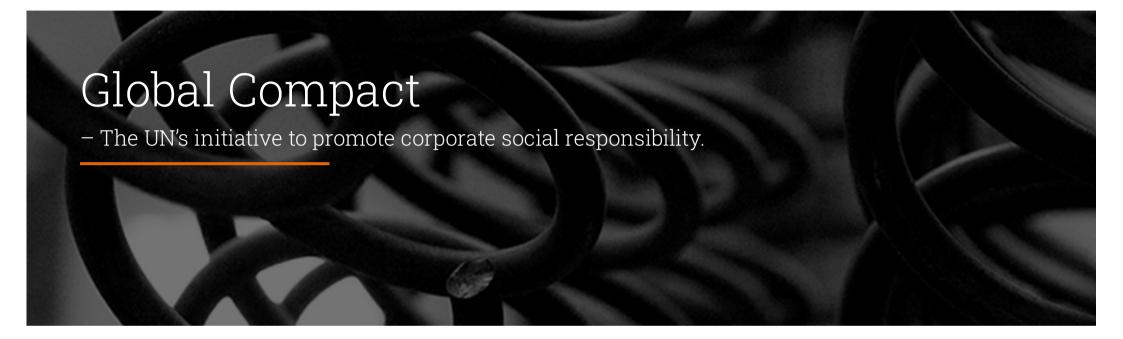
## **BEIJER • ALMA**

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**An active supporter**. Through the Global Compact, the Group actively supports ten internationally recognized principles in four areas: human rights, labor rights, the environment and anti-corruption. The ongoing work with the Global Compact is presented here.



## Global Compact 2020

GLOBAL COMPACT		STATUS	READ MORE IN PDF
Human rights	1. Businesses should support and respect	Information and training regarding Beijer Alma's Code of	2 →
	the protection of internationally	Conduct were provided at several units. The Group offers	17-21 <del>→</del>
	proclaimed human rights.	a joint anti-corruption/business ethics training program,	22 →
		which nearly 800 employees participated in during 2020.	
		No human rights violations were reported.	
	2. Businesses should make sure that they	Continuous efforts to assess suppliers' sustainability	2 →
	are not complicit in human rights abuses.	work via surveys and audits are ongoing. In 2020, 276	17-22 →
		supplier assessments were carried out through surveys	
		and 27 through audits. No human rights violations were	
		reported.	
Labor conditions	<b>3.</b> Businesses should uphold the freedom	The Code of Conduct lists freedom of association and	17−19 →
	of association and the effective	the right to collective bargaining as a fundamental	$\begin{array}{c} 20 \rightarrow \\ 22 \rightarrow \end{array}$
	recognition of the right to collective	principle. Trade unions have been established in all	
	bargaining.	relevant countries and countries where this is customary.	
		In countries without trade unions, the company and its	
		employees engage in other types of negotiations.	
	4. Businesses should uphold the	All forms of forced and compulsory labor are forbidden	17-18 →
	elimination of all forms of forced and	at Beijer Alma and among the Group's suppliers. There	20 →
	compulsory labor.	are no signs that any violations occurred in 2020.	25 →
	5. Businesses should uphold the effective	Child labor is forbidden at Beijer Alma and among the	17−18 →
	abolition of child labor.	Group's suppliers. There are no signs that any violations	20 →

		occurred during the year.	25 →
	6. Businesses should uphold the	The Code of Conduct clearly states the Group's stance on	17−18 <del>→</del>
	elimination of discrimination in respect of	discrimination and equality. No instances of	20 →
	employment and occupation.	discrimination were reported. Formal equality plans have been established at 17 of the Group's units.	25 →
Environment	<b>7.</b> Businesses should support a	The ISO 14001 environmental management system is a	17-21 →
	precautionary approach to environmental	systematic tool in the Group's efforts to identify and	23-25 <del>→</del>
	challenges.	prevent risks. 80 percent of the Group's units are currently	
		certified and additional certifications are planned. We are	
		also taking a preventive approach, for example, by	
		installing treatment equipment, phasing out hazardous	
		chemicals and conducting risk analyses.	
	8. Businesses should undertake initiatives	Overall environmental responsibility rests with Group	17−18 <del>→</del>
	to promote greater environmental	management and responsibility for the daily operations	
	responsibility.	is delegated to the man- agement teams of the Group	
		companies. Performance is reported to Beijer Alma's	
		Board of Directors on a regular basis and communicated	
		externally through the Sustainability Report and CDP report.	
	9. Businesses should encourage the	The Group offers several good examples of	10−16 <del>→</del>
	development and diffusion of	component/product development that helps to reduce	22-25 →
	environmentally friendly technologies.	environmental impact. In their annual sustainability	
		reporting, 40 percent of the Group's units stated that they	
		manufacture components that contribute to a lower	
		environmental impact, for example by replacing products with greener alternatives.	

**Anti-corruption** 

**10.** Businesses should work against corruption in all its forms, including extortion and bribery.

Beijer Alma's Code of Conduct provides clear guidance $17-18 \rightarrow$ regarding the prevention of corruption. A Group-wide anti-<br/>corruption/business ethics training program has been in<br/>place since 2019. All Group companies perform an<br/>annual self-assessment about their work to combat<br/>corruption. The assessment is based on guiding<br/>documents from the Global Compact. No violations were<br/>detected during the year. $17-18 \rightarrow$ <br/>20  $\rightarrow$ 

## Global Compact 2019

# SUSTAINABILITY REPORT



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### Subsidiaries

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