



Enabling sustainability

UN Global Compact
Communication on Progress
Goodpoint 2019



About Goodpoint

GOODPOINT IS AN ADVISORY consultancy firm for sustainable growth and development. Our mission is to share our knowledge to enable sustainable change at our client organizations. Our consulting business include a broad span of sustainability issues. For example, services on how to phase out toxins and chemicals in products, tools on how to integrate sustainability into businesses through strategies and management systems, sustainability reporting to be transparent about progress, and models to drive responsible sourcing. Goodpoint has been a signatory, and advocate, of Global Compact since May 2012.

As managing director of Goodpoint AB I am pleased to confirm our continuous commitment to the UN Global Compact and its ten principles, as well as our commitment to continually encourage and support our clients to do so as well. Goodpoint integrates the Global Compact principles into our code of conduct, our organizational culture and business strategy. The following report describes our direct and indirect impact on human rights, labour, environment and anti-corruption during the reporting year June 2018–May 2019.

Stockholm, 3 September 2019



Magnus Boman

CEO and owner
Goodpoint AB



This is our **Communication on Progress** in implementing the principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.

Goals and principles

GOODPOINT SUPPORTS and respects the ten principles of the Global Compact. We actively integrate respect for human rights, labour and the environment into our business operations and take an absolute stand against corruption and unethical business conduct. It is through our work with our clients that we have the greatest impact on the ten principles. Together with our clients, and by using the principles as a solid foundation, we work to pursue an agenda of sustainability that stretches beyond the ten principles. The Global Compact principles together with the Sustainable

Development Goals (SDGs) are useful tools in setting the business sustainability agenda. Through our work at client organizations, Goodpoint contributes to all 17 Sustainable Development Goals. However, our core knowledge and our greatest impact is within Goal 8 – Decent work and economic growth; Goal 10 – Reduced inequalities; Goal 12 – Responsible consumption and production; Goal 13 – Climate action; and Goal 15 – Life on land. We support clients in their work to align their organization with Agenda 2030 and in communicating progress towards the goals.

The sustainable development goals



We help clients with training, mapping and integrating the SDGs into the companies' strategies.

During the reporting period Goodpoint has performed:

2400 Environmental assessments of building products.	35 Business-adapted trainings in the area of sustainability.	100 Cosmetic products safety reports.	4 Open trainings in the field of sustainability with 34 participants.	60–70 Safety data sheets.	14 Sustainability reports (entire or parts of).	92 Audits (on-site and desktop).
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Core values

Our vision:
Goodpoint shares
knowledge for a
better world

Our mission:
Goodpoint supports
clients to act
sustainably

GOODPOINT IS A VALUES-DRIVEN company where our values as individuals are fundamental in delivering value to our clients. In 2017 a project was initiated to make sure that the

organizational values balance the personal values of the employees. The project resulted in an update of the company's values, which were launched in August of 2018.

We share knowledge

We are committed to sharing knowledge with our clients to enable real change within their organizations. By sharing our broad and deep knowledge, we ensure that our clients can stand on their own two feet. Developing our own knowledge and expertise is essential for our business. By educating ourselves, we can better aid our clients in their ventures.

Creativity

By combining our experiences, knowledge and new findings we seek solutions to our clients' needs in a creative and innovative manner. We are flexible and solution-oriented. We continuously develop and try new methods in our work with clients and within our own organization.

We make a difference

By contributing to our clients becoming more sustainable, facilitating and streamlining their sustainability efforts and utilizing organizations' potential we can achieve the greatest difference and create value. Through our clients, we contribute to a sustainable society and a better world, and we always consider sustainability aspects in our choices.

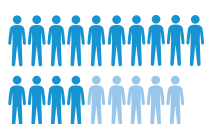
Commitment

We are interested and curious about the clients' business and want each client to develop. Our goal is for the customer to share our commitment to sustainability and become curious about the possibilities and make sustainable choices. The heart is always present.

