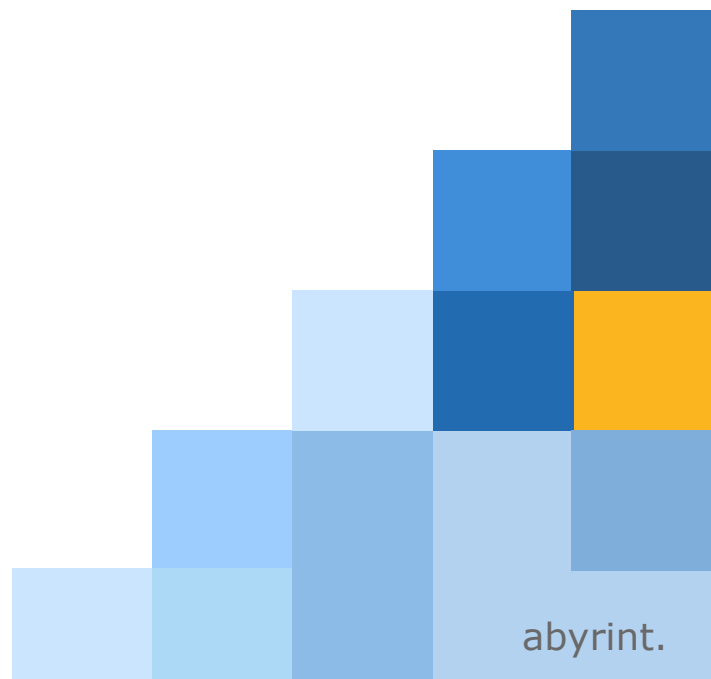


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# Communication on Progress

Period: January 2018 - January 2019



[26 November 2019]

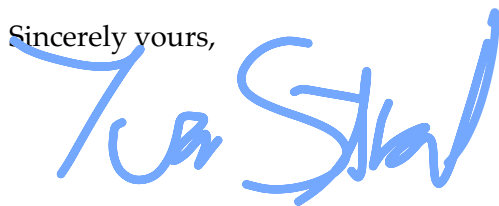
### **Statement of continued support of the UN Global Compact**

To our stakeholders:

I am pleased to confirm that Abyrint reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labor, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the 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 communications.

Sincerely yours,

A handwritten signature in blue ink, appearing to read "Ivar Strand". The signature is fluid and cursive, with the first name "Ivar" and the last name "Strand" clearly distinguishable.

Ivar Strand

Managing Director

# 1 Description of actions

As a Firm we adhere to both national and international laws with respect human rights, labor, environment and anti-corruption. In addition, the firm has established policies to ensure there are no violations. A number of actions have been taken in the last 12 months.

## 1.1 Human Rights

Principle	Commitment	Actions taken
<p>1. Businesses should support and respect the protection of internationally proclaimed human rights.</p> <p>2. Businesses should ensure that they are not complicit in human rights abuses.</p>	<p>Abyrint recognizes the importance of ensuring that human rights are not violated. Abyrint pledges its support to the Universal Declaration of Human Rights and the Guiding Principles on Business and Human Rights: Implementing the United Nations' Protect, Respect and Remedy Framework'.</p>	<ul style="list-style-type: none"> <li>• Ensured that all work with our employees, applicants for employment, or our customers are in line with the firm's Harassment and Discrimination policy. These align with internationally proclaimed human rights.</li> <li>• Ensured employees are provided safe, suitable and sanitary work facilities.</li> <li>• Ensure that employment-related decisions are based on relevant and objective criteria.</li> </ul>

## 1.2 Labor

Principle	Commitment	Actions taken
<p>3. Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.</p>	<p>Abyrint complies with the conventions set forth by the International Labor Organization (ILO), the UN and the Norwegian Government.</p>	<ul style="list-style-type: none"> <li>• Abyrint adhere to the Norwegian Working Environment Act Condition, which has the purpose to "... ensure safe working conditions and equal</li> </ul>

<p>4. Businesses should uphold the elimination of forced or compulsory labor.</p> <p>5. Businesses should uphold the effective abolition of child labor.</p> <p>6. Businesses should uphold the elimination of discrimination in respect of employment and occupation.</p>		<p>treatment among workers, and to ensure that the working environment forms a basis for health-promoting and meaningful work situation.”<sup>1</sup></p> <ul style="list-style-type: none"> <li>• Provided training to new staff on the firm’s Harassment and Discrimination policy.</li> <li>• Ensured that employment-related decisions are based on relevant and objective criteria.</li> </ul>
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### 1.3 Environment

Principle	Commitment	Actions taken
<p>7. Businesses should support a precautionary approach to environmental challenges.</p> <p>8. Businesses should undertake initiatives to promote greater environmental responsibility.</p> <p>9. Businesses should encourage the development and diffusion of environmentally friendly technologies.</p>	<p>Abyrint strives to manage environmental impacts proactively.</p>	<ul style="list-style-type: none"> <li>• Implemented policy that all company cars are to be electric.</li> <li>• Scrutinized the necessity of each flight in order to minimize CO<sub>2</sub> emissions.</li> <li>• Encouraged employees to limit food waste at offices through an awareness campaign.</li> <li>• Ensured emergency procedures to prevent and address accidents affecting the</li> </ul>

<sup>1</sup> <https://www.regjeringen.no/en/topics/labour/the-working-environment-and-safety/innsikt/the-working-environment-act/id447107/> (10/25/2019)

		environment and human health.
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## 1.4 Anti-Corruption

Principle	Commitment	Actions taken
10. Businesses should work against all forms of corruption, including extortion and bribery.	Abyrint recognizes the importance of ensuring that human rights are not violated due to our business activities. Abyrint supports the Universal Declaration of Human Rights and the Guiding Principles on Business and Human Rights: Implementing the United Nations' Protect, Respect and Remedy Framework'.	<ul style="list-style-type: none"> <li>Assessed the risk of corruption when doing business.</li> <li>Ensured contracts with clients include appropriate anti-corruption measures.</li> <li>Staff are informed directly on the firm's business conduct policies, which covers corruption and financial misconduct.</li> </ul>

## 2 Measurement of outcomes

- Percentage of Abyrint's employees that the Harassment and Discrimination policy has been communicated to.
- Average hours of training that Abyrint's employees have undertaken during the reporting period.
- Estimated yearly CO<sub>2</sub> emission from business travel as a factor in assessing the overall costs and benefits from travelling.
- Total number and percentage of Abyrint's employees that the Business Conduct policy has been communicated to.
- Total number and percentage of employees that have received training on anti-corruption.