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PERMANENT & TEMPORARY RECRUITMENT

I am pleased to confirm that TEMP-TEAM Finland Oy 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,

Country Manager
Mr. Peter Aspenholt

Signature

Place and date of signature:

Helsinki, Finland November 11th 2015

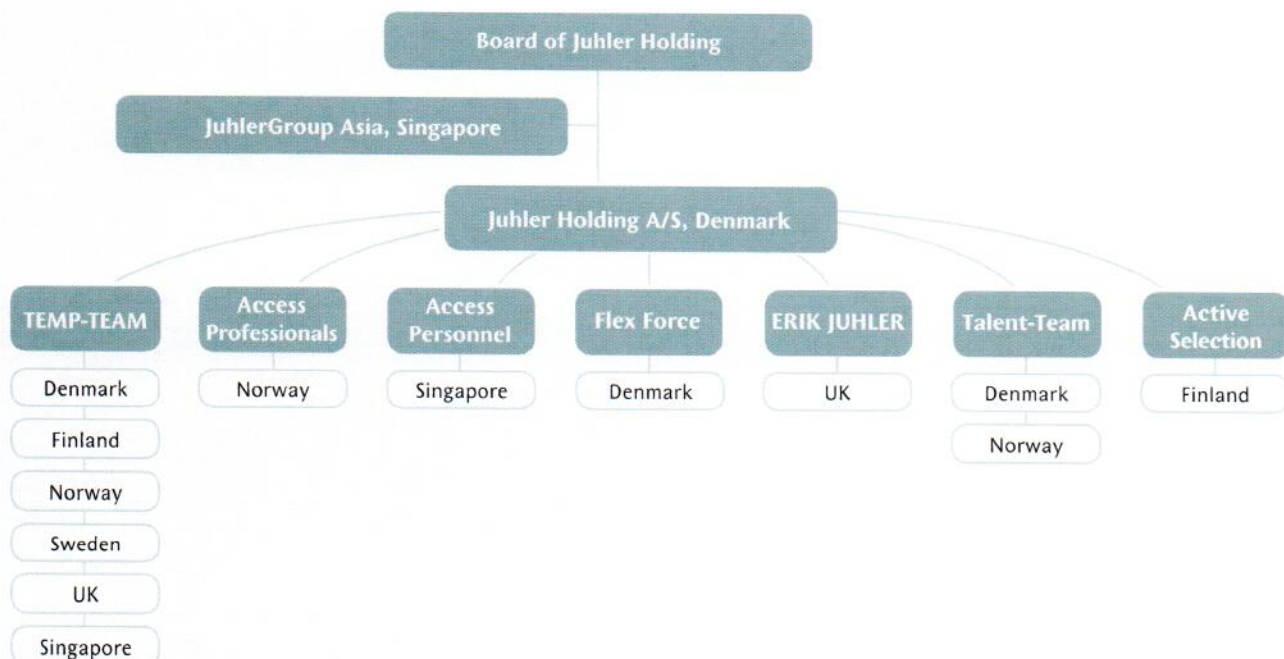


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TEMP-TEAM Finland Oy is part of the international JuhlerGroup

Established in Copenhagen in 1979 by Mr. Erik D Juhler, TEMP-TEAM Finland Oy is a member of the JuhlerGroup network of recruitment companies. Since inception the organisation has grown to more than 40 offices throughout Europe and Asia and is today operating in Denmark, Finland, Norway, Singapore, Sweden and the UK. More than 1.500 permanent placements are made by JuhlerGroup companies annually and we employ around 2.600 outsourced staff on average, every single day.



For more information concerning JuhlerGroup please visit www.juhlergroup.com

TEMP-TEAM in Finland

TEMP-TEAM Finland Oy started up in Finland in 2005 and is now present in three branches in Helsinki, Tampere and Jyväskylä providing permanent and temporary recruitment & HR solutions for our clients throughout Finland. TEMP-TEAM in Finland is an authorized member of the Private Employment Agencies' Association HPL which is the employer and industry association for companies providing private employment services. We follow existing Finnish labour law and collective agreements. TEMP-TEAM Finland joined the UN Global Compact in 2012.



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Group Level Corporate Social Responsibility (CSR) Committee

At the beginning of 2015 JuhlerGroup, of which TEMP-TEAM Finland is a part, has started a group level CSR committee consisting of 10 participants across all our member countries including Denmark, Finland, Norway, Singapore, Sweden, and the UK. The committee will attend Skype meetings 2 to 4 times a year to discuss the CSR issues and investigate additional CSR initiatives. The goal is to exchange ideas more actively in the group and to work on joint projects and towards common objectives within the UN Global Compact framework. Group level CSR surveys will be sent out to all employees at least once per year to get further feedback how the CSR can be improved further.

