

COMMUNICATION ON PROGRESS (COP)

Period covered by your Communication on Progress (COP)

From: 2021/04/19 To: 2022/04/19

1. STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE OFFICER (OWNER OR PRESIDENT IN THE CASE OF SMALL BUSINESSES)

To our stakeholders:

I am pleased to confirm that Foxway AB reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labor, 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,



Martin Backman
CEO at Foxway

2. DESCRIPTION OF ACTIONS

Human Rights

One of the important aspects that Foxway cares about is Human Rights. In 2021 we introduced, educated and implemented progress in Human Rights. We hire and treat our employees on equal terms and do not allow any discrimination concerning sex, gender identity, nationality, language, religion, belief system, race, age, disability, sexual orientation, marital status, political opinion, financial status, union membership, social or ethnic origin, or other kinds of difference or need. Moreover, we do not practice, support, or tolerate any physical, mental, verbal, or sexual harassment or abuse. We are proud to promote a culture of equal opportunities and diversity in which appointments to jobs, wages, benefits, leadership, personal development, and access to training depend on everyone's ability and performance. Also, we must keep the working environment free from bullying, harassment, or similar. We do not tolerate any behavior perceived as degrading or threatening. Our employees' well-being is essential to Foxway. We endeavor to be a pioneer in health, safety, and employee security to promote good health and a safe working environment in compliance with internationally recognized standards. We all share the responsibility for achieving this goal which means that every employee is responsible for applying proper working methods and following safety instructions. We should do our utmost to control hazards and take necessary precautions to prevent accidents and occupational diseases. Foxway puts an effort to raise awareness and build a culture among employees about workplace safety and a healthy lifestyle in general.

We expect our suppliers to have a policy and due diligence processes in place for human rights. The supplier must adopt the human rights that ensure their employees are provided a safe, suitable, and healthy environment workplace such as:

- Treat all employees - whether with a part-time or full-time contract, temporary or permanently hired within own team, by subcontractors, or in other labor relations with equal respect and dignity.
- Respect differences between people (including employees) and not participate directly or indirectly in human rights violations.
- Avoid physical, mental, verbal, or sexual harassment or any abuse of people.
- Promote a culture of diversity at the workplace and equal opportunities where appointments to jobs, rewarding, and personal success depend on individual ability and performance.
- Maintain a health and safety management system, including satisfactory hazard and risk management.

- Conduct regular training for emergency preparedness.
- Provide employees with the best possible work conditions: a safe, healthy, hygienic work environment, with appropriate personal protection equipment and free access to drinking water.
- Report any severe incident, accident, or fatality in the workplace related to the Supplier's business relationship with Foxway.
- Comply with all national laws regarding wages and remuneration, working hours, overtime, and vacation.

Labour

In 2021 and 2022 Foxway ensure that it still commitment to the labour policies. In Foxway Any employment relationship with Foxway shall be freely decided and free from threats. Foxway opposes all forms of compulsory, bonded, or forced labor, including trafficking. No employee shall ever be required to deposit identity papers during their employment. Employees are always free to leave their employment after their due notice period. On business trips representing Foxway, it is strictly prohibited to be involved in any form of procuring sexual services or being involved in any activities or businesses that could involve trafficking or forced labor. Also, Foxway upholds international and local child labor standards across all our businesses. Foxway employs no one under 15 years of age or below the country's legal minimum age. Persons under the age of 18 shall not perform any hazardous work, including but not limited to exposure to physical or psychological stress.

This part will mostly occur when cooperating with our suppliers; we should be alert about any signal that suppliers use any form of forced labor. So we expect that our suppliers have polices such as:

- Avoid using and accepting other forms of compulsory or forced labor, including trafficking. All work or services extracted from any person under the menace of any penalty, or the said person has not offered him or herself voluntarily.
- Avoid using and accepting child labor by respecting and acting according to the ILO convention No. 138 on the minimum age for admission to employment and work. Suppliers should employ no one under 15 years of age or below the country's legal minimum age.
- Not to exploit young workers with work that keeps them away from schooling that they are entitled to. Nor perform night shifts and overtime nor any other work that is heavy, hazardous, or unsafe to their physical and mental health and development (for the sake of clarity, the term 'young worker' refers to any person over the age of 15 or the minimum legal working age in the relevant territory and under the age of 18).
- Have employment agreements in writing.
- Enable and support the freedom of association, the right to form or be a trade union member, and to bargain collectively.
- Not to discriminate against worker's representatives or members of trade unions. And not to hinder carrying out their representative functions in the workplace.

