

# COMMUNICATION ON PROGRESS

Implementing UN global compact principles



BLUE FENIKS

## 1. Introduction

I am pleased to confirm that Blue Feniks 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 sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,

Bibi Schmidt  
CEO

# WE SUPPORT



## 2. Blue Feniks

Blue Feniks has the Global Goals deeply engrained in its organisational DNA. As a company, we are committed to helping other organisations become safer and more inclusive places to work. We do this by providing the tools to inform, engage, and instruct employees as well as giving them a supportive infrastructure for reporting unwanted behaviour, incidents and points for improvement. In this way, every employee can be their best self at work, irrespective of their social or ethnic origin, disability, sexual orientation, religion, belief, or neurotype.

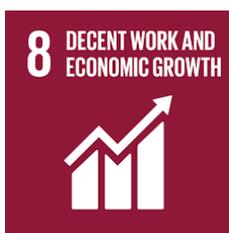


### 3. Our approach

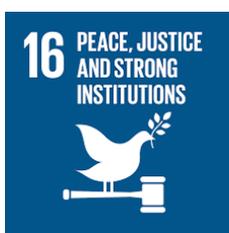
Blue Feniks actively supports three of the Global Goals through its activities. These goals are gender equality, decent work and economic growth, and peace, justice and strong institutions. In our operations, we also endeavour to engage in partnerships with organisations who value and promote these goals.



The Blue Feniks software ensures safe working environments and happiness at work, where all employees are equal. Blue Feniks actively combats discrimination (5.1) and violence (5.2), promotes compliance with relevant laws and regulations (5.c) and uses, among other things, innovative technology to achieve this (5.b).



Blue Feniks stands for decent work, in which no distinction is made on the basis of gender, age or disability (8.5). In doing so, Blue Feniks actively protects labor rights and promotes safe and healthy working environments for all employees (8.8).



Blue Feniks helps organizations to be responsible and transparent (16.6), to comply with relevant regulations in the field of the whistleblower scheme and thus to combat corruption and bribery (16.5). Blue Feniks also helps to comply with national legislation, such as complying with occupational health and safety legislation and international agreements in the field of safety and inclusivity (16.10).



Blue Feniks partners with forward thinking organisations who are committed to advancing the United Nations Sustainable Development Goals 2030 for the betterment of all people .

## 4. Description of actions

### **Human Rights**

Blue Feniks helps other companies become more safe and inclusive by educating them and providing the digital infrastructure. Also in our own company, we aim to establish work happiness. Actions we take in our own company:

- Protect employees from workplace harassment, including physical, verbal, sexual or psychological harassment, abuse or other threats
- Encourage employees to speak up about needs or issues regarding their work environment, and encourage personal growth in their profession
- Encourage employees to maintain a healthy work life balance

### **Labour**

We also make sure that:

- The company does not participate in any form of forced or bonded labour
- And we ensure that employment related decisions are based on relevant and objective criteria

### **Environment**

Blue Feniks tries to minimise its impact on the environment by:

- Encouraging employees to partly work from home
- Minimise the impact of natural resource usage

### **Anti-corruption**

We try to reduce the risk of corruption by:

- Assessing the risk of corruption when doing business
- Mention ethical behaviour in contracts with partners

## 5. Measurement of outcomes

The Blue Feniks team is a very diverse team in many respects. On different levels, we score highly above average on inclusion of diverse social or ethnic origin, disability, sexual orientation, religion, belief, and neurotype.

Because we are still a relatively small team, it does not really make sense yet to measure and quantify demographics of management and employees broken down by diversity factors.

Nevertheless, some interesting facts are, that our management consists of 100% people identifying as females, roughly a fifth of us have an ethnic background, and a third belong to non typical neurotypes.



## 6. Future initiatives

In the coming year, we will continue our commitment to the goals, both in our daily work as in our plans for the future. The United Nations Sustainable Development Goals have been pivotal since the inception of Blue Feniks and will continue to do so along its journey.



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