

To our stakeholders:

I am pleased to confirm that Unjo AB 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.

Sincerely yours

Martin Feuk
Managing Director

Human Rights

Assessment, policy and goals

Description of the relevance of human rights for the company (i.e. human rights risk-assessment).
Description of policies, public commitments and company goals on Human Rights.

Unjo has today all its employees based in Sweden. Our outsourced productions is done by a partner also based in Sweden. Unjo actively supports the Universal Declaration of Human Rights. We are also committed to ensuring that all our employees are treated fairly and with respect and support the diversity of our organization which is also clearly stated in our Personnel Handbook.

Implementation

Description of concrete actions to implement Human Rights policies, address Human Rights risks and respond to Human Rights violations.

The management team regularly reviews that policies are followed and yearly conduct a performance review with each employee to identify and act on possible incidents.

Measurement of outcomes

Description of how the company monitors and evaluates performance.

We have not been subject to any incidents involving Human Rights aspects during the past year.

Labour

Assessment, policy and goals

Description of the relevance of labour rights for the company (i.e. labour rights-related risks and opportunities). Description of written policies, public commitments and company goals on labour rights.

All Unjo employees are employed and based in Sweden where there are clear labour laws we of course follow. Aspects of employment as salary level, policies, vacation, benefits and pensions, are covered in employment contract as well as in the Personnel Handbook which is available for all employees.

Implementation

Description of concrete actions taken by the company to implement labour policies, address labour risks and respond to labour violations.

New employees are introduced to rules and procedures during their introduction at the company. Personnel Handbook is a tool and reference guide in this work and is regularly updated.

Measurement of outcomes

Description of how the company monitors and evaluates performance.

The management team regularly reviews that policies are followed. We yearly conduct a performance review with each employee to follow up on performance, cooperation, social environment etc. and agree on individual development plan. New employees are followed up on more frequent basis to ensure a smooth and efficient start. This is especially important for us as a rapid growing company.

Environment

Assessment, policy and goals

Description of the relevance of environmental protection for the company (i.e. environmental risks and opportunities). Description of policies, public commitments and company goals on environmental protection.

Unjo working according to our environmental policy which guides us on e.g. business travel, car policies, efficient use of energy and recycling. Our products comply with applicable laws.

Implementation

Description of concrete actions to implement environmental policies, address environmental risks and respond to environmental incidents.

We work actively together with both our customers and suppliers to minimize impact on the environment and we were e.g. early to comply with the European RoHS-directive.

Measurement of outcomes

Description of how the company monitors and evaluates environmental performance.

The management team regularly reviews that the environmental policy is followed and continuous review and improve the initiatives. Unjo has not been involved in any events related to contravention of the Global Compact principles.

Anti-Corruption

Assessment, policy and goals

Description of the relevance of anti-corruption for the company (i.e. anti-corruption risk-assessment). Description of policies, public commitments, and company goals on anti-corruption.

Unjo is primarily active on the Nordic and German market where there is, comparatively, limited exposure to these issues. The guidelines from the owners are very clear against corruption in any form.

Implementation

Description of concrete actions to implement anti-corruption policies, address anti-corruption risks and respond to incidents.

Corruption risk is one item evaluated when doing risk assessment for possible new business opportunities.

Measurement of outcomes

Description of how the company monitors and evaluates anti-corruption performance.

These topics are covered in the regular management reviews. Unjo has not been involved in any events related to bribery or corruption the last year.