STRONG GOVERNANCE through our management system enables us to deliver on our commitments and help our clients to manage their business in a more sustainable way. Our management system includes inter alia, policy document, actions to address risk and opportunities as well as procedures for non-conformity reporting and follow-up. All employees have access to, and know how to use, the system. Internal and external audits are conducted on an annual basis and followed up through bi-annual management reviews. Goodpoint was one of the first companies in Sweden to be certified according to the new version of the

ISO:9001 and ISO:14001 standards released in 2015. Our first management system was implemented in 1998. Goodpoint is managed by a managing director/owner who reports to the board. Employees have the opportunity to raise issues or concerns regarding their work situation in weekly group meetings, in monthly meetings with all staff and the managing director and in yearly meetings with the local trade union. Goodpoint's code of conduct provides support on internal human rights related issues and labour law, including discrimination and the right to privacy.

Employees



■ Women ■ Men

Client projects

256

Above 200k SEK: 22
Below 200k SEK: 234

Clients

149

Above 200k SEK: 21
Below 200k SEK: 128

Revenue (2018)

23,6

Millions (SEK)



Protecting **human** and **labour** rights

Management approach

Human rights are the fundamental rights and freedoms that belong to all humans, regardless of where you are from, what you believe in or how you choose to live your life. We often take our human rights for granted, and risk to overlook abuses or risks of abuses within, or associated with, our businesses. Goodpoint takes a strong stand for the universal human rights, work to respect those rights as well as mitigating abuses within our organization and throughout our clients' value chains. Goodpoint complies with Swedish law and respects labour standards set by the International Labour Organization (ILO). Our Code of Conduct provides support in the field of labour rights. Goodpoint has procedures for dialogue on labour related issues between management and the local independent trade union representatives. Our Code of Conduct provides a foundation for our work together with our organizational values. Goodpoint strives for equality and diversity in the workplace and we do not accept any forms of discrimination, harassment or other types of abuse. All employees are covered by a collective bargaining agreement under Swedish law.

Our Impact

Goodpoint's most contribution to the implementation of the human rights and labour rights principles is through helping our clients implement work methods within their own organizations, which in turns contributes to a more efficient management of sustainability. During the reporting period we have advised and assisted our clients on;

- Responsible sourcing practices; guidance in authoring Code of Conducts and supplier Code of Conducts.
- How to conduct supplier audits with audit criteria on human, social and labour rights (follow-ups on site and desktop audits).
- Sustainability trainings and organising workshops and events in order to share knowledge in the field of sustainability.
- How to conduct risk assessments and identify gaps in handling such risks related to human, social and workers' rights.
- Communicating their work in sustainability reports.
- Adhering to the new Annual accounts act regarding non-financial reporting (Nya Årsredovisningslagen in Swedish), which includes human and labour rights.

PRINCIPLE 1

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

PRINCIPLE 2

Make sure that they are not complicit in human right abuses.

PRINCIPLE 3

Business should uphold the freedom of association and the effective recognition of the right to collective bargaining.

Our operations

Goodpoint welcomes an open dialogue within its own organization. Regular individual performance reviews take place with all employees, which provide an opportunity to bring forward opinions and encourage discussion. Employees are given the opportunity to influence their work situation through anonymous employee surveys that are conducted at least once a year. In these anonymous surveys, employees can openly comment on their job satisfaction and work environment. Salary negotiations are held annually between management and labour union representatives. Employees are also invited to an individual salary negotiation with management. During the last reporting period a new remuneration policy and a competence scorecard was developed. During the fall of 2019, the new policies have been introduced and implemented into the organization. In the summer of 2018, an organizational change occurred. This organizational change was temporary, and a major change was developed during the autumn and then started to apply in January 2019. With the new organization, the Consultant Manager has personnel responsibility for all consultants except those who are part of the management team and administration. The local trade union has taken part in the process with the organizational changes and the chairman of the local trade union took part in the appointment of the role of Consultant Manager. All permanent employees are covered by a health insurance and a pension plan.

PRINCIPLE 4

The elimination of all forms of forced and compulsory labour.

PRINCIPLE 5

The effective abolition of child labour.

PRINCIPLE 6

The elimination of discrimination in respect of employment and occupation.

