

United Nations Global Compact Communication on Progress

Letter From Our CEO

Dear Stakeholders,

Enact Sustainable Strategies Group AB (Enact) has been a signatory to UN Global Compact since May, 2014. I am pleased to continue endorsing our long-term support for the ten principles of the Global Compact on Human Rights, Labour, Environment and Anti-Corruption.

Enact is a values-led consultancy specialised in the area of sustainable business development and corporate responsibility. We want to change the way business is being done. We are driven by our vision – a sustainable, global development, in which the business sector is a responsible driving force. Our mission is to help companies become more successful in reaching their overall business objectives by behaving in a more responsible way, thereby earning trust and reputation.

We support public accountability and transparency, and therefore commit to report on our progress. The following Communications on Progress describes our impacts and activities undertaken by Enact on human rights, labour, environment and anti-corruption during the fiscal year July 2015 – June 2016.

Yours sincerely,



Mattias Iweborg
Managing Director
Enact Sustainable Strategies Group AB



Our Impacts

Enact's commitment to sustainability and corporate responsibility are demonstrated and continuously improved by emphasising the importance of values, business ethics and good working conditions for sustainable growth.

As a business, our responsibility can be described in three dimensions; our responsibility as a trusted and pioneering advisor to our clients, our responsibility towards our employees and our responsibility as a business. This summarises our efforts towards our vision and integrates marketplace, workplace, environment and community concerns with our business operations in interaction with our stakeholders. Since March 2016, we have been certified according to the international management system standards ISO 9001 for quality and ISO 14001 for environment.

Our most important impact and contribution to the implementation of the ten principles of Global Compact is through the work we deliver to our clients and our training participants. Since the company was established, we have used the Global Compact and its principles as a guiding star in our work.

Our advisory and training assignments cover and often cross-cut over the topics on Human Rights, Labour, Environment and Anti-Corruption. For example, Enact supports the Swedish government agency the Swedish Institute in the planning and execution of management programmes for Asia, Africa and Northern Europe. The three weeks long programme provides business leaders from these regions with a combination of theory and practice, including advanced business-related problem solving, seminars and meetings with prominent experts in the commercial, political and cultural fields, as well as company visits. During the programme, Enact supports the Swedish institute with training business leaders in topics related to responsible business.

Since 2012 we are one of two certified Global Reporting Initiative training partners in the Nordics. Through our GRI trainings, we have trained more than 700 people how to report non-financial aspects of their business. In this context, the ten principles of the Global Compact are always mentioned and very often explicitly referred to in the reports produced by the reporting organisations.

During the fiscal year 2015-2016, we have supported over 60 clients on responsible business assignments. The following are descriptions of assignments and activities we have conducted during our last fiscal year in which the ten principles of Global Compact have been promoted and pursued.



Human Rights

Enact has a longstanding commitment to human rights. We have advised and supported companies across the world on human rights topics for over a decade. During our last fiscal year, the Enact Human Rights & Business Practice Group (HRBPG) has supported clients and stakeholders to improve their human rights work on various levels including due diligence, management systems, internal controls, policy and managing grievances.

The following are examples of assignments we have carried out during the last fiscal year on Human Rights:

- Identification of the risks of negative impact on human rights throughout the value chain of a multinational energy company and a private equity firm. These assignments include reviews of company policies, strategies and processes based on the UN Guiding Principles for Business and Human Rights
- Development of industry-wide sustainability criteria, pre-assessment of the supply chain of building materials. The criteria include environmental, labour and human rights and anti-corruption and gave concrete guidance to suppliers in the process of risk analysis based on the UN Guiding Principles for Business and Human Rights.
- Advised a multinational travel company in the development of demands for local suppliers and partners based on previously made risk analysis with the support of the UN Guiding Principles on Business and Human Rights.
- Advised multinational automotive manufacturers on their Code of Conduct for suppliers and business partners based on previously made risk analysis with the support of the UN Guiding Principles on Business and Human Rights.
- Conducted workshop with a focus on Human Rights Impact Assessments with multinational OEMs.
- Conducted a human rights training and due diligence for a coalition of electronics companies on behalf of international ICT company.
- Implemented a human rights impact assessment on behalf of a South African mining company.
- Continued to facilitate the Swedish Network for Business and Human Rights.

Labour

At Enact, our people are the most important assets that we have. We aim to engage our people by working actively with competence development, work-life balance and diversity issues.

We place a high value on nurturing a culture that fosters collaboration, teamwork and individual growth. Continuous individual feedback, monthly group meetings, high flexibility and inclusive decision-making processes are all central aspects of our work. We currently do not work with collective agreements; however, we follow the Guidelines of Almega, the Employers' Organisation for the Swedish Service Sector.

We believe that diversity is an important factor in business success and strive to have a



team with a wide range of competences and experiences. Healthy work-life balance is often seen as a challenge in the consultancy sector; for this reason, we aim to ensure that the work at Enact allows our employees to combine their work and their private life in a balanced and satisfactory way. We also strongly encourage our employees to take on non-profit work outside of Enact in their areas of interest. The experience gained in such positions has provided invaluable input to Enact's work, and we therefore try to be as flexible as possible so that everyone can meet their external commitments.

The following are examples of assignments we have carried out during the last fiscal year on Labour issues:

- Supported our clients with developments and/or revisions to their Code of Conducts.
- Conducted face-to-face training and train-the-trainer concepts on Code of Conducts and labour related issues for our clients and their suppliers.
- Developed computer based training (e-learning) on Code of Conduct, Ethics and Integrity.
- Performed supplier audits to check compliance on our clients' Code of Conducts.
- Performed risk and opportunities analysis including labour practices to support companies to define their major impacts and activities for sustainability as well as non-financial reporting.
- Supported an industry organisation with the development of social criteria for the industry, and supported with the assessment methodology to assess these criteria.

Anti-Corruption

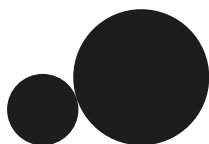
Business ethics and anti-corruption is one of our knowledge competence areas. We believe that the questions raised by ethics, integrity coupled with anti-corruption practices are the starting point for business responsibility.

The following are examples of assignments we have carried out during the last fiscal year on Anti-Corruption issues:

- Conducted face to face and e-learning trainings on ethics, anti-corruption and anti-fraud to educate and raise awareness among our clients' employees.
- Anti-corruption issues have also been handled as part of our projects relating to Codes of Conducts and companies defining their sustainability risk and agenda.
- Conducted an anti-corruption training called "Protect your organisation against corruption and fraud". This training focuses on how to prevent, identify and respond to corruption and fraud within companies and organisations. The focus is also on the conditions for an ethical climate and how anti-corruption measures are integrated into business strategies.

Environment

At Enact, we believe in providing our clients with a holistic perspective of responsible business which extends beyond compliance. We deliver and develop our services and own



operations, and inspire our clients and business partners according to best environmental praxis.

During the last fiscal year, we have been certified according to the international management system standards ISO 14001 for environment. As part of the certification process, we have mapped our own environmental impacts, set targets and monitored our performance. We have also updated our corporate responsibility and travel policies with high ambition levels.

The following are examples of assignments we have carried out during the last fiscal year on Environmental issues:

- Supported our clients with climate and emission calculations for their external non-financial reporting as well as defining the most important environmental impacts.
- Trained and raised awareness through sessions on environment and climate and how that relates to business to mid-to high level managers as part of our assignments to our clients and our public GRI trainings.
- Conducted a stakeholder workshop for an environmental certification organisation on animal welfare.

