

JuhlerGroup
Corporate Social Responsibility Report
2017

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1. Overview

JuhlerGroup is a leading group of recruitment agencies founded in 1979 in Copenhagen, Denmark, by Erik Dyrmann Juhler, currently CEO of the Group. Since the beginning the company has grown to more than 40 offices throughout Europe and Asia and is today operating in Denmark, Finland, Norway, Singapore, Sweden, and the UK. More than 1,100 permanent placements are made by JuhlerGroup companies annually and we employ around 2,000 outsourced staff on average every single day.

We commit ourselves to the concept of CSR with a view to find a balance between social responsibility as a business entity and economic development in the long term. We affirm our intention on being good global corporate citizen, (*Nelson, May 2005 Working Paper No.13*) recognizing that there is a close connection between the daily activities of companies and the wellbeing of society, and conducting our business to minimize harm to society and maximize benefits ethically.

All the operating companies joined the United Nations Global Compact and local CSR authority voluntarily. We are proud to be a part of the good global corporate citizenship and take the initiative to organize local CSR events.

This report indicates the CSR development of JuhlerGroup, CSR policy, and the common CSR practices within the group.

True CSR requires satisfying all four parts of the model proposed by Archie Carroll. (*Kaplan Financial, 2012*) We hope to uphold our legal and ethical responsibilities while satisfying our economic responsibility as an individual entity to pursue profitability. Philanthropic responsibility is our goal in becoming good global corporate citizens, having valued social impact on society, and influencing all our stakeholders, including staff, suppliers, customers, and competitors.

A chart highlighting the structure of social responsibility. (*Safepc.info, 2015*)



Figure 1: Corporate Social Responsibility Pyramid

2. CSR Development of JuhlerGroup

Temp-Team A/S Denmark was the first company within our organization to join the UN Global Compact in 2009. They started to persuade and influence the other members to register as practitioners of CSR. Temp-Team UK started CSR in corporate tenders and proposals in the business they were involved in, looking at more specific CSR policies, environmental issues, and initiatives in volunteering and wellbeing since 2010.

In 2012 Temp-Tam Pte Ltd (Singapore), Temp-Team Finland OY, and JuhlerGroup Asia Pte Ltd (Singapore) registered as members. They were followed by Temp-Team AB (Sweden), Temp-Team AS (Norway), Access Professionals AS (Norway), and Access Personnel Worldwide Pte Ltd (Singapore), who joined the UN Global Compact and Global Compact Network Singapore during 2013.

Education World Ltd who recently joined us will most likely register as member of the UN Global Compact soon.

Timeline of CSR development of JuhlerGroup

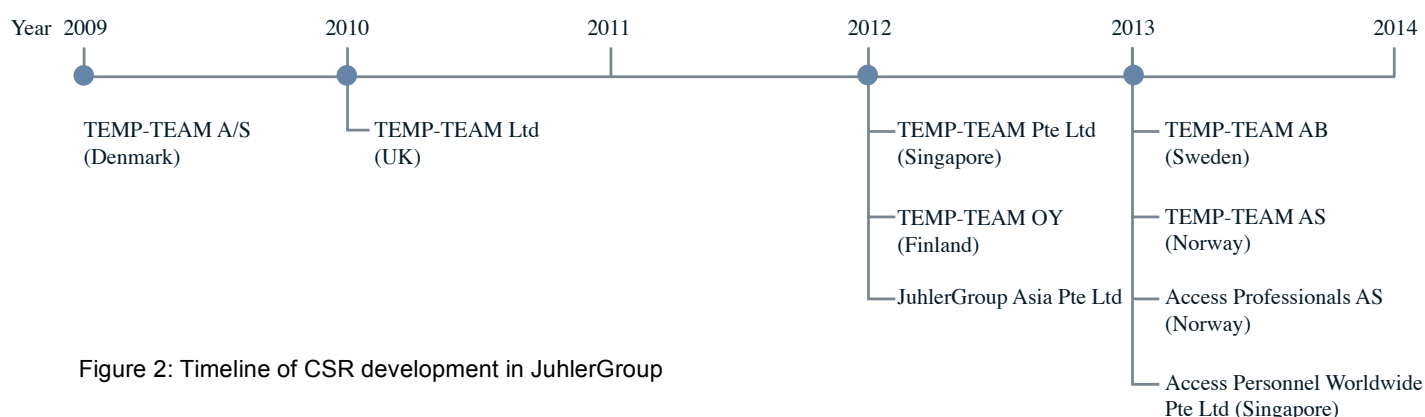


Figure 2: Timeline of CSR development in JuhlerGroup

3. CEO Statement

We are constantly looking for ways to improve relations with our stakeholders as well as with the surrounding society. Within our group we hold regular CSR meetings to exchange and develop ideas on how to improve relations and reduce our carbon footprint.

Focusing on proper Onboarding is an essential way of making the recruitment of new staff a success for employers as well as the new employees. We have invested in Onboarding Group – a company that has developed an essential program to improve this process. We are going to use the program ourselves as well as present it to our clients.

We are also investing in a new program called Net Promoter Score to ensure that we constantly have a proper overview of the quality of our services. This system enables us to act quickly in case of quality issues regarding our services. This will benefit our clients, candidates, and staff by securing that we are always providing the best possible service to all the related parties.

We continue investing in green initiatives like solar panel companies and are constantly looking for ways to improve as global citizens.

Erik Dyrmann Juhler,
Chief Executive Officer of JuhlerGroup

4. CSR Policy of JuhlerGroup

We support a set of core values in the areas of human rights, labor standards, the environment, and anti-corruption within the 10 principles of the UN Global Compact. Due to culture and the impact of CSR varying from country to country, each operating company can decide and design its own policy.

Operating companies in Singapore and JuhlerGroup Asia joined Global Compact Network Singapore, which is the national society committed to aligning with the UN Global Compact to promote sustainable development for businesses and stakeholders in Singapore.

Initially the CSR framework of TT UK was based on obligations linked to the Investors People Award.

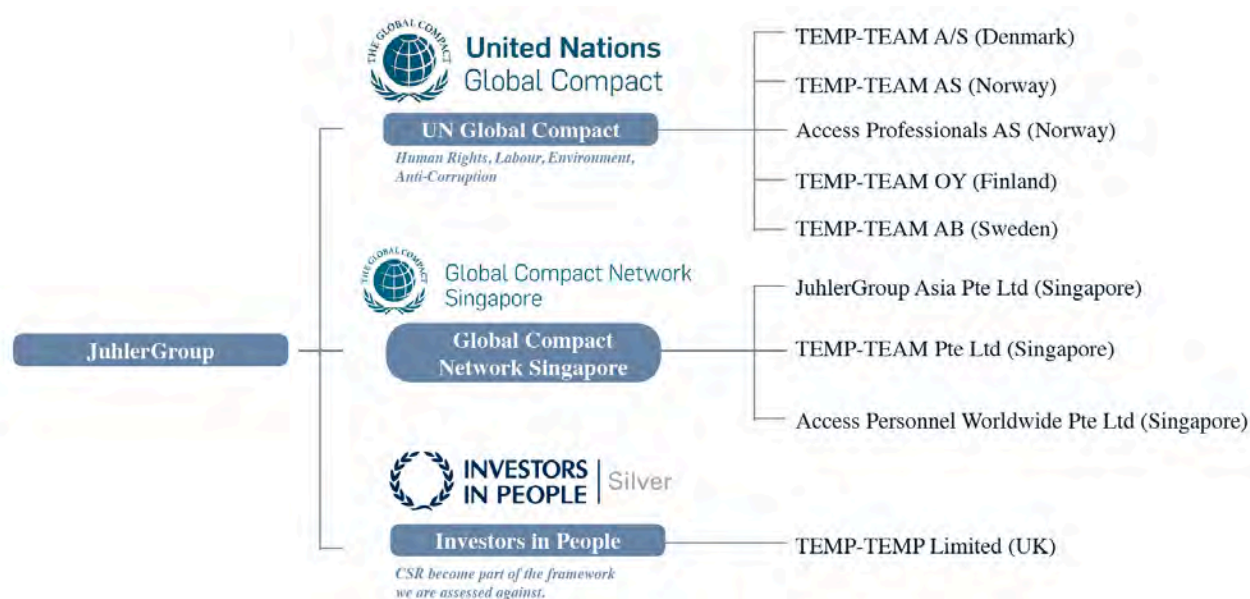


Figure 3: The CSR policy in each operating company of JuhlerGroup

10 Principles of UN Global Compact

[Human Rights]