- Guarantee the right of expression of employees, maintain proper feedback and grievance mechanisms for them.
- Protect personal data of employees.

We also have provided a supplier's code of conduct and follow up >98% of our business volume related to this. All of the followed up suppliers where signatories of UN global compact.

Environment

Foxway promotes the development and diffusion of low carbon technologies and undertakes initiatives to promote sustainable and market-leading IT services. Foxway adheres to all relevant local and internationally recognized standards and continuously works to improve environmental performance. Our precautionary approach to environmentally responsible ways of conducting business should extend throughout the value chain. Furthermore, as a leading organization in the circular economy, we promote innovation, work, and ideas to save resources and minimize our business footprint regarding climate and natural resources. Water, rare earth metals, and CO2 are specific areas where we want to comply, innovate and enable the world to become better.

To achieve our environmental goals, the effort of all our employees is needed. We expect our people not to take any steps within their work, which could cause any significant damage to the environment. Even more, we encourage our employees to be good ambassadors and devise ideas and suggestions for further environmental improvements.

Foxway expect from their suppliers to have polices in place of environment matter such as:

- Comply with all relevant and applicable environmental legislation and regulations due to its location(s) and type(s) of operations.
- Support a precautionary approach to environmental challenges and minimize environmental impacts across its value chain.
- Prevent damage to the environment and surrounding communities, i.e., significant spills and pollution.
- Implement an environmental management system, which complies or is equivalent to the requirements of the ISO14001 or Ecomanagement and Audit Scheme (EMAS) standards.
- Minimize climate impact/carbon footprint (ideally with an aim to carbon neutrality) across their value chain on company and product/service level, including in its operations, through supplier requirements, and as the result of the consumer usage of products and services.
- Minimize the use of natural resources (including virgin materials, and scarce materials, and polluting resources).
- Optimize the use of resources and keep them circulating, e.g., through reusing, refurbishing, recycling.

- Minimize the use of energy, produce, or consume renewable energy where possible.
- Minimize the direct and indirect impact of its operations on biodiversity and natural habitats.
- Minimize the use of hazardous chemicals and other materials.

We have been leading in the CO2 avoidance work and methodology publishing “handprint” reports and further officially publish an environmental policy committing to do more than required in fighting climate change.

Anti-Corruption

Foxway opposes all forms of improper payments – that is, giving or receiving something of value to influence a decision or a transaction. It is strictly prohibited for employees and representatives to offer or receive valuable gifts, travels, kickbacks, illegal payments, and any offer of items of value that may inappropriately influence or reward a customer, supplier, or business partner to order, purchase or use our products and services. This applies irrespective of whether gifts are provided directly, indirectly, or through a third party, such as an agent, supplier, business partner, or consultant, or in the form of sponsorship or a charitable contribution. Facilitation payments – small payments or gifts made to government officials for the performance of routine government action – are regarded as bribes and strictly prohibited.

We expect our suppliers have policies regarding to anti-corruption such as:

- Not to request, accept, nor itself practice any form of corruption, including bribery (both monetary or non-monetary gifts or favors) and the abuse of power, position, or property directly or indirectly.
- Not to directly or indirectly request, accept, nor itself use goods (gifts, services, or other), personal relations, or other inappropriate considerations with the intention to improperly influence business relationships or decision making.
- Gifts or similar benefits may only be offered to, or accepted from, a third party if modest in value and consistent with reasonable hospitality given within the ordinary course of business.

3. MEASUREMENT OF OUTCOMES

We have been performing following result and activities:

1. Committed to be climate neutral in 2023 related to Scope 1&2 with support of carbon offsets
2. 844,175 repaired rescued, redeployed products
3. 83, 438 components harvested
4. 5 Occupational accidents
5. 40% women on the board of directors
6. 31% of women of total employees