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4C Strategies AB

Communication on Progress 2019



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Statement of continued support

To our stakeholders:

I am pleased to confirm that 4C Strategies reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe and summarize our actions to improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to share this information with our stakeholders.

The Board annually reviews 4C Strategies' Code of Conduct, which includes an assessment of all 10 UN Global Compact's Principles.

Sincerely yours,

A handwritten signature in black ink, appearing to read "Magnus Bergqvist", written over a dotted line.

Magnus Bergqvist, CEO 4C Strategies

Stockholm 04.05.2020

Description of actions

Principle 1 and 2 – Human Rights

Businesses 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).

4C Strategies fully adheres to legislation in our office locations (Sweden, UK and US) and pays special attention to the Human Rights issue in our Code of Conduct.

We actively work towards equality and anti-discrimination. It is encouraged and expected from our employees to act accordingly in both client situations and with colleagues.

Our ambition and goal for the year is to maintain our record of no formal complaints or legal breaches in the area of Human Rights intact.

Principle 3, 4, 5 and 6 – Labour

- **Businesses 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);**
- **and the elimination of discrimination in respect of employment and occupation (P6).**

4C Strategies fully supports and adheres to all relevant legislation in our office locations, pertaining to the freedom of association and labor practices and actively and continuously works to promote workplace equality.

In 2019 4C Strategies conducted an employee survey in which employees were asked to evaluate their overall working situation as well as assessing any discrimination regarding age, gender, sexual orientation, religion, ethnicity or disability. From the result, an action plan was developed with special attention to improvement areas. We also initiated salary mapping in our Swedish offices to analyze whether there were any unequitable differences between men and women.

Further in 2019, we arranged a mandatory seminar to address the topic of discrimination and victimization for all employees in our Nordic division. In 2020 4C Strategies intend to arrange the same seminar for our Swedish staff on Group level as well as for our international division in the UK. Further, all line managers and members of group management in Sweden and UK are to undergo training in inclusive leadership.

Our goal for 2020 is to maintain our record of no formal complaints or legal breaches in the area of Labor intact and to continue to strive for gender balance among new employees. 4C Strategies will continue to monitor our employees' work satisfaction and perception of workplace equality through an employee survey and salary mapping. We will also attend to any improvement areas from said measures.

Principle 7, 8 and 9 – Environment

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

4C Strategies has a continuously updated Environment Policy and procedures to promote sustainable business practices and reduce our carbon footprint. This includes environmental training for employees around our company policy, recycling initiatives, promoting public transportation and bicycling to work, using energy efficient systems and products in our offices, and reducing consumption of resources (energy, fossil fuels, water, electricity, packaging etc.).

As a software provider, 4C Strategies actively contributes to the digitalization of different processes, for example enabling distributed crisis management exercises to our clients. This digital approach reduces travel as neither our consultants nor our clients need transportation to participate. We are currently looking to extend our digital offer to further minimize traveling.

Principle 10 – Anti-corruption

- **Businesses should work against corruption in all its forms, including extortion and bribery (P10).**

4C Strategies fully supports and adheres to all relevant legislation in our office locations regarding corruption.

In 2020 we aim to stay the course and not to encounter a single case of doubtful nature.

Measurement of outcomes

Human Rights

Our ambition and goal for 2019 was to maintain our record of no formal complaints or legal breaches in the area of Human Rights intact.

During 2019, no formal complaint or legal issue related to Human Rights was received.

Labour

In 2019 4C Strategies recruited 39 new employees of which 21 were men and 18 women.

The employee survey results show that our employees overall experience workplace equality where, on a scale from 1 (do not agree at all) to 5 (totally agree), the mean value was 4.1 (*“Everyone is treated equally at my place of work, regardless of gender, transgender identity or expression, ethnic background, religion or other belief, disability, sexual orientation or age”*). Regarding physical working environment (*“I work in a physically sound working environment (office environment and Equipment)”*), the mean value was 3.6.

The salary mapping for 2019 showed no unequitable differences between men and women.

During 2019, no formal complaint or legal issue related to Labor has been received.



Environment

In 2019, 4C Strategies has continued striving for progress in the environment area. We have:

- Evaluated and updated our Environment Policy
- Continued our office recycling program for all plastics, paper, metal and cardboard
- Continued use of 100 % fossil free electricity and a supplier that contributes part of their annual profit to charities (GodEI).
- Improved our digital offer to minimize traveling
- Conducted periodic review of results by senior management

Anti-corruption

This topic has pro-actively been discussed in various internal forums in order to maintain a vigilant and risk-aware culture.

During 2019, no complaint or legal issue related to Corruption has been received or raised, internally or externally.