



# UN GLOBAL COMPACT



# FOREWORD



*26 September 2016*

**Dear All,**

**For our first update report I am pleased to confirm that Verisec AB continues to support the ten principles of the Global Compact with respect to human rights, labour, environment and anti-corruption.**

**In this Communication on Progress, we present some of our actions to continually improve the integration of the Global Compact and its principles.**

**We support public accountability and transparency. Therefore we commit to reporting our progress annually according to the Global Compact COP policy.**

**Sincerely,**



**Johan Henrikson**  
CEO Verisec AB

# INTRODUCTION

**Sustainable and responsible business is important for Verisec to be able to create long-term value for the company and our stakeholders. Sustainable business according to our definition means integrating financial responsibility, social responsibility and environmental responsibility in all aspects of our business.**

Verisec has been a member of the UN Global Compact for many years and the ten principles of UN Global Compact and its underlying conventions and declarations are always present in the company's business.

Verisec's mission is to make the digital world accessible in an easy and safe way by delivering innovative solutions for digital identities and information. An app on your mobile device for login, instead of a token you rarely have in your pocket, or a lot of passwords that are easily forgotten, are examples of how we operate in the area we call digital identities. Information security is about protecting information through encryption.

Verisec's goal is to work to secure identity management for businesses, organizations and individuals. In 2002, ten percent of the world's population were connected to the internet. Today, the same figure is close to 50 percent. During the same time, the number of hacking attacks has increased with 38 percent, according to a report from PwC.

Social sustainability is at the core of Verisec business. By providing secure digital identities we provide a secure means for people across the globe to interact across digital channels while maintaining a high degree of privacy and personal integrity protection. Thereby we contribute to important social structures and building new ecosystems. Using our technology we also enable increased welfare at reduced cost by allowing both local and central government to offer digital services (e.g. eHealth initiatives).

The ten basic principles of UN Global Compact are important elements in the daily work of Verisec.

Verisec has policies regarding health and safety, business ethics, communications, bribery and rehabilitation for employees. The head office has, among other things, moved to the central parts of Stockholm to facilitate for employees residing around Stockholm, to travel to work in the most environmentally friendly way possible. All employees have a special health insurance, despite the fact that Sweden has subsidized healthcare. All employees are also encouraged to use the health care contributions the company is providing.

# HUMAN RIGHTS

**PRINCIPLE 1:** Business should support and respect the protection of internationally proclaimed human rights within their sphere of influence.

**PRINCIPLE 2:** Make sure that they are not complicit in human rights abuse.

Verisec operates globally. **We are committed to ensure that we are not complicit in human rights abuses.** If we were to find ourselves implicated in abuses of human rights, we would take immediate steps to rectify the situation.

**All employees shall be treated with respect and dignity** and be entitled to fundamental human rights. The freedom of expression of employees, customers and other stakeholders shall always be respected.

*Verisec has offices in seven countries*



# 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

Verisec complies with the relevant laws relating to employment and employment conditions in each country we operate in. We recognise that labour standards and conditions may vary from country to country. We ensure that our employees have satisfactory wages, working conditions and that there is no exploitation of labour.

No person shall be employed who is below the minimum legal age for employment.

Verisec offer equal employment opportunities to all. The persons recruited are selected on merits and are not discriminated because of gender, race, origin, religion, sexual orientation, disability or age. To us, diversity is positive.

All employees shall have a written contract, be informed about and fully understand their employment conditions and rights. The contract shall as minimum contain: working hours, notice period, wages and frequency of payment.

A normal working week is 40 hours, unless otherwise regulated in national legislation. Employees have the right to yearly holidays and parental leave.

All employees shall be free to form and to join, or not to join, trade unions or similar employee representative organisations.

Verisec has a policy regarding the working environment and is responsible for work not to endanger the health or safety of employees and that the workplace safety in general is good. Steps to correct and prevent physical accidents and injuries as well as psychosocial illnesses shall be taken to limit hazards in the working environment.

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Verisec offer equal employment opportunities to all

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# 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.

Our business is to help other companies implement digitization. This means that our products and services, reduce or eliminate paper-based processes, and physical transport. Letters and other documentation can, with our technology, be replaced by digital communication. Physical communication can be replaced by digital contacts and our technology makes it possible for people to work from home / remotely with less travel as a result.

We only use printing shops that are environmentally certified, and always select paper that is FCS-marked and Rainforest Alliance Certified.

Verisec has invested in a system for remote meetings between our offices so that we can cut down on travel.

We offer employees to work from home as a step to reduce travel and also the impact on the environment.

**Verisec strive to minimize environmental impact in all parts of the business.** The move to a refurbished plant in Upplands Väsby was a part of our efforts to streamline our processes and minimize the number of transports.

To manufacture a login box in China, transporting it several thousand miles and then manage and distribute it here in Sweden, of course means an environmental impact. Verisecs effort to develop security solutions that use the mobile phone as the logon device, are to be part of a reduced climate impact. We believe that the mobile phone of the future will be the entity that most people use to securely connect to various services on the Internet and in line with this, the number of physical devices is to be reduced. Our plant in Upplands Väsby is an important link. We have begun to reduce energy use in our distribution facility. In 2015 we invested in a more energy efficient heating / cooling system.

Recycling is also a natural part in all of our offices across the world. Sorting paper, plastics, metals and foods is part of this work.

We are also committed to the EU WEEE initiative to minimize the impact of electronic waste. All electronic equipment is reused or destroyed in accordance with the EU regulation by approved suppliers.

# ANTI-CORRUPTION

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

The company has a policy on business ethics. Corruption does not only create problems for the individual company, but also prevents communities from developing, especially in poor parts of the world.

All forms of corruption, including but not limited to extortion, bribery, facilitation payments, nepotism, fraud, terrorism financing and money laundering, are forbidden.

No one shall offer, ask for, give or accept, directly or indirectly, a personal payment, gift or benefit in exchange for favourable treatment intended to influence a business transaction or to obtain a personal or business advantage.

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Verisec has a policy that states that the principles relevant to business ethics is an integrated part of the business

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#### **About Verisec**

Verisec is a company on the cutting edge of digital security, creating solutions that make systems secure and easily accessible. The company provides a wide range of products and services within its two areas of business: Digital Identity and Information Security. Verisec has global distribution and operations in Stockholm, London, Belgrade, Madrid, Frankfurt, Dubai and Mexico City. Verisec is listed on Nasdaq First North in Stockholm since 2014.

**[www.verisec.com](http://www.verisec.com)**

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