Principle 1: Business 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

[Labor]

Principle 3: Business 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

[Environment]

Principle 7: Business 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

[Anti-Corruption]

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

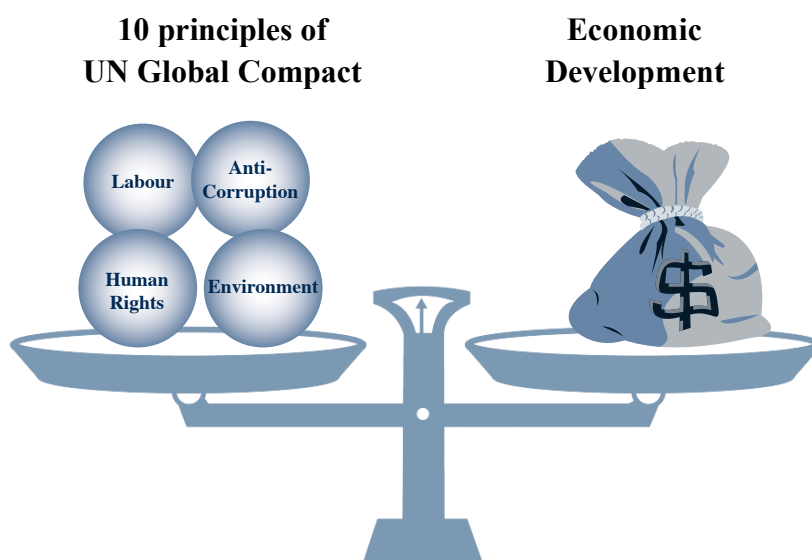


Figure 4: The balance between 10 principles of the UN Global Compact and Economic Development

As a multi-national recruitment organization, we feel that it is important for us to have our own human rights policy within our group to indicate respect and fair employment treatment. Again, we allow each operating company to make modifications based on the human rights policy of JuhlerGroup, according to local labor regulations. We expect each operating company to handle this policy seriously to optimize our business value and uphold a corporate citizenship.

Human Rights policy within the JuhlerGroup

1. We support and respect the protection of internationally proclaimed human rights. We adopt the guidelines from the UN Global Compact on fair employment practice.
2. We uphold the freedom of association and the effective recognition of the right to collective bargaining.
3. We want to respect each employee among our temporary and permanent staff equally irrespective of race, sex, age, religion, family status, or disability. We reward temporary and permanent staff fairly based on their ability, performance, contribution, and experience.
4. We do not tolerate bullying or harassment of any kind among our permanent or temporary staff.
5. We will not employ children under the age of 17.
6. We will not use suppliers that do not have a clear and acceptable policy regarding human rights, that corresponds to our own.
7. If a person from our staff feels exploited, bullied, discriminated, or harassed, the person in question is obliged to complain to the managing director of the individual company and/or the HQ of JuhlerGroup.
8. We will check on a regular basis, that all companies in our group understand, accept, and execute our policy regarding Human Rights.
9. As a freedom to innovate we encourage idea sharing to mutually create a better work environment.

5. Our Priorities



Environmental and employee engagement continue to be our goals within the group, since JuhlerGroup is still carrying out acquisition and restructuring and building strong foundations in the market. We have acquired interests in two specialist agencies during Q1 2017: Education World Ltd. and Convision A/S. These two acquisitions are well in line with our strategy for 2018, which focuses on growth and specialization.

Onboarding is essential for our companies but also, we hope that the implementation of the program will assist our clients in onboarding new employees faster. We have acquired 20 pct. of Onboarding Group, which focuses on developing a HR Ecosystem to ensure that the organizational integration of new hires is a structured onboarding approach. Therefore, onboarding becomes strategically as important as recruitment in any given organization. We

believe that we with an essential onboarding program can retain staff longer, not only saving costs on staff turnover, but also aiming to get staff to adapt to the company culture faster so they can start to contribute efficiently.

We plan to start implementing this program internally in September 2017 and introduce it to our customers in fourth quarter this year. The new system shows the measurement across six dimensions; culture, compliance, connections, collaboration, competence, and results to demonstrate how far the new hires are in the onboarding process.

In 2017, we agreed during the CSR Skype meeting that we would combine the CSR survey and Employee Satisfaction Survey sent from the Group. Previously we had implemented these separately as the Employee Satisfaction Survey was conducted with more details from direct employee feedback and the CSR survey was mainly for compilation purposes for Group CSR reporting. This year we have merged the survey questionnaire for the two surveys and plan to send it to all our employees separately in June and November. We believe that we with this more specific survey can keep track and compare the feedback in the same year, which could be more relevant to the local management teams.

The board also showed concern for diversity in gender and age for internal staff throughout the group. They urged each operating company to hire new employees by following the new diversity goals, especially those companies who have not met the diversification balance in staffing.

Besides that, each company has already taken notice of the new EU data protection rules and will prepare for the national law in May 2018. Each company is expected to have representatives to ensure compliance with data protection regulations.

5.1 JuhlerGroup CSR Activities 2017

5.1.1 Environment

:: Solar Panel Investment

JuhlerGroup decided to cover our total electricity consumption by green investments. Nordic Solar Energy – a Danish Solar Cell company is the partner in the project to calculate

investment in proportion to our energy consumption in order to be CO₂ neutral. The goal of JuhlerGroup is to cover 100 pct. of our CO₂ emissions.

In 2016, production was equivalent to the annual consumption of electricity in about 8,250 normal households in Denmark. It is our goal to be CO₂ neutral in the long term. We want to invest not only for profit, but also to benefit the environment.



Figure 5: Certificate Climate Ambassador 2016 awarded to TEMP-TEAM A/S



Green energy production in 2015		Green energy production in 2016
545.625 kWh	→	619.569 kWh
Saving the planet 273 ton CO₂		Saving the planet 310 ton CO₂

Juhler Holding A/S has another green project in 2017; we established a company to buy land and plant trees for long term investments and can expect to receive a return from this project and support our CSR goals.

