volunteers are encouraged to raise genuine concerns about malpractice in the workplace without fear of reprisals and Vesper Group will protect them from victimization and dismissal.



## Implementation

**Whistleblowing and grievance mechanisms:** Vesper Group provides a platform for complaints by employees and third-parties to allow parties to raise issues to be addressed. Parties can do so anonymously.

**The Ethics Committee:** Vesper Group's Ethics Committee is responsible for the review of rights regarding anti-discrimination, freedom of association, abolition of child labour and elimination of forced labour or other ethical issues that have or may arise in conjunction with Vesper Group activities.

## Planned activities for 2015 / 2016:

**A comprehensive enterprise human rights risk assessment:** This will inform Vesper Group's strategy, priorities and approach to ensuring the respect for anti-discrimination, freedom of association, abolition of child labour and elimination of forced labour across the company and with stakeholders.

**Certification according to ISO 18788:2015 and 9001:2008:** Vesper Group is currently in the process of implementing necessary systems to ensure the realization of relevant requirements and to continue the work needed for the current certification of ISO 9001:2008.

**A review of the implementation of training as regards labour:** This is likely to include the provision of training in the identification of breaches against labour standards and the management of complaints from staff and third-parties.

## Outcomes

Vesper Group has not experienced any breaches against the labour principles of the Global Compact.



## ENVIRONMENT

Principle 7:	Business should support a precautionary approach to environmental challenges;
Principle 8:	Undertake initiative to promote greater environmental responsibility; and
Principle 9:	Encourage the development and diffusion of environmentally friendly technologies.

### Commitment

Vesper Group is committed to Global Compact's principles on environment policy as is reflected through its Environment Policy. The policy includes commitment to environmentally efficient energy use, raw material and water use, waste, daily operations and procurement and transport and emissions to air and water.

### Implementation

**Travel:** Vesper has taken an active role to ensure that international travel is minimized by prioritizing virtual meetings where possible and maximising each trip to its full potential.

**Raw material and water use:** Vesper Group purchases ecological fruits, beverages and cleaning products to its offices when and where possible. As regards investment in electronic equipment (computers, printers, mobile phones, etc.) Vesper Group strives to buy equipment that saves on electricity.

**Waste:** As far as possible, Vesper Group recycles office materials and supplies, and minimizes the use of disposable items. Vesper Group strives to send things electronically (e-invoices or equivalent).

### Planned activities for 2015 / 2016

**Environmental Policy Review:** As a rapidly growing company Vesper Group recognises the need to review its Environment Policy and is currently in the process of doing so. This will inform processes and activities for 2016.





## Outcomes

Vesper Group has not experienced known complicity by its staff of breaches against the principles on the environment.



## ANTI-CORRUPTION

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

### Commitment

Vesper Group's commitment to the UN Global Compact's principle on anti-corruption is reflected in its Code of Conduct which seeks to "prevent and oppose all forms of exploitation of vulnerable individuals and abuse of power".

### Implementation

**Procurement and Human Resources Policies:** Employment contracts and Vendor agreements covering subcontracted and outsourced services under Vesper Group's Security Operations division must include the commitment by vendors to abide by same legal, ethical and human rights requirements as Vesper Group and processes for reporting risks.

**Risk Assessments:** Vesper Group's new business process includes the assessment of risks related to corruption.

**Whistleblowing and grievance mechanisms:** Vesper Group provides a platform for complaints by employees and third-parties to allow parties to raise issues to be addressed. This includes issues that may regard corruption. Parties can do so anonymously.

**The Ethics Committee:** Vesper Group's Ethics Committee is responsible for the review of corruption or other ethical issues that have or may arise in conjunction with Vesper Group activities.

### Planned activities for 2015 / 2016

Vesper Group will assess when and where risks of corruption are greatest and will ensure that relevant policies and processes, including as regards to procurement and training, and will reflect findings in order to address risks identified. This is expected to include the development of an Anti-Corruption and Bribery Policy.

### Outcomes

Vesper Group has not experienced any incidents of corruption.