

COMMUNICATON ON PROGRESS (COP) SEPTEMBER 2020 – SEPTEMBER 2021. ERIC RAHMQVIST AB

To our stakeholders:

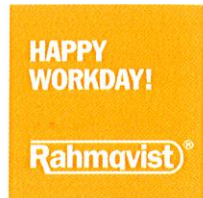
I'm pleased to confirm that Eric Rahmqvist Group reaffirms its support of the Ten Principles of the UN Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

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 2020/2021 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 2021
- At least one sustainable product in each segment / division 2022

Due to covid-19 restrictions, almost all live events in ERG have been canceled. Instead, there have been digital events and monthly reports on the intranet about our ongoing activities on human rights and sustainability.

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. We will continue to strengthen and implement the Signe & Eric-project throughout the organization.

Diversity and role models

ERG believe 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. Due to covid-19 there has been no social audits done in 2021. Instead, questionnaires have been sent and received to the suppliers.

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.
- In 2021 we climate compensated all our products transports, regardless of type, from the factory to our warehouse for 2020.

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 2020 (2019 results)

Recycling	49,7%	(43,9%)
Combustion/energy	47,1%	(55,6%)
Landfill	3,2%	(0,5 %)

CO2 emissions 2020 (2019 results):

Airfares	23 085 kg CO2	(122 589 kg)
Cars owned by the company,	256 404 kg CO2	(317 905 kg)

Launched Green labeled Products	8 products	(3 products)
Internal seminars on sustainability (college and conferences)	5 occasions	(10 occasions)

Internal newsletter on sustainability	12
---------------------------------------	----