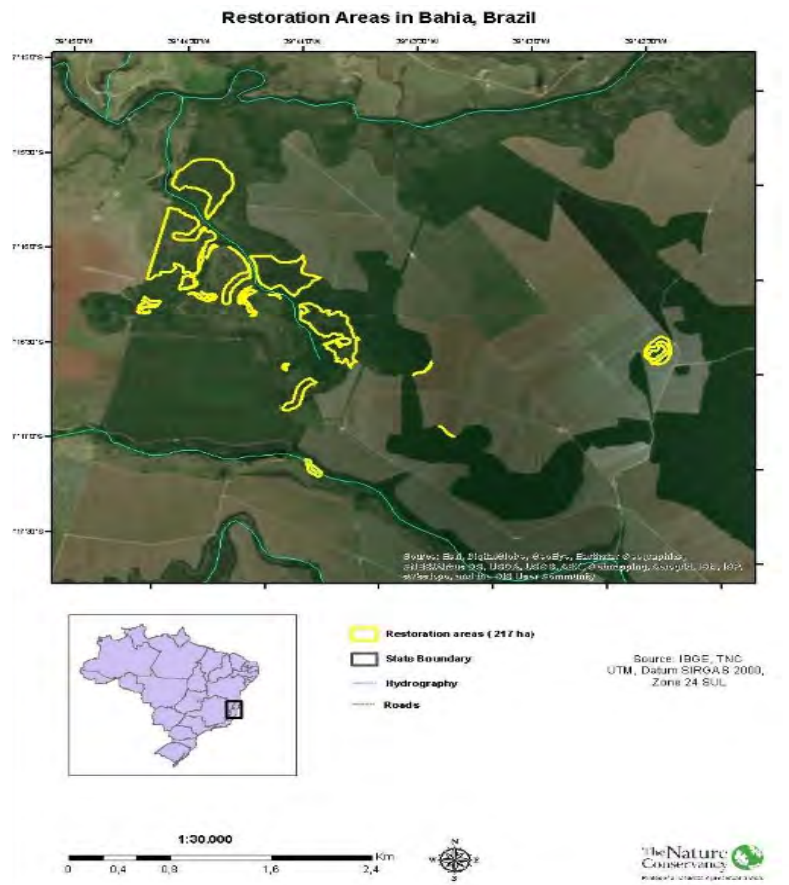
In the past two years, the donation amount has been distributed to the two big companies within the group; TT Denmark and TT Norway since their contributions have been the most significant to the overall group result. This year JuhlerGroup will consider the performance of each company, and decide the donation amount across all the companies to support local charity organizations.

:: “Plant a Tree Campaign”



2017 is the second year we committed us to the “Plant a Billion Trees Campaign” by planting a tree for each assignment we fill.

Cooperation with The Nature Conservancy really brings a positive impact to the staff within the group. Some told us directly that they feel proud to work in a company that is willing to make extra efforts to avoid deforestation in the Atlantic Rainforest and Central Savannas of Brazil. “Plant a Billion Trees Campaign” is helping to create temporary seasonal jobs for low-income communities in the concerned countries.



11,723 trees were planted in Southern Bahia (photo) and Northern Espírito Santo states in 2016.



The picture above was provided by The Nature Conservancy to show the area where the Juhler trees were planted and some of the areas restored. The photo might not be adequate as trees take time to grow. The Brazilian rainforests are called the “lungs of the world” for the valuable Oxygen that they release during respiration, and they serve many purposes for humankind. This is one of the reasons that we chose to plant trees in Brazil, and we will continue to promote this.

Message from The Nature Conservancy:

To our colleagues and supporters at Juhler Group

The Atlantic Forest in Brazil: Fighting the Odds

Brazil is not only about samba and caipirinha, beautiful people on the beach enjoying sun and having fun. We are about forest. Oops, we were about forests. The Atlantic Forest is one of five biomes in Brazil and the one that has suffered the most devastation. Since Europeans first arrived in the 16th century, it has faced continuous plundering of its resources. From its original coverage, which was more than twice the size of France, only 12 percent remains.

*Despite these numbers, a remarkable array of wildlife and plants call the Atlantic Forest home, including **one of every twenty vertebrate species on Earth and more than 20,000 species of plants.** Forests benefit people in many ways, including by capturing atmospheric carbon, which helps protect global climate. The Atlantic Forest remains the source of clean water, fresh air and flood protection for more than 100 million people in Brazil.*

The Nature Conservancy works to restore forest and reestablish degraded riparian forests in priority watersheds. These efforts help ensure water and food for the 100 million people who live in the large cities

surrounding the Atlantic Forest. The Nature Conservancy uses the best available science to ensure that the forests we establish become healthy ecosystems.

We work in areas where standing forests are protected by Brazilian law, such as steep slopes and river banks, so restored forests remain for a long time. In many locations, we plant native trees in degraded abandoned pastures. These trees attract birds and small mammals, which carry native seeds from nearby forest patches. In less degraded areas, we can catalyze regrowth by improving growing conditions and removing threats such as fire and cattle.

Brazil's strong environmental legislation is known as the Forest Code and it is very specific about what landowners in each biome must do to comply with the law. In the Atlantic Forest, 20 percent of each property must be set aside for permanent preservation, which unfortunately it is rarely the case given the history. However, this is a wonderful opportunity for the Conservancy since restoration is key to helping landowners comply with environmental law, benefiting them and all of us.

As of 2016, more than 35 million new native trees^[1] are growing in Brazil's Atlantic Forest thanks to funding from individuals, companies and organizations like Juhler Group that help support The Nature Conservancy's Plant a Billion Trees (PBT) Campaign. Since 2008, we have helped restore over 34,000 acres of degraded areas. This long-lasting project involves various steps, of which planting and restoring are just the first; monitoring and adaptive management are needed to ensure that the forest is healthy and diverse, and will endure in the long-term. And we are achieving healthy forests! One good example is the return of species like the giant anteater and the brown leopard to areas that have been deforested and later restored. But that is another story...



Detailed information at: <http://www.plantabillion.org>

In the video below, you can learn more about what restoration means to The Nature Conservancy.

<https://tnc.app.box.com/s/k6vh3jds3lecsqeezkqidonww58lqqln>



The report from The Nature Conservancy in Aug 2017



Dense Planting (Source: GF Serviços e Locações)

Area recently planted

Fibria is a pulp and paper company and one of the partners of the Plant a Billion Trees project. The planting methodologies used in areas where the restoration process has not yet begun may include planting of native seedlings, regeneration of natural vegetation, and the isolation and control of exotic and invasive species. They have a crew of 81 people to carry out field activities. With partnerships with companies such as Fibria and JuhlerGroup, we are providing the kind of collective action that brings win-win solutions with effective conservation results and social and environmental services that benefit many local people and businesses in Brazil.



Irrigation of planted area Growth five months after planting

:: Reduce CO2 when travelling on Client Visits

Monday May 1st 2017 is 'Bike2Work Day' for JuhlerGroup. We try to rent city bikes to visit clients within 5 km of our office and we register the activity and results as feedback. In 2016, we generated 15,400 client visits in total and we budget 18,700 client visits in 2017. With an expected increase of 3,300 C.V.s each company should make better use of transportation, and make cold calls when we schedule visits, not only to achieve our key activity but also to support our CSR goal of reducing CO2.

Basically, the Bike Day campaign was on a voluntary basis and besides this each company promoted doing canvas in walking distance of arranged client visits. Temp-Team Denmark organized 'Count your Steps' competition within their own organization to encourage staff to exercise for greater physical health with the installation of Apps on their smartphones.

5.1.2 Employee Engagement

As CEO of JuhlerGroup, Mr Erik Juhler always asserts that our staff is the most important asset in the company, especially in this competitive recruitment market. He is always thinking of how to motivate staff and maintain a positive work environment.

We aim to retain the most talented people to work for us and use the onboarding system to follow up on development of new staff and ensure their functionality. More training and meetings were organized across the group especially in Temp-Team Denmark which is the first company to implement the system.

Besides that, we have invested in NPS (Net Promoter Score), an evaluation system for clients and candidates. With digital technologies connecting our customers and candidates directly, we can react faster if there are any drawbacks to ensure our quality of service.

