

FIRST HOUSE

United Nations Global Compact

Communication on Progress

2022

www.firsthouse.no

First House AS – Communication on Progress 2022

HUMAN RIGHTS PRINCIPLES

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses.

ASSESSMENT, POLICY AND GOALS

First House AS is committed to upholding the United Nation's Universal Declaration of Human Rights and all laws and bylaws that apply in relation to our employees, our clients and anyone within our scope. The Quality Manual is an internal document which contains our policies and rules of conduct. This Manual is audited annually by the CEO to ensure complete compliance with the ten principles and to ensure consistency with best practices.

At First House, our employees are our greatest asset. We take pride in being an equal employment opportunity employer, committed to respecting fundamental human rights and the dignity of each individual as we embrace the diversity of our employees. It is imperative that our employees are treated fairly and equitably. Our hiring practices are based on merit, fairness and equity. We adhere to all Norwegian laws regarding hiring.

First House provides and maintains a safe workplace for its employees, and we are committed to the safety and welfare of our employees, contractors, clients and the public who may be affected by our work. We do not tolerate any form of bullying nor harassment.

With the continuation of COVID-19, all employees have been encouraged to work from home to keep safe. If employees are required in the office, they must first register their attendance with the CEO and office manager who will ensure that the number of employees at the same location is kept as low as possible and in compliance with measures imposed by the Norwegian authorities. Visitors to the office are required to provide contact details in the unlikely event of an outbreak. Contact information is kept for 10 days in accordance with the General Data Protection Regulation (GDPR).

Each Christmas since our inception in 2010, First House has chosen to make a donation to a charitable organization in lieu of giving any sort of gift in appreciation of our clients. The recipient of this donation is decided on the input from all of our employees and chosen by a committee of three individuals. We also give our employees a gift card at Christmas. This year, the gift card was redeemable only for sustainable products.

We take pride in offering our services pro bono to non-profit organizations, individuals, start-ups, and associations that do not have the funds to pay for external assistance. When deciding which assignments to undertake, we carefully assess which services will benefit non-profit organizations or provide socially beneficial measures. Our advisers are encouraged to take on such projects.

Some of the projects that we have assisted on are Usynlige tigre (helping families of those with addictions), Sunnaasstiftelsen (helping those with disabilities), Ecofric (helping companies document sustainability), Aktiv mot Kreft (Active with Cancer), Frivillighet Norge (Association of NGOs in Norway), Waid (digital tool for humanitarian events and activities) and Arkwright (venture capital organization).

IMPLEMENTATION

In accordance with Norwegian law, First House has a Working Environment Committee that is specifically designed to uphold the legal requirements for the fair, safe, and equitable treatment of employees. Our employees are encouraged to express any concerns regarding employee rights or the workplace. We operate with full transparency and all concerns will be addressed and handled, with the findings presented at our weekly meetings when information is shared with all members of our company.

In order to gain a thorough assessment of the working environment, employees are invited and encouraged to participate in weekly surveys wherein employees have the opportunity to express their views on their working environment. The results are then communicated, anonymously, with management.

MEASUREMENT OF OUTCOMES

Each employee receives a copy of the Quality Manual which covers such matters as conduct and ethics. Each employee is required to inform the CEO when he or she has read the Manual and if there are any questions.

First House is pleased to say that again this year, there have been no allegations of human rights abuses or unfair treatment placed before the Working Environment Committee.

Survey responses are given to the respective managers and the managers have continuous access to the responses. In addition, a monthly summation is conducted with corrective measures implemented if necessary.

LABOUR PRINCIPLES

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: the elimination of all forms of forced and compulsory labour;

Principle 5: the effective abolition of child labour; and

Principle 6: the elimination of discrimination in respect of employment and occupation.

ASSESSMENT, POLICY AND GOALS

First House offers equal employment opportunities to qualified individuals without regard to race, religion, colour, national origin, sex, sexual orientation, physical / mental disability, and any other classification protected by the law. We are committed to maintaining high level and ethical human resource processes, as well as fair employment practices regarding non-discrimination, and compensation.

The Working Environment Committee is readily available should an employee have a concern involving potential discrimination or harassment. Any and all complaints will be investigated in a timely fashion in a fair and discreet manner.

We also require our business partners, suppliers and any third parties to abide by the labour principles of the Global Compact. Forced labour and child labour are strictly prohibited in every area where First House is involved.

IMPLEMENTATION

Our Working Environment Committee has an open-door policy and all trepidations regarding labour rights, violations, questions or concerns will receive immediate attention.

MEASUREMENT OF OUTCOMES

First House conducts an annual review of our Quality Manual to ensure continuous progress in the area of labour practices. Our workforce is comprised of 46% women. We are diverse in age with both very experienced employees and employees fresh out of school, and in culture with five nationalities represented. Each employee is required to read our Quality Manual regarding conduct and ethics, complete the anti-corruption course, and is required to report to the CEO when this has been done.

