

To United Nations Global Compact office  
United Nations

Oslo, October 30<sup>th</sup> 2017

## UN Global Compact – sustainability report 2017 Communication on Progress

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### *General*

This Communication on Progress (COP) covers the period from October 2017 to October 2019.

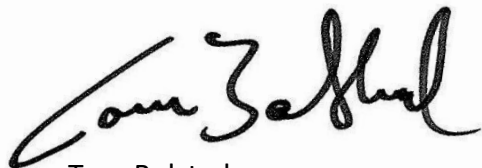
### *Statement of continued support by the Chief Executive Officer (CEO)*

To our members:

I am pleased to confirm that Econa 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 strategy, culture and daily operations. We also commit to share this information with our members using our primary channels of communication.

Sincerely yours,



Tom Bolstad  
CEO

### *Human Rights Principles*

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.

### *Assessment, Policy and Goals*

Econa is the Norwegian association for "siviløkonomer" and others with a master's degree in fields related to management, economics and business administration. Econa has 21.000 members, of whom 4.000 are students at Norwegian and international business schools. Our aim is to:

- To promote high professional standard and greater attention to ethics amongst members.
- Secure good salary and employment conditions for our members.
- Secure high standard of educational institutions within the field.
- To promote research in the field of economy and administration.
- Motivate members to engage in questions related to society from an economic perspective, as well as humanistic and cultural issues.

Econa is a Non-Governmental Organization. We have a profound knowledge and broad experience in the field of human rights, labor conditions, gender, health and safety.

The respect for human rights is integrated in both the internal and external operations of the organization.

### *Implementation*

Econa respects and protects human rights in its daily operations.

Econa is a Norwegian organization whose activities solely are in Norway, and it is unlikely that we will see violations of human rights.

### *Measurement of outcomes*

Econa has received no complaints from employees, business partners or members in relation to (potential) human rights violations, nor was the organization involved in any human rights incidences before or during the reporting period.

Because of the scope of our activities and the limited number of employees (28), an external audit on human rights performance is not required.

### *Labour Principles*

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 labor;

Principle 5: the effective abolition of child labor; and

Principle 6: the elimination of discrimination in respect of employment and occupation

### *Assessment, Policy and Goals*

Econa is a Trade Union for graduates in the fields related to management, economics and business administration.

Econa recognize all required labor rights, including non-discrimination and equal opportunities, the freedom of association and right to collective bargaining, workplace health and safety, as well as conditions of employment and work (wages, working hours, leave, benefits etc.).

### *Implementation*

Econa has an Ombudsman representing the employees, and an employee handbook. We have health and safety procedures and procedures for notification of violation of the rules.

Econa take part in Nordic and European organizations working for the same values.

### *Measurement of outcomes*

Econa has received no grievances or complaints from employees or others in relation to (potential) labor rights violations, nor was the organization involved in any labor rights incidences before or during the reporting period.

Furthermore, our organization has been active in promoting labor rights within the activities of our business partners, members and clients by advising them on human rights issues and measures to respect, protect and promote labor rights.

Because of the scope of our activities and the limited number of employees (28), an external audit on labor rights performance is not required.

### *Environmental Principles*

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

### *Assessment, Policy and Goals*

Econa aims to identify and highlight issues and challenges when it comes to sustainability and the creation of value that are considered relevant to Econas members in their industries, and invite to commitment among the members in the relevant issues.

### *Implementation*

Econa's Board annually presents a report on Econa's impact on the environment.

### *Measurement of outcomes*

We have not found any method to measure the results of our efforts in this area.

### *Anti-Corruption Principles*

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

### *Assessment, Policy and Goals*

There are strict guidelines for personnel on how to act in case of bribery or extortion. Integrity is a vital part in the Human Resource policy as well as the Code of Conduct of Econa. The personnel of Econa cannot accept any form of corruption. Therefore, neither employees nor members of the management team accept remuneration outside of the agreed quotation unless it is formally agreed upon.

### *Implementation*

Econa has a thorough anti-corruption policy.

### *Measurement of outcomes*

There have been no cases of corruption in the line of our work.