6. CSR Analysis of JuhlerGroup

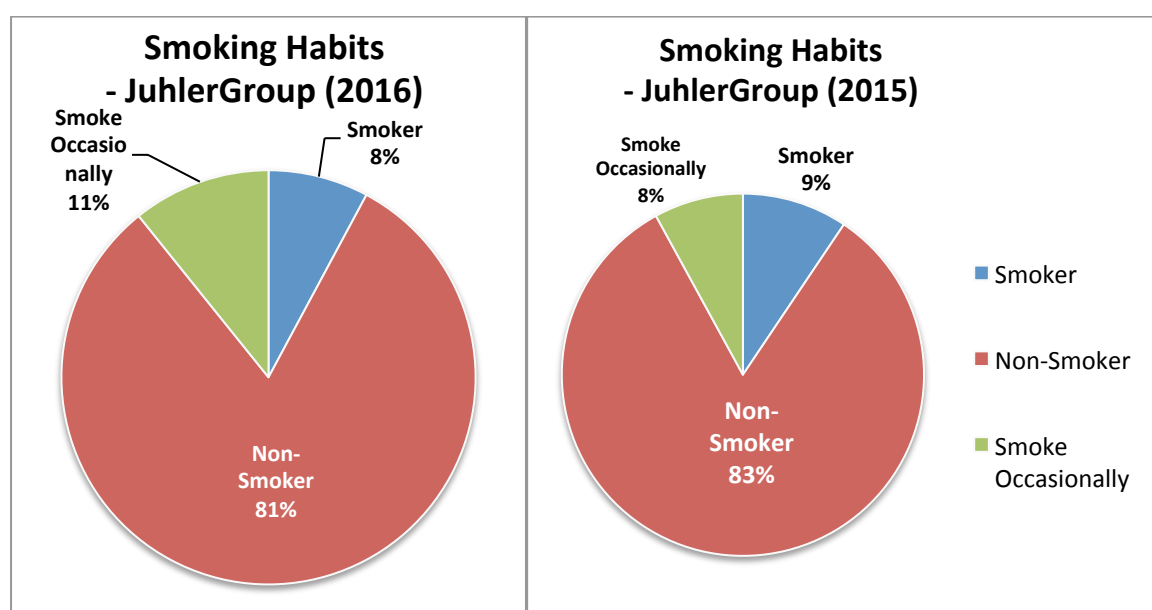
JuhlerGroup organized a CSR survey which targets to get the feedback from all the employees for analysis or graph presentation in CSR reporting. The survey had a response rate of 46.6 pct. JuhlerGroup Asia (HQ), Singapore, does the follow up especially on the effectiveness of training and development, job satisfaction, conflict level, and motivation level. We support and promote a happy and fair work environment and therefore it is

important for us to do the follow up from HQ in Singapore. To show respect we keep information about the survey confidential. Each operating company receives the overview of analysis on the group and its own analysis.

We intend to organize this CSR survey at least once a year. The comparative analysis is valuable because it helps to reflect our CSR status and achieve our CSR goal.

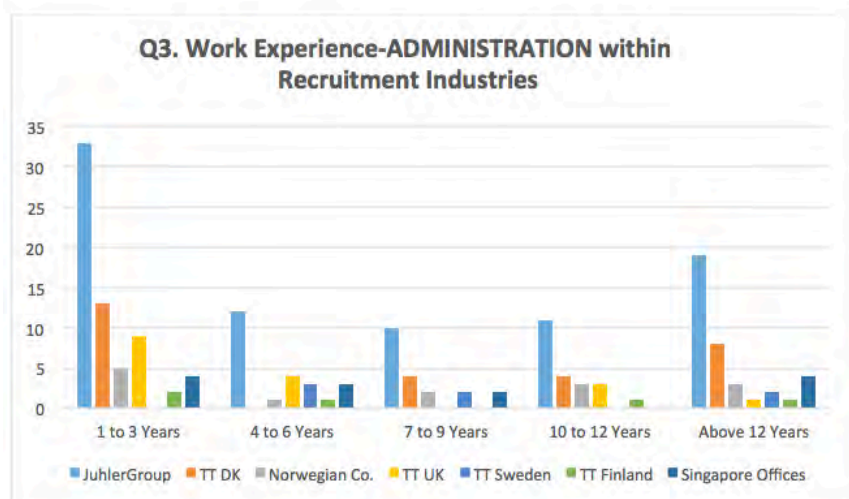
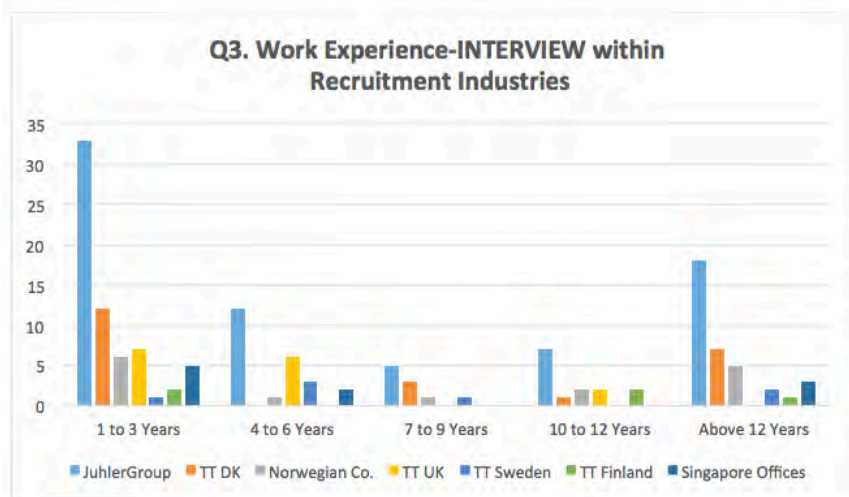
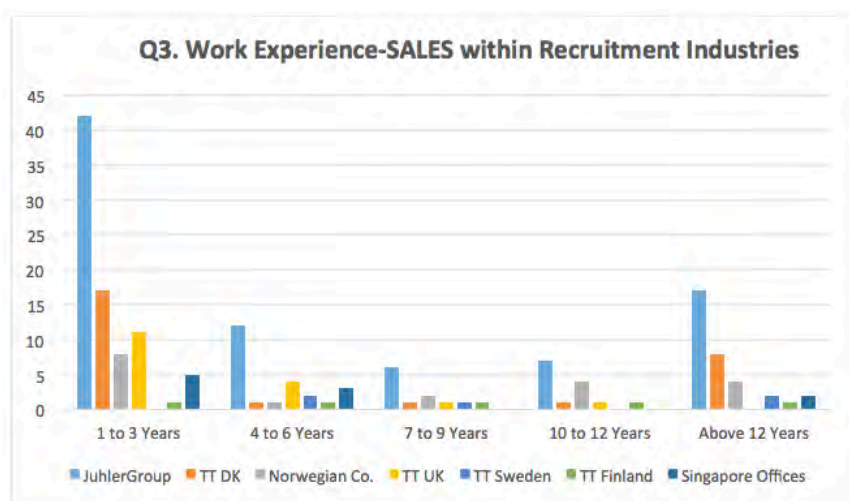
People of our workforce

We had 221 internal staffs at the end of June 2016 and 103 participated in this survey.



Smoking habits

The smoker, smoke occasionally, and non-smoker have increased 1-3 pct. in comparison to 2015. We follow up on this data, since we intend to encourage employees to quit smoking and be healthier, as well as to increase the productivity at work. Therefore, we must continue to promote a quit smoking campaign e.g. share health tips or tips on how to quit smoking.

