

Communication on progress (COP)

2021-02-26

Period covered by our Communication on progress (COP)

From 2020-01-01 – 2021-03-09

Statement of continued support by the Chief Executive Officer

I am pleased to confirm that Brigo AB reaffirms its support of the Ten Principles of the United Nations global Compact in the areas of Human Rights, Labor, 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 sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,

A handwritten signature in blue ink, appearing to read "Thomas Ingvast".

Thomas Ingvast

Overview

In our Code of conduct (<https://www.brigo.com/code-of-conduct/>) and our corporate policies we have formulated our position on ethical issues and our responsibility for sustainable business in a code of conduct. It describes how we behave towards customers, suppliers, employees, and society at large. All employees at the company have a responsibility for compliance. We also expect our customers and suppliers to follow this code of conduct.

We aim to have a long-term business relationship with customers, suppliers, and employees. This requires us to act as a reliable partner and fulfil our commitments.

We comply with the laws and rules that apply in those countries in which we operate. Since we have a quality/environmental/health and safety management system which is certified according to ISO 9001, ISO 14001 and ISO 45001 supporting the UN Global Compact is a natural part of our day-to-day operations. We have during the year recertified the complete system.

Human rights

Brigo AB comply with international human rights conventions. Under no circumstances do we tolerate child labour, forced labour or work carried out under threat. Our employees as well as our suppliers must recognize and respect international Human Rights standards in accordance with the UN Guiding Principles on Business and Human Rights. Brigo shall avoid directly causing or contribute to address human rights impact.

Brigo AB conducts an employee survey a couple of times per year, where employees anonymously can report misconduct.

Labour

Brigo AB respect the right to form and belong to trade unions and the right to collective bargaining.

We encourage diversity and give employees the same opportunities and treat them the same irrespective of gender, ethnicity, civil status, sexual orientation, transgender identity, race, religion, political opinion, age or disability.

Our work environment must be healthy and safe, and we are proactive in preventing accidents and occupational injuries.

Brigo AB has a safety committee which systematically works with work environment issues and have monthly meetings. The safety committee arrange safety tours internally and safety tours are also made by the union.

To prevent and identify any inconsistencies in comparable pay for comparable work a yearly salary overview is performed and acted on by management.

Brigo AB has an active union club where the collaboration between the business management and the union club has led to improvements of work environment.

Environment

Brigo AB work continually to reduce our own environmental impact. Our environmental goals are followed up annually. We are also proactive in encouraging customers and suppliers to choose more environmentally sustainable alternatives when we develop products and select production methods.

Environmental matters are important for Brigo AB, our goal is to always be perceived as an environmentally oriented company.

In accordance with the national environmental objectives, our goal is to produce goods and services that supports a sustainable ecological development.

We keep ourselves updated of current laws and regulations. We also stay informed about other requirements and developments in our area of operations. These commitments, which are also related to the company's environmental aspects, are considered a minimum level to be met.

Brigo AB keep a dialogue with our customers, suppliers and authorities with the purpose of always being mutually informed about relevant environmental conditions.

Our actions must constantly provide improvements, be preventive and protect against emissions.

We also strive for a good working environment in all our premises.

Just like our quality targets, our environmental targets are measured and evaluated regularly in an environmental investigation. In this way, we ensure that Brigo's operations are always improving.

Anti-corruption

Brigo AB reject all forms of corruption. We do not offer business partners rewards or benefits that contravene laws or accepted business practice. If we are invited to events by a supplier, it must be related to our business operations and the relevant line manager must approve our participation. Brigo AB always pays for travel, board and accommodation in these situations.

We are careful about giving and receiving gifts as they may be perceived as inappropriate influence or a bribe. Hospitality should take place with moderation and respect any restrictions for the parties involved. We never offer or accept cash gifts.

Appendices

Miljöutredning Brigo 2020

ISO 45001:2018

ISO 9001:2015

ISO 14001:2015