



# COMMUNICATION ON PROGRESS 2021



This is our **Communication on Progress** in implementing the principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.

13 APRIL

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**WISE GROUP AB (publ)**

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## Continued commitment of UN Global Compact and its principles

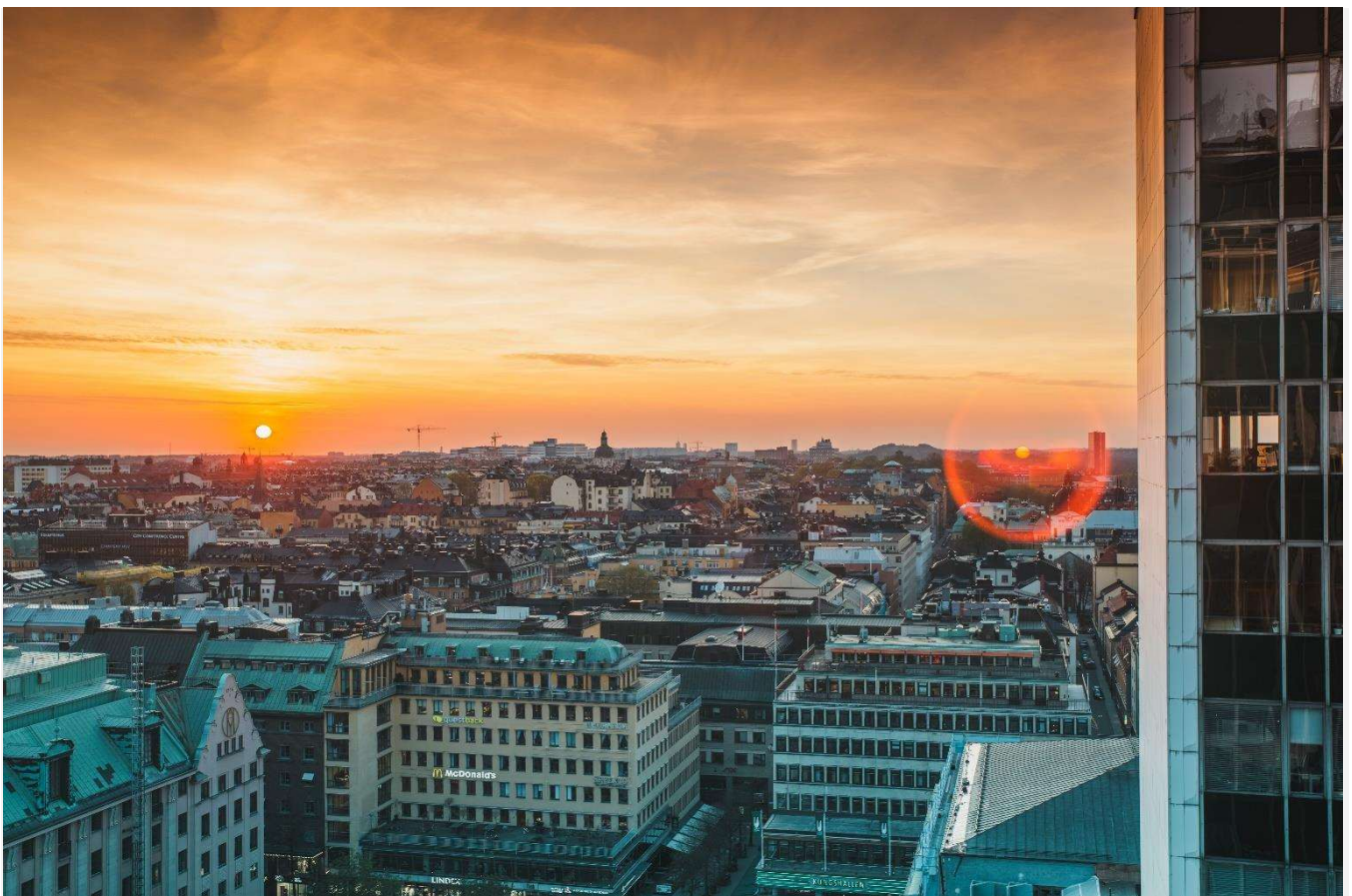
We are continuously committed to playing our part in shaping a sustainable future by supporting United Nations Global Compact and its Ten Principles within the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe in what ways we continue to improve the integration of the ten principles into our business strategy as well as our culture and daily operations. We are dedicated to a principles-based approach to doing business which interlocks with our Group's shared purpose, to contribute to a more brave and humane business life.

Yours sincerely

Ingrid Höög

CEO



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## Human rights principles

### Assessment, policy and goals

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.

### Commitment

Wise Group respects and confirms its support for the Universal Declaration of human rights as well as the principles of Global Compact regarding human rights that are of utmost importance to our company as we operate within the field of HR in addition to following local laws on human rights in our operating countries Sweden, Finland and Denmark. Wise Groups goal is to be a role model to all its customers, suppliers and stakeholders and in that way encourage them to embrace the view on human rights.

### Policies, values and procedures

Based on our commitment the following policies have been set up with the goal to be updated annually.