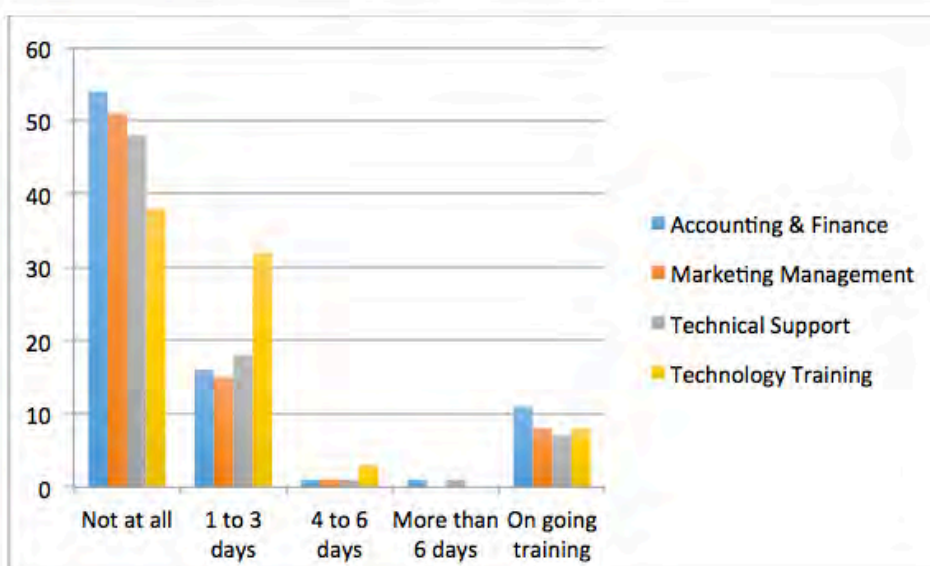
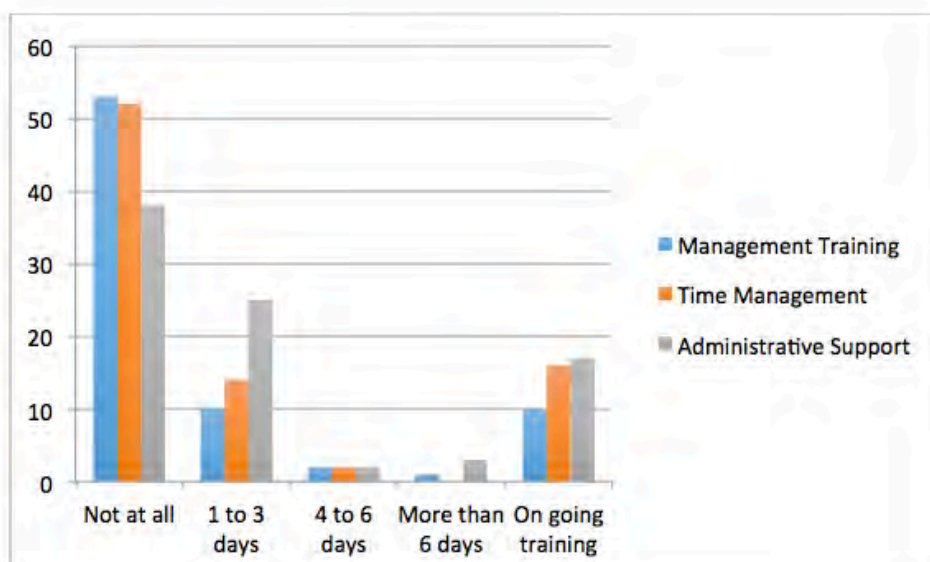
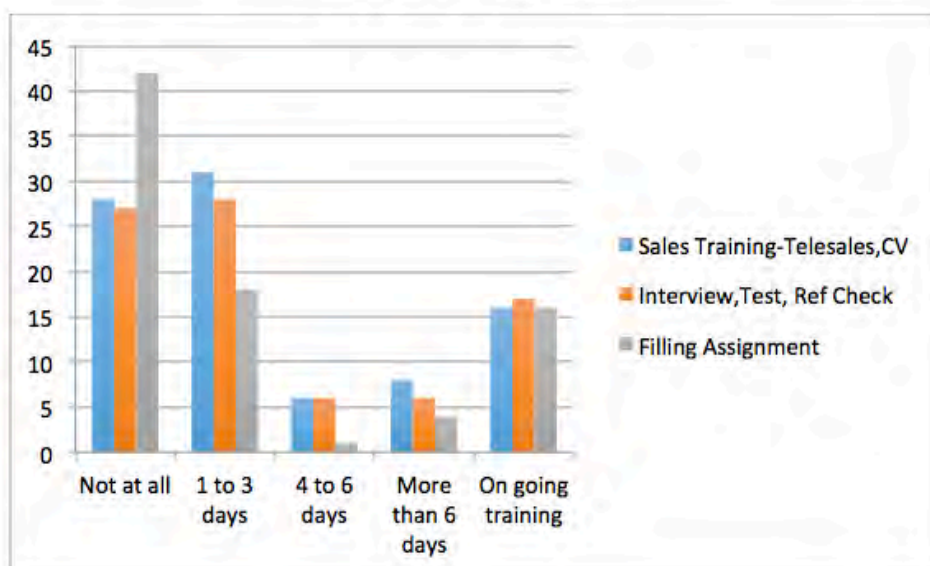


Work experience

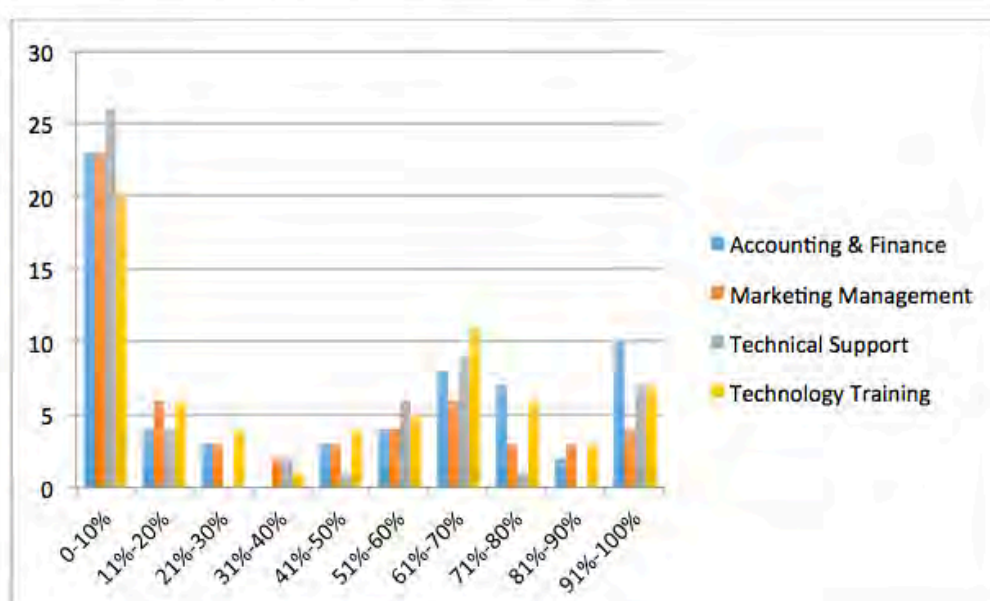
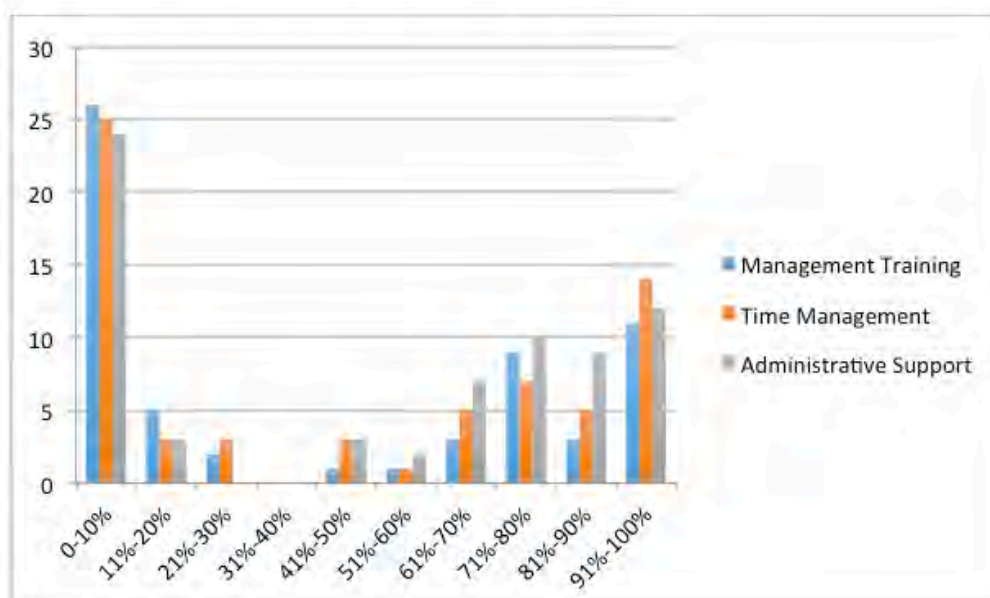
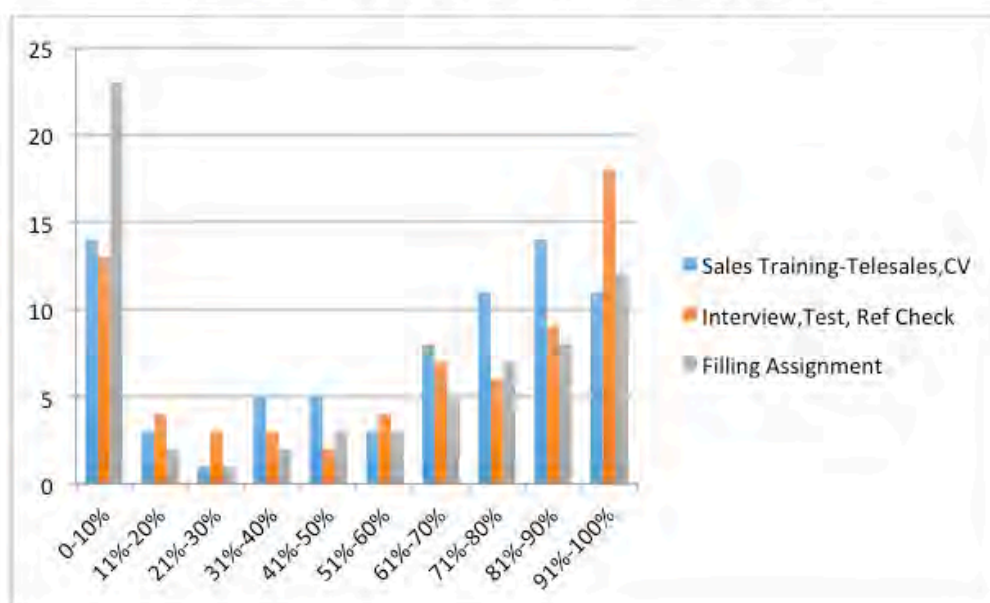
It is also important for us to track the work experience in specific areas for employee development.

