

Executive Statement COP 2020

SRS is a value creating Security Risk Management company. We provide governments, corporations, organisations and private individuals with superior decision support, operational expertise and peace of mind. Our joint and low-key approach commences with our client's business strategy throughout the implementation of tailored security risk management strategies.

From our head office in Stockholm, we support our clients world-wide. Our clients are governments, corporations, organisations and private individuals from a wide spread of sectors i.e. Government, public Affairs, NGOs, Shipping, Oil and Gas, Power and Utilities, Telecom, Defense, Construction, Medical and Biotech, Health Care, Banking and Finance, Legal, Hotels, Media, Air Transportation, IT, Consumer Goods, Authorities as well as Private Individuals.

Scandinavian Risk Solutions AB systematically supports, adheres to and is committed to the Ten Principles of United Nations Global Compact. The Principles are an integral part of our business and ensures long-term success.

In 2017 SRS completed the ISO 18788 certification, Management Systems for Private Security Operations, and became an accredited member of the International Code of Conduct Association.



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Action and outcomes

HUMAN RIGHTS

-Business 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).

Overview

Our Code of Conduct states that

- As a leader within this kind of security services, SRS has a responsibility towards the countries and communities in which we operate. We must practice responsible corporate citizenship and comply with the laws and regulations wherever we operate.
- SRS business is based on trust. To make sure that we earn the trust of our clients it is required that all SRS employees respect and protect our ethical standard and basic values as reflected in the Code of Conduct.
- The relationship between SRS employees must be built on mutual respect and dignity. The connection between the competence of our employees and the results we achieve is self-evident. One of our strategies is to continuously improve the quality of our personnel. To achieve this, we have to be an attractive employer that offers excellent working conditions as well as appropriate training.
- SRS expresses support and respect for fundamental human rights and recognizes our responsibility to observe those rights when we conduct our business.
- Freedom of speech, freedom from any kind of discrimination based on race, color, nationality, ethnic origin, sexual orientation and religion are among the rights which we support.
- In all of the operations in which SRS participate we respect the dignity of human beings and strictly adhere to all relevant international laws and protocols on human rights. We follow the rules of international humanitarian law that are applicable as well as all relevant international protocols and conventions.

Performance indicators and practical actions

Our employees are our main asset. During 2020, a year that has proven to be quite challenging, we have been focusing on reorganize our business and related processes to make sure we could continue to engage and keep our workforce relatively intact. New initiatives have therefore been put on hold until 2021.

During 2020, we have continued to make sure our employees are our main assets and share SRS values based on human rights and ethical manners:

- All new employees have conducted onboarding program (online based learning system) stretching first three months of employment, including e-learning covering topics such as Human Rights, Code of Conduct, PSEA etc.
- The recruitment process includes value-based questions in relations to human rights and all new employees signs a personal declaration in regards to any former violation against human rights.
- SRS has together with external sponsors developed a training program "Rights, Equality and Culture" in order to enhance our commitment towards Global Compact and ICoCA. Step 1 has been conducted by all employees during Q1 2020. Step 2 will be launched in Q1 2021.
- SRS continues to collaborate with civil society organisations, a CSR project launched in 2014. The organisations support women that have been subjected to violence and Swedish citizens

who need legal support in human rights related disputes with the government. Through these projects we contribute with our specific competences and learn and understand the needs of other parts of society that we would not normally meet.

- SRS actively work together with Unizon (Swedish woman's shelter organization), in a unique and equal CSR project, where SRS educate and support Unizon in security related matters and Unizon, in turn, educate SRS i gender equality and gender-based violence.

Outcome

The percentage of sick leave at SRS during 2020 was 3 % which is a decrease compared to previous year. 100% of the full-time employees enjoy permanent employment and the average number of years spent at SRS is 3,5. The average number of years working with SRS is increasing due to low turnover.

LABOUR

- Business 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).
- The elimination of discrimination in respect of employment and occupation (P6).

Overview

Our Code of Conduct states that

- SRS is an equal opportunity employer. Discrimination based on ethnic origin, religion, sex or other distinguishing characteristic is never to be accepted at SRS.
- SRS promotes a productive working environment and does not tolerate bullying or harassment.
- SRS recognizes the importance of a continuous social dialogue with all SRS employees.

Performance indicators and practical actions

SRS strictly adhere to the laws of Sweden pertaining to the freedom of association and labour practices and actively recruits for and promote equality in all aspects at the workplace.

- During 2020 SRS has further developed and implemented training programs in regards equality and gender-based violence.
- During 2020, SRS has continued to be engaged in Q-net, a Swedish association for women in the security industry.
- During 2020, SRS Security (subsidiary company) has been recruiting its first female CEO.

Outcome

At the end of 2020, 27% of SRS employees were women. 42% of the new recruits during 2020 were women and 58% were men. The male part of the workforce received 5% higher pay on an average during 2019 which have been adjusted and equalized during pay review 2020. Executive Committee consist of 57% women as of 1st January 2021.

ENVIRONMENT

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

Overview

Our environmental impact is assessed to be relatively small, considering being a service company. Therefore, the environmental issue is not our main focus within the UN Global Compact. Our main impact is still our travel by flight, although Covid-19 pandemic has decreased our journeys essentially. Covid-19 pandemic and related restrictions has also affected our total impact by majority of workforce working remote from home.

Performance indicators and practical actions

The following actions have been taken to decrease SRS environmental impact

- Only green electricity at the office.
- Foodstuff and office supplies that are purchased for the office are organically produced when organically products are available.
- SRS has a waste separation concept.
- SRS only drives environmentally friendly cars
- SRS has exchanged all patrol cars to electric Tesla 3

Outcome

Approximate 1 000 kilos of paper were used for printing, a decrease from previous years due to partly remote workforce, approximate 50 000 kWh electricity was used at the offices, no significant increase from previous years. A total of 300 300 miles were flown. This is a major decrease from previous year.

ANTI-CORRUPTION

-Business should work against all forms of corruption, including extortion and bribery. (P10)

Overview

Our Code of Conduct states that

- The SRS trademark is based upon honesty, integrity and confidentiality and we are strongly committed to upholding and promoting the highest ethical business standards in all aspects of our business. SRS does not accept any form of bribes.

Performance indicators and practical actions

- SRS strictly follows the Swedish tax regulations regarding handling of benefits related to business or employees.
- All expenses and compensations are signed off by business area manager and CEO.
- SRS has developed a detailed anti-corruption policy and supply agreement obligations and control functions.
- All employees receive online trainings in regards to anti-corruption as part of onboarding program and yearly refresher trainings.

Outcome

We have not experienced any formal or informal corruption issues.