

## Progress report UN Global Compact

Ahlsell is a signatory to the voluntary initiative United Nations Global Compact. By endorsing the UN Global Compact we undertake to follow the ten principles for human rights, labour rights, the environment and anti-corruption. In this implementation, the Ahlsell's Code of Conduct is an important tool. It describes how we should act and the requirements we have on ourselves and our suppliers. The Code of Conduct is published on our website, and is based on the UN Global Compact, the UN's Universal Declaration of Human Rights and related UN conventions, the ILO's core conventions and the OECD's Guidelines for Multinational Enterprises.

Ahlsell has been a distributor within technical installation for more than 140 years. Today, we are proud to be the Nordic market leader within our industry. We did not achieve this position by being just good enough, we always have focused on improvements to offer our customers an even better value proposition. For us, sustainability is to safeguard that we will continue to exist for our customers, employees and owners also in the future. We have a vision to be the industry leader within sustainability and to take a clear economic, social and environmental responsibility

Already in 2008, we took the first steps towards a more environmental approach in our business. Since then, the focus on sustainability has continuously increased. Today it is a central part in our strategy and we see sustainability as an important element for value creation.

### Ahlsell is present where people live and work

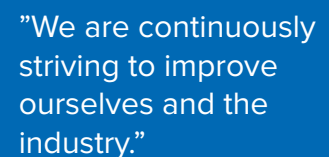
Our products enable the construction and maintenance of school's , hospitals and housing. We help to ensure that millions of northerners receive water, fibre and power, and support installers and industries in their mission to build a sustainable society. In March 2019, Ahlsell was delisted from Nasdaq Stockholm after the principal owner CVC acquired more than 90% of the shares outstanding. CVC fully embrace Ahlsell's ambition and transparency when it comes to UN Global Compacts 10 principles.

Our sustainability strategy and objectives are linked to the UN's Sustainable Global Goals and reflect risks, opportunities and dialogue with our stakeholders. We address our main challenges within four focus areas; Responsible Sourcing, Innovation & Collaboration, Tackle Climate change and Health & Safety. The focus areas cover the entire Group and are broken down into sub- goals, internally and externally, Group-wide and local. I believe that what gets measured, also gets done.

I'm proud to represent Ahlsell and our achievements . Together with competent and committed employees and engaged investors we have created a long- term vision of a sustainable business.



Johan Nilsson  
CEO, Ahlsell AB



"We are continuously striving to improve ourselves and the industry."

[Link to Ahlsell Annual report 2018](#)

Area	Principle	Definition	Management systems	Page/Section
Human rights	Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights; and...	<ul style="list-style-type: none"> <li>Code of conduct and sustainable business p 22, 23, 26, 31</li> <li>Strategy and guidelines p 22, 23</li> <li>Responsible supply chain p 26, 27</li> </ul>	<ul style="list-style-type: none"> <li>Sustainability in everything we do</li> <li>Ahlsells sustainability work</li> <li>Responsible sourcing</li> <li>Our private labels</li> <li>Our employees at the centre</li> <li>The employee year 2018</li> <li>The environment is always on the agenda</li> <li>Directors' report Risks and opportunities</li> </ul>
	Principle 2	...make sure that they are not complicit in human rights abuses.	<ul style="list-style-type: none"> <li>Safe and sustainable workplace p 28</li> <li>Diversity and equality p 30, 31</li> <li>Environmental management p 24</li> <li>Risk management p 48, 49</li> </ul>	
Labour	Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	<ul style="list-style-type: none"> <li>Code of conduct and values p 22, 23, 26, 29, 31</li> <li>Responsible supply chain p 23, 26, 27</li> <li>Employee commitment and engagement p 28</li> <li>Diversity and equality p 28, 30</li> <li>Risk management p 48, 49</li> </ul>	<ul style="list-style-type: none"> <li>Sustainability in everything we do</li> <li>Responsible sourcing</li> <li>Our private labels</li> <li>Our employees at the centre</li> <li>The employee year 2018</li> <li>Directors' report</li> <li>Risks and opportunities</li> </ul>
	Principle 4	...the elimination of all forms of forced and compulsory labour		
	Principle 5	...the effective abolition of child labour; and		
	Principle 6	...the elimination of discrimination in respect of employment and occupation		
Environment	Principle 7	Businesses should support a precautionary approach to environmental challenges;	<ul style="list-style-type: none"> <li>Code of conduct and sustainable business p 22, 23, 26</li> <li>Strategy and guidelines p 22, 23</li> <li>Environmentally-assessed products and services p 24, 25</li> <li>Environmental management p 23, 24</li> <li>Environmental targets and results for climate protection p 24</li> </ul>	<ul style="list-style-type: none"> <li>Sustainability in everything we do</li> <li>Effective, sustainable and safe products</li> <li>Responsible sourcing</li> <li>The employee year 2018</li> <li>The environment is always on the agenda</li> </ul>
	Principle 8	...undertake initiatives to promote greater environmental responsibility; and		
	Principle 9	...encourage the development and diffusion of environmentally friendly technologies.		
Anti-corruption	Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery.	<ul style="list-style-type: none"> <li>Code of conduct and ethical business p 22, 23, 26</li> <li>Risk management p (ej HR) 48, 49</li> </ul>	<ul style="list-style-type: none"> <li>Sustainability in everything we do</li> <li>Responsible sourcing</li> <li>The employee year 2018</li> <li>Directors' report</li> <li>Risks and opportunities</li> </ul>