JuhlerGroup is based on work experience and customized training programs suited individual needs.

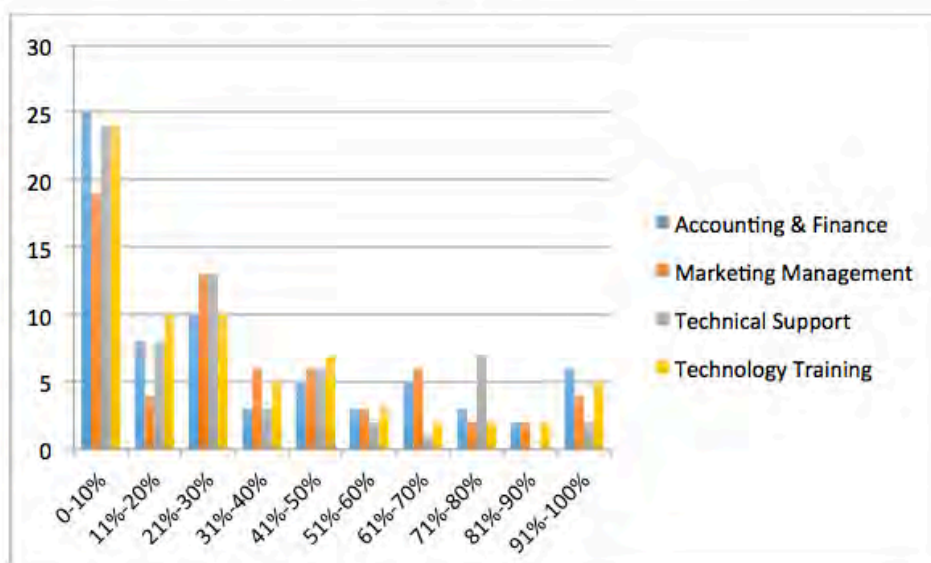
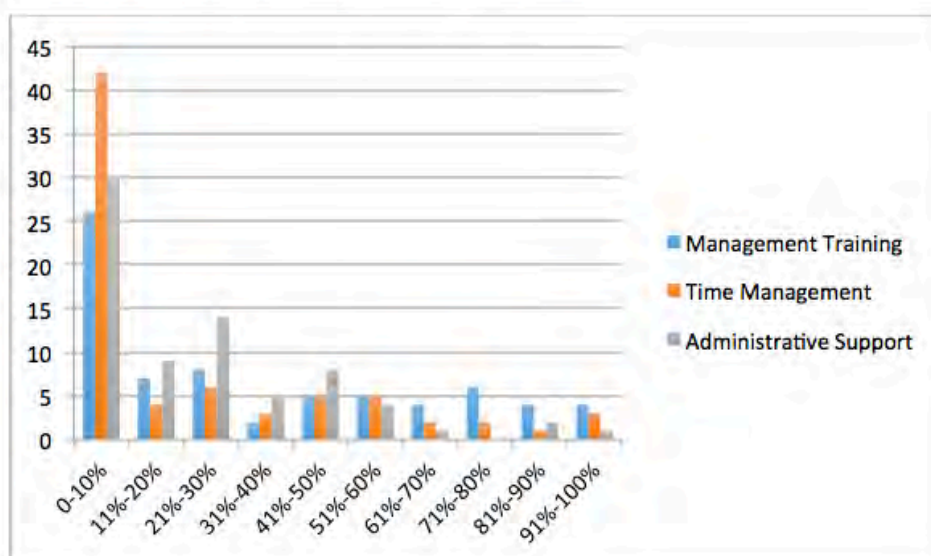
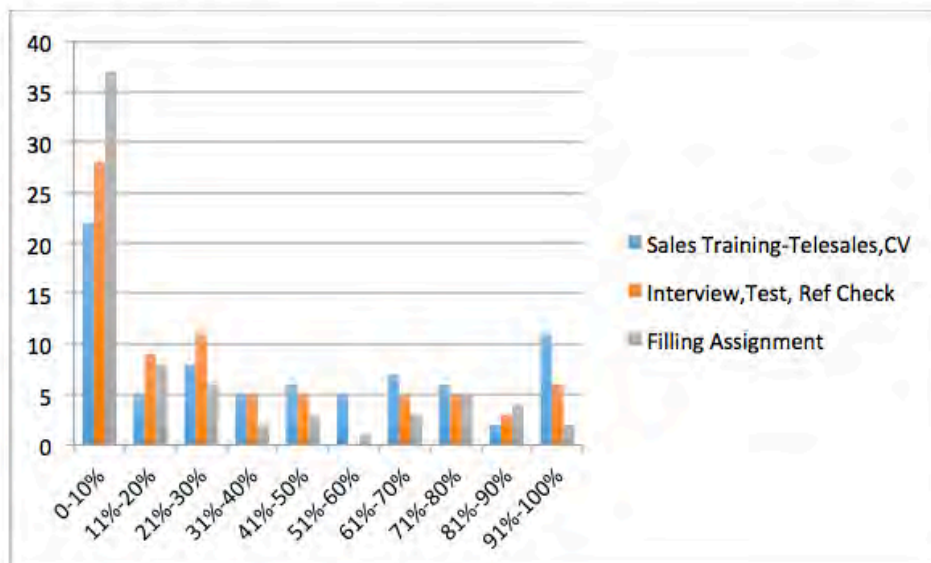
Q4. How many days you have been participated in any form of training in the last 12 months?



