

## Communication on Engagement – Global Utmaning

As a participant of the United Nations Global Compact, Global Utmaning would like to express our continued support of the 10 principals of Global Compact and the reporting of the progress of this commitment. This communication on engagement defines the purpose and vision of our organization followed by the ten principals including examples of policies and actions we take in line with Global Compact.

Global Utmaning is an independent Swedish think tank that works to develop long-term solutions to crises and challenges within the economic, ecological and social systems through creating platforms for collaboration between research, business, politics and civil society. Global Utmaning is a node within international networks, working with strategic analysis, policy solutions and advocacy through dialogues, seminars and reports. Global Utmaning is supported by a qualified and experienced network of senior advisors with cross-sectorial competence and a strong trust in the future.

### Global Utmaning's status and progress on the 10 principals of Global Compact

#### Human Rights

#1 *"We require adherence to the United Nations Universal Declaration on Human Rights within our sphere of influence"*

- We actively support and promote the idea of everyone's equal value in our action as a consumer, when choosing our partners and other processes and programs we take part in, as well as the other values integrated in the Universal declaration of Human rights.
- We strive to choose our partners considering their values, and make sure they are in line with Global Utmaning's visions of a sustainable society.

#2 *"We work to ensure that we are not complicit in any human right abuses"*

- We strive to purchase "fair trade" products and services whenever possible.
- We continuously work on increasing our and our partners awareness on human rights issues through using our power as a consumer and an influential actor in our field of work, and strive to be associated with companies that have codes of conducts that match our high ambitions in promoting human rights.

#### Labor

#3 *"We respect the rights of our employees to form unions and participate in collective bargaining"*

- The employees at Global Utmaning have the right and are encouraged to form labor unions as well as having a high standard in working conditions in accordance with Swedish legislation.

#4 *"We do not allow forced or compulsory labor in any aspect within our operations or supply chain"*

- Employees are free to leave their employment after an agreed time of notice, regulated in their contracts.
- A balance between work and free time is strived for. More hectic periods are compensated by less hectic periods when the day may be shortened, i.e. flexible work schedules.



#5 *"We do not allow child labor within our operations or supply chain"*

- No person under the minimum legal age for employment is or may be employed at Global Utmaning.
- Should illegal child labor be found in our sphere of influence it is our ambition to demand corrective actions or determinate cooperation with that partner.

#6 *"We do not allow discrimination within our workplace in respect of employment and occupation"*

- We strive to create a work environment where everyone feel welcome and accepted, regardless of ethnicity, religious beliefs, sexual orientation, age or gender.
- We have recently made a gender and diversity analyses of our organization in order to improve our conditions for an inclusive organisation. We constantly strive to improve internal structure and external communication in thies field.

## Environment

#7 *"We take a precautionary approach to environmental challenges"*

- Throughout all our activities we actively discuss on how to contribute to a sustainable society with long-term solutions, internally as well as externally with our partners.
- Our travel policy promotes travelling by train or subway rather than by airplane or car, when rational.

#8 *"We promote greater environmental responsibility"*

- Throughout all our activities we actively discuss on how to contribute to a sustainable society with long-term solutions, internally as well as externally with our partners.
- We participate in seminars, networks and take part of the most recent reasearch to increase our knowledge on the subject.

#9 *"We proactively encourage the development and diffusion of environmentally friendly technologies"*

- We closely monitor the development on environmentally friendly technologies to be able to promote it whenever possible. Global Utmaning emphasizes the technological development as one of the cornerstones of the solutions to the challange of high and arising CO2 emissions and its environmental consequences.
- We strive to use, whenever possible, environmentally friendly goods and services.

## Anti-Corruption

#10 *"We do not tolerate fraud, corruption, extortion or bribery in any form within our operations or supply chain"*

- It would be against Swedish legislation and the code of conduct at Global Utmaning to engage in any of the illegal actions named in principle 10.
- If any of the above mentioned violations would occur within Global Utmaning's sphere of influence, we would demand corrective actions or determinate cooperation with that partner.

## CEO commitment and continuant support for Global Compact

I, Tove Ahlström, CEO of Global Utmaning, wish to express my continued support for the Global Compact initiative. Global Utmaning will continue to actively promote and encourage the ten principles of Global Compact within our organization, as well as with partners and our sphere of influence.

Best regards,



Tove Ahlström  
CEO Global Utmaning