- Gender Equality & Diversity Policy
- Policy to Counter Discriminatory Treatment & Discrimination. The prevention anti-discrimination work portrays Wise Groups preventative and promotion work aimed at promoting equal rights and opportunities throughout Wise Group. The respect for each individual and the equal value of all human beings are fundamental to relationships. The document provides directives on how to manage and follow guidelines and laws in the area as well as clearly addressing what goals we all are responsible for working towards.
- Code of Conduct as an overall document with guidelines to the company's board, management teams, employees, customers, suppliers and other stakeholders in regard to human rights, labour, environment and anti-corruption. Wise Group regularly reviews and monitors the application of its Code of Conduct. Our code of conduct is reflected in our daily operations, our core values and our company culture. It comes as an attachment to every agreement entered between Wise Group and future employees, customers, suppliers and other stakeholders to make our position clear and our approach indisputable.
- Wise Group Core Values
- Whistleblowing Policy

Wise Group strives for transparency and a high level of business ethics.

Our whistleblowing service enables to warn the company about suspicions of serious irregularities. Whistleblowing can be made openly or anonymous. The purpose is to encourage and facilitate whistleblowing to employees and external stakeholders, as well as ensure an adequate investigation procedure.

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There are two ways for external stakeholders to whistle blow:

1. Contact the whistleblowing team with appointed persons authorized to handle cases of whistleblowing.
2. Anonymous messages via the whistleblowing service.

### Measurement of outcomes

Wise Group strives to achieve transparency and a high level of business ethics. Our whistleblowing service offers a possibility to alert the company about serious suspicions of misconduct in confidence. Since this service was put in place in 2018 no reports have been filed.

## Labour principles

### Assessment, policy and goals

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.

### Commitment

Wise Group supports the principles of Global Compact regarding labour standards in addition to following local laws on labour rights in our operating countries Sweden, Finland and Denmark.

### Policies, values and procedures

Wise Group has in addition to this created the following policies to encourage a healthy working environment:

- Working Environment Policy
- Benefits such as pension, Health Insurance, Insurance in case of Accident, travel Insurance
- Non-Discrimination & Anti-Harassment Policy
- An Employee Survey is being sent out once a year and one shorter versions, pulse-surveys once a year.
- A Gender equality plan is created and analysed once a year.

### Measurement of outcomes

- Result on the employee survey:

	2020	2021	2022	Benchmark
Answer frequency	96 %	90 %	85 %	82 %
Commitment	85 %	82 %	87 %	80 %
Employee Net Promoter Score	47 %	33 %	55 %	14 %

- Our whistleblowing service offers a possibility to alert the company about serious suspicions of misconduct in confidence.  
Since this service was put in place in 2018 no reports have been filed.



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## Environmental principles

### Assessment, policy and goals

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.

### Commitment

Wise Group supports the environmental principles of Global Compact.

### Policies, values and procedures

Wise Group has in order to support the efforts in improving the environment put in place following policies:

- Travel Policy
- Environment and Sustainability policy

Initiatives taken to improve the environment:

- Partnership between Wise Group and M Volvo Cars  
“The promise of sustainability that smart car-sharing means for urban areas was one important factor when Wise Group decided to start a cooperation with M. The cars owned by the group were then also sold. This is in line with Wise Groups values to strive the transformation towards a more sustainable mobility in our cities.”  
Nathalie Berthelius Head of People & Culture

### Measurement of outcomes

In 2013 Wise Group implemented a personalized printing key that each employee needs to use to be able to print out any documents. This, in order to be able to consciously minimize the amount of paper being printed every year and a way for us to measure this change of behaviour.

Wise Group thus preventing routine and unnecessary printing. A 65% decrease in paper being used could be seen between 2012 to 2019 and the work to further minimize the use of paper is ongoing.

### Sustainable lunch

We want to make it easier for our employees to eat lunch sustainably. Therefore, we have bought a certain number of lunch boxes in glass that our employees can take to a nearby restaurant, they then get a 10% discount from them. They take the lunchbox back to the office, eat and throw any leftover food in our own compost. The box is washed and is then ready for the next employee. From the compost we get our own Wise soil which we can then distribute to employees and customers. We only serve sparkling water from our tap, never from bottle.

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## **Sustainable travel**

Due to the Covid-19 pandemic, our travel has decreased significantly to almost non-existent. Most of us work from home. Going forward, we have set a policy and we expect to work half the time at home, half in the office and we believe that travel will continue to be considerably less than before.

For shorter trips we have electric kickbikes and electric bikes for our employees to lend. For longer business trips we choose, as far as possible, to go by train. The only office excluded from this is when we go to or from our Helsinki office to the Swedish regions.

## **Anti-corruption principles**

### **Assessment, policy and goals**

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

### **Commitment**

Wise Group supports the anti-corruption principles of Global Compact in addition to following local laws on stock trading.

### **Policies, values and procedures**

Wise Group has in order to prevent any form of corruption put in place following policies:

- Shareholding Policy
- Gifts Policy

### **Measurement of outcomes**

Our whistleblowing service offers a possibility to alert the company about serious suspicions of misconduct in confidence.

Since this service was put in place in 2018 no reports have been filed.