Materiality analysis

Materiality analysis is an effective instrument for an organization's sustainability work. It can aid in identifying and prioritizing the most essential sustainability questions and topics that the organization in question ought to develop structured governance for. Goodpoint conducts materiality analysis as a separate service and in connection with other sustainability services, e.g. strategy efforts and sustainability reports. When conducting materiality analysis, Goodpoint utilizes the Global Reporting Initiative's (GRI) model that operates in four stages; (1) identification, (2) stakeholder dialogue, (3) prioritization and (4) validation. By using this model, the materiality analysis ensures that internal and external

opinions are taken into consideration and that the result will paint an accurate and just representation of the organization's most material sustainability questions. After a completed materiality analysis, the organization is given a set number of sustainability questions that have been identified, prioritized and validated as the most material. By utilizing these questions, the organization can subsequently manage their sustainability efforts more efficiently – e.g. by developing sustainability strategies and goals that will reduce their negative environmental impact while strengthening their positive impact. During the reporting period, Goodpoint have conducted 13 materiality analysis.

Social audits

Social audits are a fundamental tool to control compliance with social responsibility guidelines, like the ILO core conventions and working conditions in production of goods and services. The audits are often performed by a third-party auditor with a Code of Conduct or social requirements as audit criteria. The auditor collects observations by interviewing management and workers, reviewing documents and inspecting production facilities to evaluate the performance of a company. Important features are to check time reports, wage payments and to interview workers to understand the implementation of social standards. The scope of the audit may comprise of:

- Legal compliance
- Health and safety
- Working conditions and remuneration
- Child and forced labour
- Discrimination

- Environment
- Anti-corruption
- Freedom of association
- Supply chain management

Audits are performed in various contexts, e.g. factories, farms, wholesalers and construction projects. The audit results in an audit report, and a corrective action plan to set actions and time frames for improvements. It is important to identify the root causes of non-compliances to find long-term solutions. Often, companies cooperate to share audit results and methodology, in initiatives like the amfori BSCI, RBA or FWF. Results from audits are also a means of identifying common challenges and cooperate long-term in capacity building, worker empowerment and awareness. During the reporting period Goodpoint have performed 36 social audits (on-site) for various clients, both from the public and private sector.

Reducing environmental impact

Management approach

A lion share of our work specializes in environment, chemicals and climate. We contribute to the Swedish Environmental Objectives, the overarching generation goal as well as specific goals through our main competence areas and our vision. Goodpoint contributes to objective 1 and 15, *Reduced Climate Impact* and *A Good Built Environment*, through our advisory and environmental management teams, and objective 4, *A Non-Toxic Environment*, through our expert team of chemists and toxicologists.

Our impact

Our greatest environmental impact is indirect through helping our clients reduce their environmental footprint. The majority of Goodpoint's work covers environmental aspects. Some examples of projects we helped our clients with during the reporting period are:

Climate calculations and climate emission screenings

We have assisted several clients to calculate how much climate emissions their operations generate. The total climate emissions that we calculate then become the basis for how they compensate for the climate. Thus, we have contributed to clients working to reduce and compensate for their climate emissions (within all three scopes of the GHG protocol).

Environmental management systems

During the period we have helped several clients in setting up new as well as developing existing environmental systems in accordance with ISO 14001:2015. An environmental management system enables an organization to set up, implement, follow up and improve the work on reducing negative environmental impact.

Environmental Impact Assessments

We continuously conduct environmental impact assessments (EIA) for our clients. During the period we have, among others, performed an EIA on behalf of a large international institute.

PRINCIPLE 7

Business should support a precautionary approach to environmental challenges.

PRINCIPLE 8

Undertake initiatives to promote greater environmental responsibility.

Other areas we have advised and assisted our clients in are:

