

# UN GLOBAL COMPACT COMMUNICATION ON PROGRESS REPORT

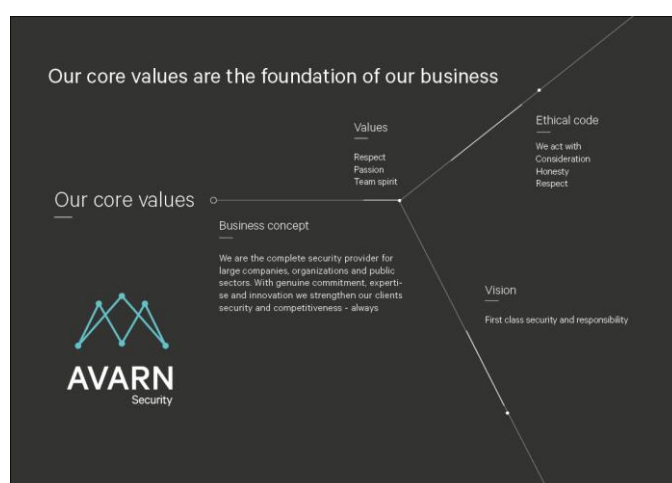


## UN Global Compact Communication on Progress Report

AVARN Security is a Security Provider founded in Sweden in 1964. In May 9 2016, we changed to our current name AVARN Security. Managing Director is Erik Kocken Wennerholm.

### Our Business concept

AVARN Security is the complete Security provider for large companies, organizations and public sectors. With genuine commitment, expertise and innovation, we strengthen our clients' security and competitiveness- always. AVARN Security is part of the Sector Alarm Group, with offices in some 30 locations throughout Sweden. Thanks to our 3 500 employees we contribute to a more secure Sweden. Our core values are the foundation of our business.



By continuously improving our performance regarding CSR, we are enabling healthy working environments, satisfied clients and happy employees.

This is our first report since we joined the UN Global Compact in 2017.

### ABOUT US

Communication of Progress (COP) information

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### COMPANY INFORMATION

HR

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## HUMAN RIGHTS PRINCIPLE



### **Principle 1**

Business should support and respect the protection of internationally proclaimed human rights.

### **Principle 2**

Business should ensure that they are not complicit in human rights abuse

### **Commitment**

According our ethical code we act with consideration, honesty and respect. We comply with laws and guidelines that will ensure that we handle and respond to situations and humans and in a safe and secure way. It is a part of our core value to comply with the international declared human rights and we ensure no discrimination against any person due of race, religion, gender, age or disability.

AVARN Security is a member of Diversity Charter Sweden, an organization that works for a world where ideas, know-how and competences are accounted for as resources and not diversities.

### **Activities**

- Our policy of diversity is covering all human rights issues and according to our policy we have a zero tolerance against discrimination.
- We comply with all national laws relevant to human rights issues in Sweden as we also respect our agreement with the unions
- We have a whistleblower system for the staff to handle any complaints or suspicious observations.
- We work only with supplier and partners that support and share our core values och act according our code of conduct.
- We continuously educate our leaders and managers how to work according our core values and to proactively work against any kind of discrimination

### **Results**

- In 2017 we received few reports from the whistleblower system and all reports were handled by the Security manager and HR manager
- In 2017, approximately 30 % of all our employees were women
- We speak more than 27 different languages in our organization
- During our supplier evaluation in 2017, we have not discovered any supplier that doesn't follow our code of conduct.

## 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

### **Principle 6**

The elimination of discrimination in respect of employment and occupation

### **Commitment**

We regulate our staff according to Swedish legislations and the agreements with the unions. We strive to create a safe and healthy workplace. We work only with supplier and partners that support and share our core values och act according our code of conduct.

### **Activities**

- Our systematic working environmental work consists of training and education of all leaders and managers in working environmental responsibility. Delegation of working environment responsibility through the whole organization. We conduct safety inspections and health & safety meetings on a regular basis in cooperation with the union.
- All employees have the possibility to report any observation, incident and accidents in a joint system. From incoming reports we analyze and improve.
- By focusing on management presence we would like to follow up on sick leave and to start actions for rehabilitation and for a safe return to work.
- There is a strong focus on team spirit in our core values. We encourage our employees to work in teams and to do activities together.
- We act with consideration and humanity whenever our employees are experiencing an unfortunate situation.
- We have implemented a Code of conduct in our supply chain.

## Results

- AVARN Security complies with Swedish labor legislation. We are confident that we have no violation of working environment laws, basic working rules or the right to freedom of association.
- In 2017 100 % of all employees have a company paid pension
- In 2017 we received few reports from the whistleblower system and all reports were handled by the Security manager and HR manager
- All of our suppliers and partners have signed our Code of Conduct

## ENVIRONMENTAL PRINCIPLES



### **Principle 7**

Businesses should support a precautionary approach to environmental challenges.

### **Principle 8**

Undertake initiatives to promote greater environmental responsibility.

### **Principle 9**

Encourage the development and diffusion of environmentally friendly technologies.

### **Commitment**

Balance between environment, society and economy is essential for meeting current needs without affecting the opportunities and needs of future generations. Sustainable development is a goal that is achieved by balancing the three dimensions of sustainability. We have always seen the environment as an important factor and have been environmentally certified since 2005 (ISO 14001: 2004).

## Activities

AVARN Security began its work in 2017 to re-certify itself against the new ISO 14001: 2015 standard. The goal is to be re-certified against the new standard in September 2018. AVARN Security has a so-called multisite certificate that covers the entire company.

## Results

- **Environmental rated vehicles-** By 2017, 68% of our vehicles were environmentally-rated. We will actively work to increase the proportion of environmentally-rated vehicles.
- **Business travel** - We choose the right meeting form - Lync meetings are our main option for shorter meetings. If physical meetings are required, the optimal travel options are taken into consideration. In 2017, journeys by train were used at 25.5% of the business travels.
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## ANTI – CORRUPTION



### **Principle 10**

Businesses should work against corruption in all its forms, including extortion and bribery.

### **Commitment**

AVARN Security's ethical code is fundamental to the organization's work against corruption. Our business ethics policy clarifies how AVARN Security looks at anti-corruption work. AVARN Security takes a clear stand against bribery and corruption in all its forms and complies with current legislation and regulations. We operate only in Sweden, where the risks of corruption can be seen as lower than in many other parts of the world, but we work actively and systematically with anti-corruption.

### **Activities**

Our code of conduct for our suppliers set high standards on their business ethics guidelines, routines and the actions of their employees and in connection with our goal of continuously developing with our suppliers, supplier assessments are conducted.

All employees receive a review of our ethical policy upon employment, where we also ensure that employees have read and understood this. Our anti-corruption work works in both directions, both as a supplier and as a customer.

Anyone who detects a situation should report it and we have an easily accessible system to anonymously report any misconduct. We have structured procedures to handle any cases and reports.

### **Results**

- Bribery and corruption is very rare in Sweden due to tradition and strict legislations. We are confident that AVARN Security complies with Swedish bribery and anti-corruption legislations and thus we have no violation of national laws in our business.
- In 2017 we had no report regarding bribery or anti-corruption from the whistleblower system.