

COMMUNICATION ON PROGRESS (COP) September 2015-August 2016

Eric Rahmqvist AB

To our stakeholders:

I'm pleased to confirm that Eric Rahmqvist Group reaffirms its support of the Ten Principles of the UN Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual COP, we describe our actions to continually improve the integration of the UN Global Compact and its principles into our business strategy, culture and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Yours Sincerely,



Jesper Rahmqvist

CEO Eric Rahmqvist AB



The Rahmqvist Group market special products for administration and education through:
Rahmqvist AVICO, Rahmqvist DELECTUM, Rahmqvist SERAMA, Rahmqvist WORK, Scander, Larcona, Vidamic Ergonomics, Vidamic Prinova, BusinessCare

Description of actions:

The Eric Rahmqvist Group (ERG) aim to inspire employees, customers and suppliers to adopt and act the spirit of UN Global Compact.

During 2015 ERG updated its Code of Conduct according to the ten principles of the UN Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption. The updated Code of Conduct was sent to all our suppliers together with a letter standing that they were required to run their business accordingly.

ERG proudly use the UN Global Compact in information and education material at the College for newly employed as ERG believe that increased awareness and knowledge is the beginning of changed behavior when doing business.

Communication to the company Group on the 17 Sustainable Development Goals was done as a series on the intranet.

Eric Rahmqvist aims to obtain sustainable products by excluding the use of harmful substances and to consistently choose materials and components with the least environmental impact from suppliers.

During 2015 ERG intensified the work to develop green products, new goal: at least 50% of product launches should be labeled as green, by third partner or by ourselves with ERG private label Green Choice.

Human Rights

ERG provides equal employment opportunities to all individuals without regard to gender, race, religion, age, disability, sexual orientation, nationality, social or ethnic origin, political opinions or any other characteristics protected by applicable law. Physical, psychological, sexual and verbal harassment against any colleague or business partner will never be tolerated.

- Pilot Project in educating employees at suppliers' factories in human rights with QuizRR. A digital training service to add measurability to our sustainable work. Starts in August 2016, factories in China.

Labour

ERG updated its Code of Conduct to include the Ten Principles of the UN Global Compact, which was sent to all suppliers where they were asked to run their business accordingly, such as fair employment Conditions, hours of work, wages and employments terms shall be fair and reasonable and appropriate in relation to national practice and conditions of each country in question.

- Pilot Project in educating employees at suppliers' factories in labor issues with QuizRR. A digital training service to add measurability to our sustainable work. Starts in August 2016, factories in China.



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Environment

ERG updated its Code of Conduct to include the Ten Principles of the UN Global Compact. Where specifying Business Environmental Practices that are required from ERG's suppliers:

Risks: efforts shall be done to identify potential environmental risks and implement appropriate means to control such risks. Chemicals shall be handled in a safe way for humans and the environment.

Climate: efforts shall be done to reduce emissions of carbon dioxide and greenhouse gases. Efforts shall be done to minimize energy consumption and to reduce/recycle waste.

- Updated our quality and environmental policy.
- Extended recycling of material in our office and main warehouse, now also including plastic from office.
- Cost reduction for coworkers at ERG when choosing a green car.
- Meeting with logistics for combined shipment of cargo from Asia

Anti-Corruption

Updated our Code of Conduct according to the Ten Principles of the UN Global Compact. Where specifying Anti-Corruption that are required from our suppliers:

Efforts shall be done to work against all forms of corruption, including extortion and bribery. Eric Rahmqvist define corruption as Transparency International "the abuse of entrusted power for private gain". This does not only include financial gain but also non-financial advantages.

Measurement of outcomes

Recycling 2015:

corrugated paper and cardboard	15 015 kg
plastic	160 kg
electronics	3 102 kg

CO2 emissions 2015:

Airfares	104 150 kg
Cars owned by the company,	396 500 kg (in average 200 kg less per car vs 2014)

Launched Green labeled Products,

Summer 2016	5 products
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