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## 4C Strategies AB Communication on Progress 2017

# 4C Strategies AB's Annual Communication on Progress 2017

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## Statement of continued support

To our stakeholders:

I am pleased to confirm that 4C Strategies 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 business strategy, culture and daily operations. We also commit to share this information with our stakeholders using our primary channels of communication.

The Board annually reviews 4C Strategies' Code of Conduct, which includes an assessment of all 10 UN Global Compact's Principles.

Sincerely yours,



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Magnus Bergqvist, CEO 4C Strategies

Stockholm 19.12.2017

## Description of actions

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### Principle 1 and 2 – Human Rights

- **Businesses should support and respect the protection of internationally proclaimed human rights (P1); and make sure that they are not complicit in human rights abuses (P2).**

4C Strategies fully adheres to Swedish and UK legislation and pays special attention to this issue in our Code of Conduct. In 2017, our plan is to engage ourselves in the local community and actively raise the awareness among all employees through this work.

Our ambition and goal for the year is to maintain our record of no formal complaints or legal breaches in the area of Human Rights intact.

### Principle 3, 4, 5 and 6 – Labour

- **Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining (P3)**
- **The elimination of all forms of forced and compulsory labour (P4);**
- **The effective abolition of child labour (P5);**
- **and the elimination of discrimination in respect of employment and occupation (P6).**

4C Strategies fully supports and adheres to the strict laws (of Sweden and UK) pertaining to the freedom of association and labour practices, and actively and continuously works to promote equality at the workplace.

Our goal for the year is to maintain our record of no formal complaints or legal breaches in the area of Labour intact.

### Principle 7, 8 and 9 – Environment

- **Businesses should support a precautionary approach to environmental challenges (P7).**
- **Undertake initiatives to promote greater environmental responsibility (P8)**
- **and encourage the development and diffusion of environmentally friendly technologies (P9).**

4C Strategies will continue its progressive work (recycling, cyber meetings, minimizing waste, promoting public transportation and bicycling etc) in this area. In 2017, we plan to start fully compensating for all the CO<sub>2</sub> emissions our business flights generate.

## Principle 10 – Anti-corruption

- **Businesses should work against corruption in all its forms, including extortion and bribery (P10).**

4C Strategies fully supports and adheres to Swedish and UK legislation regarding corruption.

4C Strategies conducts, since a few years back, detailed and regular inspection of all company representation; all bills from travels, dinner and drinks, gifts, conferences, fairs, exhibitions have to be approved by the Line Manager as well as the CEO, and must be presented with a legal receipt or else the employee is not reimbursed. In 2017, we plan to align our work in this area in line with ISO 37001.

## Measurement of outcomes

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### Human Rights

4C Strategies became a corporate partner to the City of Stockholm's Social Mission, a NGO whose mission it is to provide shelter, food, education, health care for the most vulnerable people in Stockholm. As part of this sponsorship, we have collected clothes, toys and other personal items for the poor.

During 2017, no formal complaint or legal issue related to Human Rights has been received.

### Labour

The average gender ratio for 2017 was 30 % women (34 % in 2014-2016). In other words, we have lost some ground and will have to regroup in 2018. We contracted an outside expert on the topic of master suppression technique to conduct a workshop with all employees at the Stockholm office, in order to increase awareness of deliberate and non-deliberate use.

During 2017, no formal complaint or legal issue related to Labour has been received.

### Environment

- We continue use 100 % fossil free electricity at the Stockholm office and changed supplier in 2017, to one that contributes part of their annual profit to charities (GodEl).
- Our travel policy was changed to stipulate compulsory rental of most environmentally friendly choice of cars.
- We started to fully climate compensate all our business flights.
- Our recycling scheme now has more fractions as plastics have been added to the list.

### Anti-corruption

Some employees participated in an ISO 37001 course and as a next step, they will run an in-house workshop on the same topic. *Train the trainer*.

During 2017, no complaint or legal issue related to Corruption has been received.