



Scandinavian Risk Solutions AB

Communication on Progress 2018



Executive Statement COP 2018

SRS is a value creating Security Risk Management company. We provide governments, corporations, organisations and private individuals with superior decision support, operational expertise and peace of mind. Our joint and low-key approach commences with our client's business strategy throughout the implementation of tailored security risk management strategies.

From our head office in Stockholm we support our clients world-wide. Our clients are governments, corporations, organisations and private individuals from a wide spread of sectors i.e. Government, public Affairs, NGOs, Shipping, Oil and Gas, Power and Utilities, Telecom, Defense, Construction, Medical and Biotech, Health Care, Banking and Finance, Legal, Hotels, Media, Air Transportation, IT, Consumer Goods, Authorities as well as Private Individuals.

Scandinavian Risk Solutions AB systematically supports, adheres to and is committed to the Ten Principles of United Nations Global Compact. The Principles are an integral part of our business and ensures long-term success.

In 2017 SRS completed the ISO 18788 certification, Management Systems for Private Security Operations, and became an accredited member of the International Code of Conduct Association.

Ilya Treutiger
CEO Scandinavian Risk Solutions AB
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Action and outcomes

HUMAN RIGHTS

-Business 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).

Overview

Our Code of Conduct states that

- As a leader within this kind of security services, SRS has a responsibility towards the countries and communities in which we operate. We must practice responsible corporate citizenship and comply with the laws and regulations wherever we operate.
- SRS business is based on trust. To make sure that we earn the trust of our clients it is required that all SRS employees respect and protect our ethical standard and basic values as reflected in the Code of Conduct.
- The relationship between SRS employees must be built on mutual respect and dignity. The connection between the competence of our employees and the results we achieve is self-evident. One of our strategies is to continuously improve the quality of our personnel. To achieve this we have to be an attractive employer that offers excellent working conditions as well as appropriate training.
- SRS expresses support and respect for fundamental human rights and recognizes our responsibility to observe those rights when we conduct our business.
- Freedom of speech, freedom from any kind of discrimination based on race, color, nationality, ethnic origin, sexual orientation and religion are among the rights which we support.
- In all of the operations in which SRS participate we respect the dignity of human beings and strictly adhere to all relevant international laws and protocols on human rights. We follow the rules of international humanitarian law that are applicable as well as all relevant international protocols and conventions.

Performance indicators and practical actions

Our employees are our main asset. During 2018, we have invested in our employees' health and training in the following ways;

- All full-time employees have been offered free gym membership.
- Roles and responsibilities have been further clarified and new career model have been implemented.
- Implemented onboarding program for new hires (online based learning system) stretching first three months of employment.
- Bi-annual talent development meetings with manager including creation of individual development plan.
- SRS is a full member of the International Code of Conduct Association (ICoCA) and has participated in the Annual General Assembly (AGA) in November. Fredrik Ahlén, Head of

International Projects at SRS, has been elected as the Industry Pillar 'At-Large Seat' Board Director on the ICoCA Board and will contribute to the further development of ICoCA.

- SRS continues to collaborate with civil society organisations, a CSR project launched in 2014. The organisations support women that have been subjected to violence and Swedish citizens who need legal support in human rights related disputes with the government. Through these projects we contribute with our specific competences and learn and understand the needs of other parts of society that we would not normally come in contact with.
- SRS actively work together with Unizon (Swedish woman's shelter organization), in a unique and equal CSR project, where SRS educate and support Unizon in security related matters and Unizon, in turn, educate SRS i gender equality and gender-based violence.

Outcome

The percentage of sick leave at SRS during 2018 was 6 % which is an increase compared to previous year and relates to two sick leave on long term. 100% of the full-time employees enjoy permanent employment, and the average number of years spent at SRS is 2.5. The average number of years working with SRS is decreasing due to the further expansion and recruitment.

LABOUR

- Business 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).
- The elimination of discrimination in respect of employment and occupation (P6).

Overview

Our Code of Conduct states that

- SRS is an equal opportunity employer. Discrimination based on ethnic origin, religion, sex or other distinguishing characteristic is never to be accepted at SRS.
- SRS promotes a productive working environment and does not tolerate bullying or harassment.
- SRS recognizes the importance of a continuous social dialogue with all SRS employees.

Performance indicators and practical actions

SRS strictly adhere to the laws of Sweden pertaining to the freedom of association and labour practices and actively recruits for and promote equality in all aspects at the workplace.

- During 2018 SRS has continued the implementation of a full human resources strategy with supporting tools, programs and processes.
- During 2018, SRS has continued to be engaged in Q-net, a Swedish association for women in the security industry.

Outcome

At the end of 2018, 33% of SRS employees were women. The male part of the workforce received 9% higher pay on an average which can be related to diversity on level 4 (Management) where 70% of the employees are males.

ENVIRONMENT

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

Overview

Our environmental impact is assessed to be relatively small, considering being a services company. Therefore, the environmental issue is not our main focus within the UN Global Compact. Our main impact is still our travel by flight.

Performance indicators and practical actions

The following actions have been taken to decrease SRS environmental impact

- Only green electricity at the office.
- Foodstuff and office supplies that are purchased for the office are organically produced when organically products are available.
- SRS has a waste separation concept
- SRS only drives environmentally friendly cars.

Outcome

1310 kilos of paper were used for printing, an increase from previous years. 45480 kWh electricity was used at the office, an increase from previous years due to an increased number of employees and double office space. A total of 1388556 miles were flown. This is an increase from previous year by 56220 miles due to expanded international projects.

ANTI- CORRUPTION

-Business should work against all forms of corruption, including extortion and bribery. (P10)

Overview

Our Code of Conduct states that

- The SRS trademark is based upon honesty, integrity and confidentiality and we are strongly committed to upholding and promoting the highest ethical business standards in all aspects of our business. SRS does not accept any form of bribes.

Performance indicators and practical actions

- SRS strictly follows the Swedish tax regulations regarding handling of benefits related to business or employees.
- All expenses and compensations are signed off by business area manager and CEO.
- SRS has developed a detailed anti-corruption policy and supply agreement obligations and control functions.

Outcome

We have not experienced any formal or informal corruption issues.