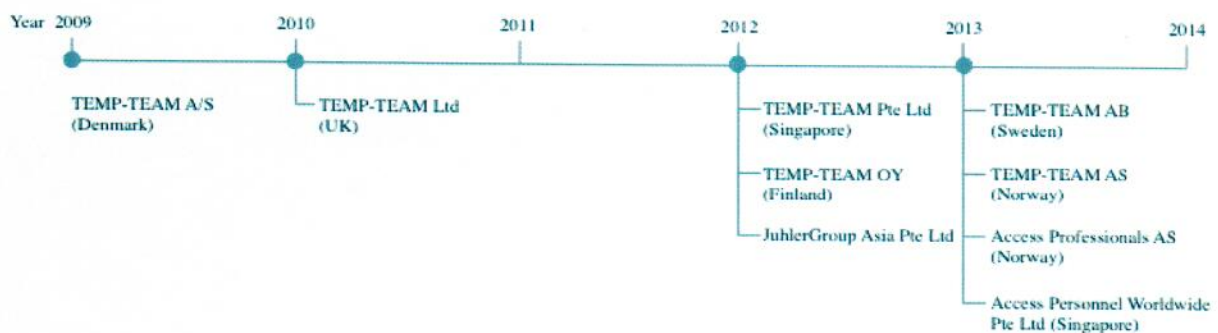
Members of The Global Compact Network Nordic Countries

In 2015 TEMP-TEAM in Finland has become a member of The Global Compact Network Nordic Countries to further interact with companies when it comes to developing our CSR practices in the Nordic region. TEMP-TEAM in Norway, Sweden and Denmark are also part of this network. The next bi-yearly meeting will be held in Finland Helsinki December 1st- December 2nd. One representative from TEMP-TEAM Finland and one representative from TEMP-TEAM Denmark will attend the meeting.



Network Nordic Countries

Timeline of CSR development of JuhlerGroup





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.

Assessment, policy and goals <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 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.
Implementation <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.
Measurement of outcomes <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.

Assessment, policy and goals <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 is an authorized member of the Private Employment Agencies' Association HPL which is the employer and industry association for companies providing private employment services. We follow existing Finnish labour law and collective agreements. 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 goal for next year is to evaluate areas that can be improved. Private medical care is offered both internal and outsourced staff in Finland.</p>
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<p>Implementation <i>Description of concrete actions taken by the company to implement labour policies, address labour risks and respond to labour violations.</i></p>	<p>Our aims for the coming year:</p> <p>To improve the gender equality in our internal organization we want to increase the number of women in the organization from today's ca 20%.</p> <p>We will continue to put extra efforts into fighting the growing problem of youth unemployment in Finland.</p> <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. Every year the management conducts interviews with each employee to follow up on performance, training, work environment, health etc. An internal anonymous job satisfaction survey for the group is sent out annually to improve the working conditions and wellbeing at work.</p>
<p>Measurement of outcomes <i>Description of how the company monitors and evaluates performance.</i></p>	<p>We have managed to increase the number of female employees in the organization in Finland from 10% to 20%.</p> <p>We have been re-approved as an authorized recruitment company for 2016.</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

<p>Assessment, policy and goals <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>	<p>At TEMP-TEAM we believe that an active environmental profile is a sound mode of operation for all types of organizations and businesses. Operating as a service company our environmental impact is limited. In areas where we have the influence we continuously work to improve our environmental performance.</p> <p>We follow strict Finnish environmental laws and we have developed an environmental policy as a guide to further minimize our negative affect on the environment. The staff is encouraged to travel efficiently and with the use of public transportation when possible.</p>
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Implementation

Description of concrete actions taken by the company to implement labour policies, address labour risks and respond to labour violations.



Plant a tree campaign. Our international group, JuhlerGroup of which TEMP-TEAM in Finland is a part, is planning to have a campaign during 2016 where we will plant a tree for every successful recruitment we manage to fill. TEMP-TEAM in Finland fully supports this project. The exact details and location of this project is currently being discussed on group CSR level.



Solar Panel Investment. Our group has decided to cover our total electricity consumption through green investments. A Danish solar cell company is the partner in this project and in 2014 the productions are equivalent to the annual consumption of electricity in about 6000 –7,000 normal households in Denmark/136 tons of CO₂. It is our group goal to be CO₂ neutral in the long term.



<p>Measurement of outcomes <i>Description of how the company monitors and evaluates environmental performance.</i></p>	<p>The environmental policy has been communicated in the organization with greater awareness of our environmental impact and a more active dialogue.</p> <p>The use of e-invoices remains at around 50%. We aim to further increase this portion and we are having an active dialogue with our accounting partner and clients to increase this portion to further decrease the need to print and transport paper invoices.</p> <p>During 2015 we have adjusted our office sizes to better match the number of employees and thereby decreasing unnecessary space per employee which has decreased our carbon footprint further.</p>
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Anticorruption

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

<p>Assessment, policy and goals <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>	<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 Finland is very low. To limit the risk even further we have policies for representation and purchases.</p>
<p>Implementation <i>Description of concrete actions to implement anti-corruption policies, address anti-corruption risks and respond to incidents.</i></p>	<p>All employees are continuously informed on the company policy and legislation in this area.</p> <p>All invoices, representations and book keeping procedures are handled and approved by our externally authorized partner.</p>
<p>Measurement of outcomes <i>Description of how the company monitors and evaluates anti-corruption performance.</i></p>	<p>TEMP-TEAM has not been a subject to any investigations or violations of the global compact principles nr. 10.</p>