

COMMUNICATON ON PROGRESS (COP) OCTOBER 2019 – SEPTEMBER 2020. ERIC RAHMQVIST AB

To our stakeholders:

I'm pleased to confirm that Eric Rahmqvist Group reaffirms its support of the Ten Principles of the UN Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual COP, we describe our actions to continually improve the integration of the UN 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 communication.

Yours Sincerely,

Jesper Rahmqvist

CEO Eric Rahmqvist AB



Description of actions:

The Eric Rahmqvist Group (ERG) aims to inspire employees, customers and suppliers to adopt and act in the spirit of UN Global Compact.

ERG proudly uses the UN Global Compact in information and educational material at the College for newly employed as ERG believes that increased awareness and knowledge is the beginning of changed behavior when doing business.

ERG aims to obtain sustainable products by excluding the use of harmful substances and by choosing materials and components with the least environmental impact from suppliers.

Focus on sustainability in 2019/2020 has been on developing new sustainable goals and strategies on materials in our products.

- 100% recycled plastic in our products by 2025
- All transportation to be climate compensated, from factory to customer by 2022
- At least one sustainable product in each segment / division 2022

The year did not turn out as anyone could believe, due to the pandemic, we have mainly focused on helping our sales people to enable their direct sales and develop relevant products for increased public health.

Human Rights

ERG provides equal employment opportunities to all individuals without regard to gender, race, religion, age, disability, sexual orientation, nationality, social or ethnic origin, political opinions or any other characteristics protected by applicable law. Physical, psychological, sexual and verbal harassment against any colleague or business partner will never be tolerated.

Signe & Eric

ERG launched an action plan "Signe & Eric" where we will educate and train our employees in inclusive leadership for increased equality and diversity. During the last 12 months we have had 2 different "classes" to highlight and create more awareness regarding equality.

Diversity and role models

ERG believes it is important to create positive role models for change, both in society and with us at Rahmqvist. Internally we highlight salespeople, with the help of "positive discrimination" we choose people who represent different minorities.

Labour

ERG's Code of Conduct includes the Ten Principles of the UN Global Compact.

Social Audits Light

When it comes to labor law issues, Asia is a geographical risk area which is why we are investing in social audits here. Our coworkers in Hong Kong send out a self-assessment form to our suppliers regarding their employees' safety and social rights.

This form is later followed up with social audits (based on BSCI and SA8000 standards) by Rahmqvist employees who inspected the workplaces. In 2020, we increased the number of audits, they now include all of our Asian suppliers, not just the Top 30.

Environment

Risks: Efforts have been made to identify potential environmental risks and implement appropriate means to control such risks. Chemicals shall be handled in a safe way for humans and the environment.

Climate: We reduce emissions of carbon dioxide and greenhouse gases by:

- ERG offers cost reduction for coworkers when choosing an electric/chargeable hybrid car.
- ERG carbon offsets its car fleet.
- ERG carbon offsets all flights
- ERG has annual meetings with its Forwarders for combined shipment of cargo and more CO2-efficient transportations from Asia.
- ERG is cutting down on plastics. For our packaging, we aim to use recycled plastic, second-hand plastic is Bio-plastic that is recyclable.
- ERG uses packaging and fillers made out of recycled paper and recycled paper.
- During 2020 we have contacted our conveyors with the demand that they climate compensate all our products transports, regardless of type, from the factory to our warehouse. On going work.

Anti-Corruption

Efforts shall be taken to work against all forms of corruption, including extortion and bribery. ERG defines corruption as Transparency International "the abuse of entrusted power for private gain". This does not only include financial gain but also non-financial advantages.

Measurement of outcomes

Processing rate of waste 2019 (2018 results)

Recycling	43,9%	(49,2 %)
Combustion/energy	55,6%	(50,4 %)
Landfill	0,5%	(0,4 %)

CO2 emissions 2019 (2018 results):

Airfares	122 589 kg CO2	(114 386 kg)
Cars owned by the company,	317 905 kg CO2	(352 346 kg)

Launched Green labeled Products	3 products	(11 products)
Internal seminars in sustainability (college and conferences)	10 occasions	(9 occasions)