

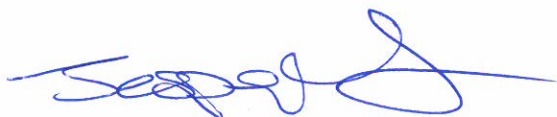
## COMMUNICATION ON PROGRESS (COP) SEPTEMBER 2017-OCTOBER 2018, ERIC RAHMQVIST AB

To our stakeholders:

I'm pleased to confirm that Eric Rahmqvist Group reaffirms its support of the Ten Principles of the UN Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual COP, we describe our actions to continually improve the integration of the UN Global Compact and its principles into our business strategy, culture and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Yours Sincerely,



Jesper Rahmqvist

CEO Eric Rahmqvist AB

2018-10-22

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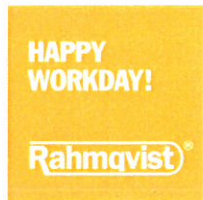
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### **Description of actions:**

The Eric Rahmqvist Group (ERG) aims to inspire employees, customers and suppliers to adopt and act in the spirit of UN Global Compact.

ERG proudly uses the UN Global Compact in information and educational material at the College for newly employed as ERG believes that increased awareness and knowledge is the beginning of changed behavior when doing business.

ERG aims to obtain sustainable products by excluding the use of harmful substances and by choosing materials and components with the least environmental impact from suppliers.

Focus in 2017/2018 has been on Social Rights, fair and safe working conditions among our major suppliers in Asia and followed by mapping of equality and diversity within our sales organization.

### **Human Rights**

ERG provides equal employment opportunities to all individuals without regard to gender, race, religion, age, disability, sexual orientation, nationality, social or ethnic origin, political opinions or any other characteristics protected by applicable law. Physical, psychological, sexual and verbal harassment against any colleague or business partner will never be tolerated.

#### **Signe & Eric**

ERG is creating a forum for our values "Signe & Eric" where we will educate and train our employees in inclusive leadership for increased equality and diversity. The plan is that "Signe & Eric" should be a recurring topic at Rahmqvist College, kick-offs and district meetings. Will be launched in 2019.

#### **Diversity and role models**

ERG believes it is important to create positive role models for change, both in society and with us at Rahmqvist. Therefore CEO and Director of Sales have become mentors for two young men with foreign background from Good Sports, an organization that helps young people with a foreign background to integrate into the society through activities and sport.

### **Labour**

ERG's Code of Conduct includes the Ten Principles of the UN Global Compact.

#### **Social Audits Light**

A decision was made about conducting annual Social Audits Light among our major suppliers in Asia. The project started in January when suppliers were contacted and had to fill in a self-assessment form regarding their employees' safety and social rights. This form was later followed up with social audits, based on BSCI and SA8000 standards by Rahmqvist employees who inspected the workplaces. All companies passed our standards, however there are minor issues to improve.

## Environment

Risks: Efforts have been made to identify potential environmental risks and implement appropriate means to control such risks. Chemicals shall be handled in a safe way for humans and the environment.

Climate: We reduce emissions of carbon dioxide and greenhouse gases by:

- ERG offers cost reduction for coworkers when choosing an electric/chargeable hybrid car.
- ERG carbon offsets its car fleet.
- ERG has annual meetings with its Forwarders for combined shipment of cargo and more CO2-efficient transportations from Asia.
- ERG is cutting down on plastics. For our packaging, we aim to use recycled plastic, second-hand plastic is Bio-plastic that is recyclable. During 2017 we have replaced plastic in one of our major products, Mixed Blank, to Bio Plastic.
- ERG uses packaging made out of recycled paper.

## Anti-Corruption

Efforts shall be taken to work against all forms of corruption, including extortion and bribery. ERG defines corruption as Transparency International "the abuse of entrusted power for private gain". This does not only include financial gain but also non-financial advantages.

## Measurement of outcomes

### *Processing rate of waste 2017 (2016 results)*

Recycling	47,5%	(51,5%)
Combustion/energy	51,6%	(46,1%)
Landfill	0,9%	(2,4%)

### *CO2 emissions 2017 (2016 results):*

Airfares	138 500 kg	(171 690 kg )
Cars owned by the company,	296 400 kg	(329 500 kg)



Launched Green labeled Products	15 products	(31 products)
Internal seminars in sustainability (college and conferences)	12 occasions	(8 occasions)