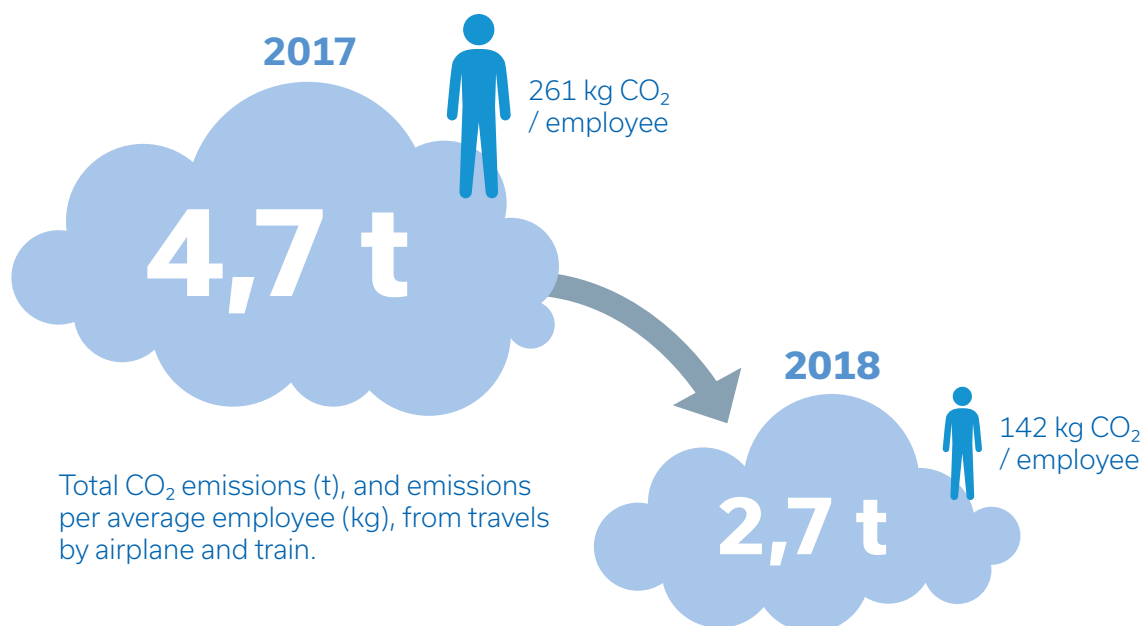
- Assessment of products from a life-cycle perspective.
- Investigation on hazardous substances in product groups for private actors and public authorities.
- Toxicological calculations on medicine.
- Safety assessment reports on cosmetic products.
- Advisory services regarding chemical legislation and requirements for clients' products.
- Assist clients to set up systems for legislative compliance.
- REACH-registrations for clients.
- Biocide-registrations for clients.
- Assist several clients apply, analyse and follow up environmental requirements on suppliers.
- Assist suppliers to analyse and adhere to imposed environmental requirements from customers.
- Climate analysis and calculations for sustainability reporting and materiality analysis.
- Sustainability strategies and policies for companies to reduce environmental impact.
- Several environmental trainings, ISO 14001-training and how to apply environmental requirements in public procurement.
- Help clients implement and use chemical management systems.
- Audits on environmental adherence and compliance with ISO 14001.

PRINCIPLE 9

Encourage the development and diffusion of environmentally friendly technologies.

Our operations

Goodpoint is committed to conducting our business responsibly, including our own environmental work. During the past year we reduced our CO₂ emissions from travels (air and rail) by 43 %, from 4,7 to 2,7 tonnes CO₂, and we have almost halved our emissions per employee during the same period. Besides actively reducing our carbon footprint, we compensate for all emissions from our travels, as well as applying environmental requirements on procured goods and services.





Working against corruption

Management approach

Goodpoint follows and respects the Global Compact's principles on anti-corruption and complies with Swedish law, including anti-corruption and competition laws. Goodpoint's code of conduct covers these areas and stipulates that we have zero-tolerance for all forms of corruption and bribes. Goodpoint has also developed guidelines on the giving and receiving of gifts and other benefits. The guidelines are meant to help Goodpoint's employees to act ethically and avoid doubtful situations. Goodpoint has procedures for reporting any cases of corruption or bribery directly to the Managing director. Any law violations will be reported to the appropriate authorities.

Our impact

Goodpoint has robust expertise in anti-corruption work. We help our clients to increase their knowledge about anti-corruption legislation and manage corruption related risks through qualified advice, risk analyses, training sessions, workshops and development of policy documents on corruption and bribes. Goodpoint has assisted clients in developing e-learning modules on anti-corruption and business ethics and organized several anti-corruption trainings and workshops.

Our operations

Goodpoint's code of conduct and internal guidelines are communicated with all new employees and is available through our management system. No cases of violation of the principles, suspected corruption or bribery has occurred or been suspected within Goodpoint's operations during the reporting period.

PRINCIPLE 10

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



Thank you!

Our vision is to enable sustainable change at our client organizations. The realization of our vision requires continuous work to both minimize negative, unsustainable impacts as well as to maximize the positive development and contributions to a sustainable society. Our mission is therefore to help companies understand and manage the impacts and opportunities, and to adapt and innovate for their own sustainable development. If you're interested in finding out more about our work, please contact us:



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