

## Communication on Progress 2016

### Statement by the CEO

Jaba Group AB is a Swedish company. We are mainly a subcontractor to the automotive industry but also to the furniture industry. Our Plant is situated in Högsäter, Dalsland. We strive to afford our employees, and all employees at our subcontractors, a safe, responsible and creative environment.

I am pleased to confirm the support of Jaba Group AB to the United Nations Global Compact in the areas of human rights, labor rights, environment protection and anti-corruption.

In this Communication on Progress we describe our actions to continually improve the integration of the Global Compact and its principles into our organization. We also commit to share this information with our employees, suppliers and other stakeholders.

Einari Johansson  
CEO, Jaba Group AB

## 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:

Jaba Group AB commits to support and respect the protection of human rights.

### Systems and activities:

Part of the Jaba Group general purchasing terms and conditions:

*“The supplier should support and respect the protection of internationally proclaimed human rights; and make sure that they are not complicit in human rights abuses.”*

During 2014 Jaba Group AB has implemented the Ikea Iway.

### Performance:

Jaba Group AB has not been subject to any investigations, legal cases or incidents involving Human Rights violations

## Labour Standards

**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:

Jaba Group AB commits to uphold the freedom of association, eliminate all forms of forced and compulsory labour, support abolition of child labour and eliminate discrimination in respect of employment and occupation.

### Systems and activities:

#### Policy of participation:

“The company shall work not to discriminate any human being. Actions taken:

- Equal pay for equal work
- Create the same requirements for women as for men, firstly at heavy work activities, for example by using different kinds of aids.
- In all new recruitment we aim to employ as many women as men.
- No form of sexual harassment may exist at the company”

Jaba Group AB is a member of an employer association, uphold the freedom of association and apply collective bargaining. All employees have the right to be a member at any trade union they wish.

### Performance:

Jaba Group AB has not been involved in any investigations, legal cases or other relevant events related to the contravention of the Global Compact Labour principles.

The company does not have any form of child labour, or compulsory labour.

## Environment

*Principle 7: Businesses should support a precautionary approach to environmental challenges;*

*Principle 8: Undertake initiatives to promote greater environmental responsibility; and*

*Principle 9: Encourage the development and diffusion of environmentally friendly technologies.*

### Commitment:

Jaba Group AB commits to support a minimal environmental influence from the production and all the products produced by the company.

### Systems and activities:

Jaba Group has a certification according to ISO 14001 and we strive to reduce the environmental influence to a minimum.

Part of the Jaba Group general purchasing terms and conditions:

#### **“Safety and environmental instructions**

The supplier is responsible for ensuring that current laws and instructions issued by authorities regarding the nature of the goods, packaging, consignment etc. are observed in the performance of the delivery. The supplier shall, in conjunction with the design and choice of material and manufacturing method, endeavour to use eco-friendly solutions.”

### Performance:

During the last year we have increased the use of recycled materials.

Jaba Group AB has not been involved in any investigations, legal cases or other relevant events related to the contravention of the Global Compact Environment principles.

## Anti-corruption

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

### Commitment:

Jaba Group AB commits to work against corruption in all its form.

### Systems and activities:

### Policy against bribery:

“JABA Group AB does not allow any form of price collusion, cartel or abuse of market dominance, and in all parts of the business, support a proper and comprehensive competition in bids, tenders, contracts and purchasing.”

### Performance:

Jaba Group AB has not been involved in any legal cases, rulings or other events related to corruption, extortion or bribery. No suspicions of corruption have been reported to the management.