First House is an employee-owned company and all employees are given the opportunity to own shares with dividends paid yearly. Annual salary increases in accordance with the general cost trend are implemented in March as well as a bonus program which recognizes outstanding achievement.

Yearly performance reviews are held between each employee and his/her respective manager wherein potential for growth and development is discussed, and implementation plans devised.

ENVIRONMENTAL PRINCIPLES

- Principle 7: Businesses should support a precautionary approach to environmental challenges;
- Principle 8: undertake initiatives to promote greater environmental responsibility; and
- Principle 9: encourage the development and diffusion of environmentally friendly technologies.

ASSESSMENT, POLICY AND GOALS

First House is a service-based company and thus has a limited carbon footprint. We are however an environmentally conscious company and committed to preservation of our natural resources.

To reduce our carbon footprint, we are moving towards a completely paperless environment with full digitalization of documents using digital signatures when possible. This includes presentations for clients as well as for any contracts and internal or external communications.

We purchase green supplies meaning that they are made of recycled materials. We recycle paper, cardboard, food, plastics, glass, tin and electronic waste.

Our canteen uses reusable dishes and cutlery instead of paper and plastic utensils. Food waste is kept at a minimum as surplus foods are used in other consumable preparations whenever possible. Environmentally friendly, bio-degradable cleaning agents are used in all areas of the building.

First House strives to do our part in reducing CO₂ levels. Our office is located in a central public transportation hub in downtown Oslo. Employees are encouraged to use public transport whenever possible rather than taxis or motor vehicles. We also have a bicycle parking area where employees can safely leave their bicycles. Upgrades to all our technological equipment in our meeting rooms has been recently completed so that we can conduct business via conference and video calls thereby reducing unnecessary travel.

In our attempt to be mindful of energy consumption, heating and air conditioning function at a reduced capacity and lights are all turned off outside of normal working hours.

We are also an active participant in the Xerox Cartridge collection and recycling program where cartridges are disposed of properly.

In addition, First House established a subsidiary company, Sustainability AS, whose activities are focused on providing strategic and operational consultation on issues relating to all three pillars of sustainability: economic viability, social equity, and environmental protection. Our goal is to show companies that it pays to be at the forefront of sustainability and to help them on their journey to get there. Through providing concrete, comprehensive and practical assistance in navigating rules, legislation and political decisions that affect a company's operations and future plans, we assist companies and corporations to best position themselves in the new sustainable economy.

IMPLEMENTATION

Employees are encouraged to use double-sided printing when a document must be printed; however, we encourage digital records whenever possible. For the upcoming year, we will continue to make every effort to abide by our environmental policies and further reduce our carbon footprint.

MEASUREMENT OF OUTCOMES

Any breach of our environmental practice can be directed to the Working Environment Committee or to the CEO. Such actions will be without rebuttal and will be acted upon immediately. Revision of the policies in conjunction with established global policies is conducted annually as part of our Quality Manual revision.

ANTI-CORRUPTION PRINCIPLES

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

ASSESSMENT, POLICY AND GOALS

First House holds its employees to the highest standards regarding corruption in all forms in accordance with Norwegian and international laws. We have a zero tolerance for corruption as is clearly stated in our Quality Manual. As a business which has dealings internationally, First House recognizes the importance of cultural etiquette and how intricate business protocol can be.

All employees are required to undergo an introductory course in anti-corruption which is offered by FSi (a Norwegian-based organization that advocates the interests of the Norwegian defence and security industries) or other providers bi-yearly. The course is offered online, at the employee's convenience, and is a tool based on the UN Convention Against Corruption and the UN Global Compact's 10th principle. The objective of this program is to increase each employee's awareness about corruption and their ability to recognize situations where corruption may arise. Three employees, including the CEO, are scheduled to participate in advanced instruction in anti-corruption in February this year.

Should an employee encounter any instance of corruption including extortion and bribery, the CEO and/or Working Environment Committee will be advised immediately.

IMPLEMENTATION

First House has an open-door policy regarding anti-corruption. The Working Environment Committee and the CEO are ready to provide assistance in any situation where corruption is even remotely suspected. The CEO conducts an annual review of the Quality Manual wherein anti-corruption training is addressed. The mandatory anti-corruption course is taken biennially so that employees are kept current on all issues.

MEASUREMENT OF OUTCOMES

First House maintains a strict ethics policy and is financially audited every year by an outside organization.

The Working Environment Committee meets whenever necessary, and not less than once every 12 months.

First House remains current on global industry standards and governmental regulations regarding anti-corruption. We also review our internal policies annually by way of revision to our Quality Manual.

During our eleven years of operation, there has not been one instance of corruption or suspected corruption.