Q5. The sufficiency of the past training in 2015



Q6. Please prioritize the needs of your training e.g. Please rate the prioritize the needs in percentage on a rating scale of 0%-100%, where 0% is "No need at all" and 100% is "The most prioritize needs"



Training

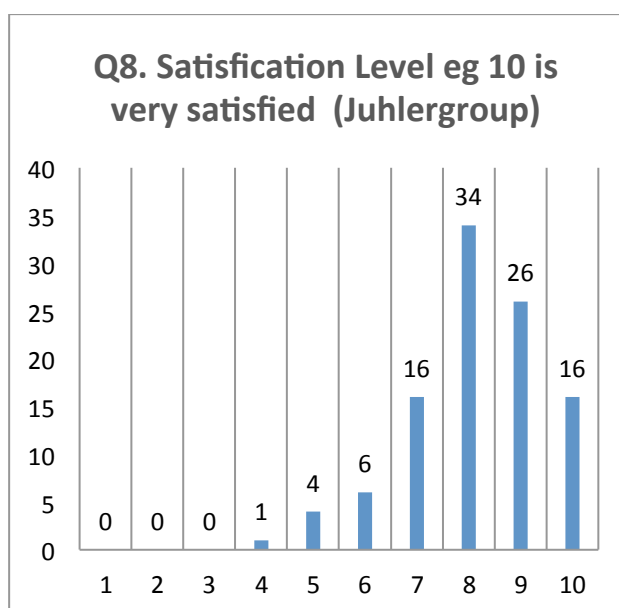
Workplace training builds employee cohesion, fosters productivity, and enables business growth. The survey gives a clear picture of an urgent need for training within our organization. The analysis shows that 43 pct. of respondents state that they did not participate in any training the last 12 months; 31 pct. of the respondents feel that the overall training is insufficient; 13-22 pct. feel that additional training is urgently needed in sales, reference check, and management and filling assignment. From HQ, we follow up on the training by forwarding a questionnaire to each participant about the quality of the training to evaluate and improve. However, we are going to focus on increased training in the future.

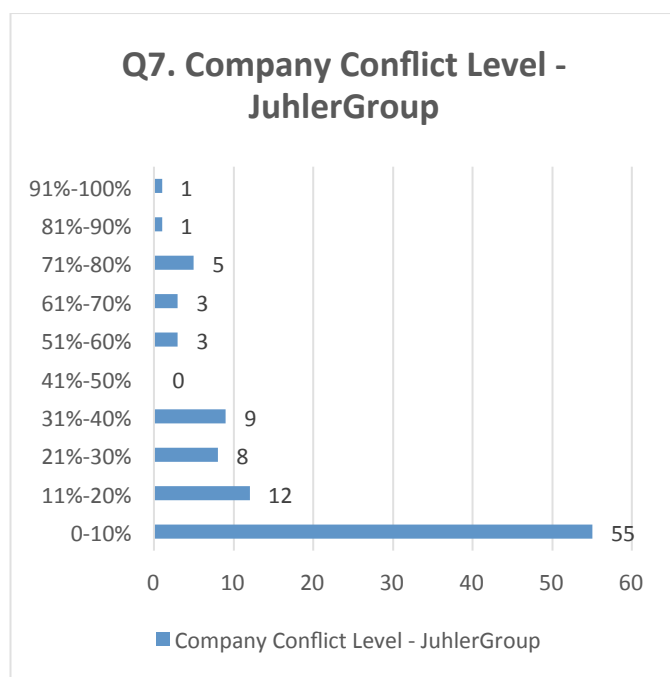
Overall satisfaction of employees

In response to the results of the survey of employee conflict level, satisfaction level, and motivation level employees reflected positively on these subjects. JuhlerGroup treasures the contribution from each staff and intend to have a long association with all the staffs.

Satisfaction Level

89 pct. stated overall satisfaction with their job, which is quite high. We treat the answers seriously and confidentially to create a happy working environment for all the staffs.





Conflict Level

JuhlerGroup's level of conflict is low as 76 pct. stated that the conflict level within our organisation is minimal.



Motivation Level

84 pct. stated that they feel part of a successful and purposeful organisation. Motivation of our staff is a very important task for our branch managers, division managers, and directors. Only motivated staff can create good atmosphere and achieve their own and the company's goal.

Feedback of CSR Survey by CEO July 2017

Dear all,

Thank you for responding the Employee Satisfaction Survey. Your feedback is important for us in preparation of the annual CSR report of JuhlerGroup.

Overall job satisfaction was quite high with an average score of 8. This was also the case for teamwork within each branch. The branch management's ability to support, motivate, and lead the team also scored high (8).

However, the JuhlerGroup Management's ability to motivate, lead, and communicate scored quite low (7). We must look closely at our acts and do all we can to improve on these subjects.

Like the survey from 2016, this survey gives a clear picture that there is an urgent need for induction and ongoing training within our group. Not only training in sales but also training in time management, marketing, filling assignments as well as management training. The average score was 7.

In many of our companies training has increased recently and we are going to continue improving. In several companies training during lunch hour has been introduced to utilize the available time in the best possible way. Also, regular meetings to exchange good experiences and ideas must be initiated.

From HQ, we follow up on this training by forwarding a questionnaire to each participant about the quality of the training. We do this to evaluate and improve the quality of training.

Conflict level within our organization is quite low. However, stress level is evaluated to be rather high. We need to address this and assist in teaching our staff to handle work related stress in a better way.

Once again thank you for taking your time to fill out the Employee Satisfaction Survey.

Unfortunately, only 49 pct. of our staff participated in the survey. It is our hope that more of you will participate next time. The value of the survey increases if all participate.

Regards,

Erik Dyrmann Juhler
CEO of JuhlerGroup

7. CSR Overview of each operating company

[Temp-Team Denmark]

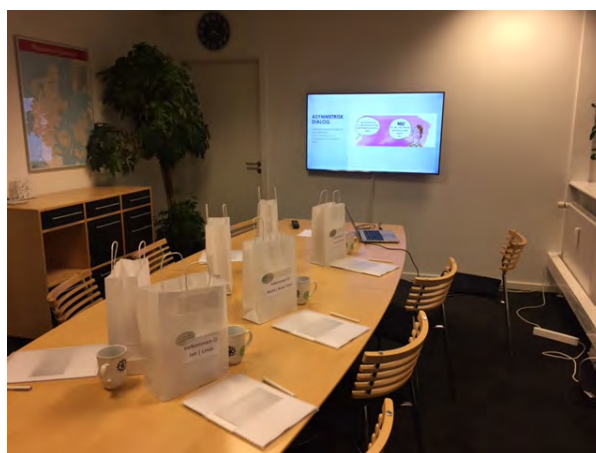
Focus on CSR Activities 2017



Count your Steps Campaign

This campaign includes 50 to 65 employees each time, and we really try to get everyone involved in this healthy and fun campaign. After successfully registering the campaign, different kinds of competitions based on individual performance and team spirit encourage to count steps.

Sometimes it depends on the achievable goal or the nomination from colleagues for those who have done something extraordinary to achieve their goal. Small prizes are given to the winners to motivate and encourage staff to maintain healthy lifestyles.



(Client Preparation Coaching Session)

We have three employees with qualifications in coaching whom staff can approach if they have stress issues. They also make use of their expertise to invite small groups of 4 to 6 clients to talk about coaching and stress and to promote our recruiting services and build client relationships. As of October 30th 2017, the number of clients who have used our stress coaching to related topics was 80 out of 110 people, and also three internal employees, whose information we keep anonymous, have received services from this coaching team since October 2016.

We support different local CSR organizations e.g. The Danish National Foundation, Fight Cancer, Mother Help, a local organization that supports single mothers who face difficulties in everyday life, and Drop your Clothes once a year to support the Red Cross, and lastly Bike2Work.

Focus on CSR Activities 2018

In 2018, we will support young entrepreneurs in building a business as we can relate this activity to our own business. The activity is called “SPIREN” and we are in the process of finding an interesting project to support.

