

## **COP-report 2020 by Learnways AB**

**Period covered: 1 January 2020 – 31 December 2020**

### CEO statement of continued support

To our stakeholders:

I am pleased to confirm that Learnways 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 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 share this information with our stakeholders using our primary channels of communication.

Jonas Wååg, CEO of Learnways AB

### Description of Actions in each focus area

- **Human Rights**

Actions: We have internal policies in place to ensure that we demand that our subcontractors respect human rights in accordance to the GC 10 principles. We have increased our focus on human right by further selecting client projects relating to equality and human rights.

Measurement of outcome:

All new subcontractors must comply with the demands. At least two projects delivered within this field.

- **Labour**

Actions: Our employee survey consists of a wide array of issues related to occupational health. We have this year had a specific focus on organisational and social well-being at work, and added several new activities in regards to employee health.

Measurement of outcome:

An organisational change has been made moving certain decisions closer to the individuals so they define items of potential improvements in their own group as well as act on these improvements. The eNPS and engagement score has increased since last year. We now measure employee health monthly as a complement to our yearly index.

- **Environment**

Actions: We have continued to strengthen our policy on recycling and collection of waste generated by the office. The electric consumption comes from renewable energy, we have a no-flight policy, and we have also changed our policy for Co2-compensation.

Measurement of outcome:

We now Co2 compensate for the entire company on a yearly basis and contribute to climate protection. The contribution flows into myclimate protection projects in developing and emerging countries. This year no travels have been done by flying.

During 2020 we have limited our purchase of technical equipment and focused on re-used equipment to new employees. We have committed to a trade-in program to make sure all technical equipment is re-used or recycled in a proper way.

- **Anti-Corruption**

Actions: The principles set out in our policies remain. We have increased our focus on anti-corruption by further selecting client projects relating to raising awareness and knowledge within the fields.

Measurement of outcome:

No reported cases. At least two projects delivered within this field.

- **Sustainability**

Actions: We have increased our focus on sustainability by further selecting client projects relating to raising awareness and knowledge within the fields of sustainability equality and human rights.

Measurement of outcome:

A majority of our client projects are related to sustainability of equality related issues.

A handwritten signature in black ink, appearing to read 'Jonas Wååg', with a stylized flourish at the end.

Jonas Wååg  
CEO of Learnways