[Temp-Team Norway, Access Professionals Norway]

Focus of CSR Activities Oct 2016 to Nov 2017

- As the Privacy Act law will be implemented in May 2018 we started practicing a “clean desk” in July 2017 using even less paper than we did previously.
- Company cars are all Hybrid models, and we recommend everyone to use public transportation as much as possible.
- October 20th 2017 is Reflect Day in Norway. This year we handed out about 18,000 reflexes early in the morning. Reflexes improve visibility and save lives by highlighting road safety.
- In May 2017, we donated NOK380,000 to the education of young people in Syria through The Norwegian Refugee Council. This education is a ‘mini program’ to make young people able to support themselves and their families, and if possible to start small businesses in different areas for example dressmaking, carpeting, and building.

- In October and November 2017, we wrapped candies with pink and blue ribbons to support breast cancer and prostate cancer. In addition to this campaign we donated to The Norwegian Cancer Society.
- We donated to Redningsselskapet – a company whose mission is to save boats at sea.
- We are in the process of planning an internal campaign to involve everyone to start exercising – like the “Sykle til jobben” campaign from April to June 2017.
- We have a Treatment Insurance that provides our employees with faster treatment than through the public sector.
- We have a corporate health service “STAMINA” that can advise on problems at work such as seating positions, psychosocial problems, and other workplace challenges. A physiotherapist from STAMINA will be invited to give us a speech on how to prevent damage caused by too much sedentary work.



Focus on CSR Activities 2018

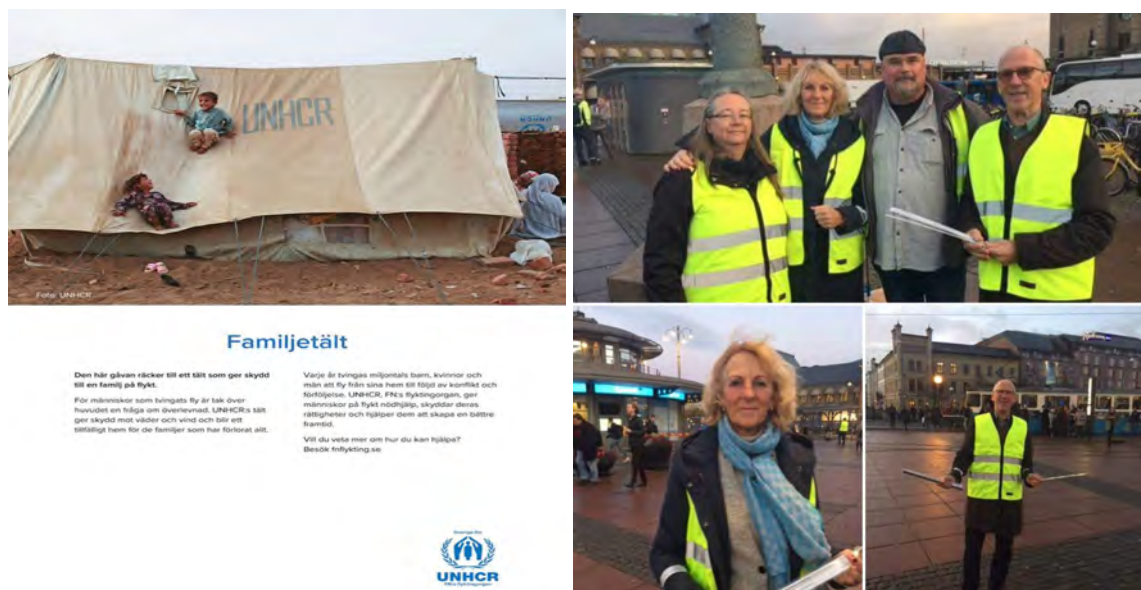
- In 2018, we will provide a service for all our employees so they can contact an economic advisor in case of any difficulties surrounding their own finances. The contact information will be available on INTRA together with information on who to contact in case of drug abuse, alcohol abuse, and gambling problems.

Temp-Team Norway invested NOK150K this year with the partner of Scatec Solar.

<http://www.scatecsolar.com/>

[Temp-Team Sweden]

Focus of CSR Activities Apr 2016 to Mar 2017



■ Human Rights

As a Christmas donation, we supported UNHCR's work with providing tents for families to give them a place to feel safe, keep their belongings, and be protected against weather and wind.

We care for the people around us and we want to do everything we can to keep them safe. We conducted a 'Reflect campaign' where we handed out reflexes to commuters and pedestrians in Malmö and Gothenburg.

■ Labor

We fulfilled the requirements of becoming an authorized recruitment company as well as being reauthorized as a staffing company.

Internal Staff underwent employment and labor law training with Almega – the Employers' Organization for the Swedish Service Sector.

■ Environment



We highlighted Earth Hour on our social media and encouraged our staff to join.

E-invoices are almost exclusively used in the company.

We promote 'Plant a Billion Trees' campaign in our newsletters, on our webpage, and on social media.

To reduce our carbon footprint, we joined the group on "Bike2Work" and used road bikes to get to our meetings.

■ Anticorruption

After the annual audit, TEMP-TEAM Sweden AB has been approved for 2016.

We received Bisnode's top AAA rating.



[Temp-Team Finland]

Focus of CSR Activities Dec 2016 to Nov 2017

Environment:

In 2017, we continued to promote “Plant a Billion Trees” where we plant a tree in the Amazon for every successful recruitment we conduct in Finland. Internationally our group has now planted more than 15000 trees since the beginning of 2016.

To reduce our carbon footprint, the staff is encouraged to travel efficiently by using public transport and take the bike whenever possible.

Digital invoices are almost exclusively used in the company to reduce the use of paper in our operation.

For the second year in a row we conducted “Reflect campaign” where we handed out reflective wraps to grateful commuters in Helsinki, Tampere, and Jyväskylä.



Our resourcing consultant Aarni hands out reflective wristbands near the train station.

[Temp-Team UK]

Temp-Team UK has been actively involved in specific strategies and policies since 2010.

CSR Activities 2017:

- On the last Friday of the month, we have home clothes/dress down Friday, everyone pays £1 and the proceeds go to our chosen charity. The Bake-a-Cake activity is another fund-raising method organized voluntarily among colleagues.
- Staff voted to choose and support a local charity organization CHUF – a hospital for children with heart conditions.
- The Reflect campaign is mainly for Education World to corporate with schools, organize speeches to highlight road safety and distribute materials to students and workers on-site to spread the message of road safety and driving properly. This year fifteen schools have been targeted, each with about 200 students.
- In the office, we have printer messages reminding people to print fewer copies. We are changing to a new printer to save ink and be eco-friendly.
- We share more best practices, e.g. corporate gifts, Christmas gifts in the UK are normally cake or biscuits.
- Temp-Team UK is focusing on training new staff and developing existing personnel.
- REC – Temp-Team UK joined ten years ago and are still heavily involved with REC for compliance and good practice purposes.



[Temp-Team Singapore]

Joined Singapore Compact in 2012 but is only involved in paper recycling campaign and encouraging clients to receive electronic documents.

Access Personnel Worldwide Pte Ltd, Singapore

Joined Singapore Compact through the influence of Temp-Team Singapore.

[JuhlerGroup Asia Pte Ltd, Singapore]

Joined Singapore Compact in 2012 and actively participated in the events they organized.

On November 1st to 3rd 2017, Tee Peh Leng and Cui Cui Bi participated in three full day workshops organized by the National University of Singapore on NICF – Data Governance & Protection, partly subsidized by the Singapore government.

8. CSR Goal

The CSR focus of 2018 will remain investing more in green investment projects and employee engagement, especially the essential systems like Net Promoter Score and the Onboarding program, which we want to implement thoroughly within the group. We believe these tools will be able to help us improve our interaction with employees and clients efficiently. We believe in investing in people to bring new heights of success in the future and share the contribution of positive social impact with the society we are operating in.

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