

SUSTAINABILITY REPORT 2021



KJAER GROUP



ACT RESPONSIBLY

The **United Nations Global Compact** is a call to companies everywhere to align their operations and strategies with ten universally accepted principles in the areas of human rights, labour, environment and anti-corruption, and to take action in support of UN goals and issues embodied in the Sustainable Development Goals.



HUMAN RIGHTS

- 1 Businesses should support and respect the protection of internationally proclaimed human rights; and
- 2 Make sure that they are not complicit in human rights abuses.



LABOUR

- 3 Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;
- 4 The elimination of all forms of forced and compulsory labour;
- 5 The effective abolition of child labor
- 6 The elimination of discrimination in respect of employment and occupation.



ENVIRONMENT

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



ANTI-CORRUPTION

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

CONTRIBUTE TO DEVELOPMENT





STATEMENT FROM THE CHIEF EXECUTIVE OFFICER



KJAER GROUP is committed to the principles articulated in the United Nations Global Compact (UNGC), which we joined in 2003. In 2007, we further confirmed our support for a cleaner environment by joining UN's environmental initiative, Caring for the Climate.

The UNGC is an important point of reference for all activities and incorporated into the company's governance framework: The KJAER GROUP Way of Management (KWOM).

The KJAER GROUP Way of Management presents the principles of the "Triple Bottom Line", whereby social and environmental targets and results are pursued in the same way as financial targets.

While we constantly adapt our business to meet the market's needs, the "Triple Bottom Line" ensures that we only promote responsible business practices.

Back in 2012, we began to pursue ISO 9001 Quality Management, ISO 14001 Environmental and ISO 45001 Occupational Health & Safety Management Certification.

Since our certification in 2014, the annual surveillance audit and the re-certification

every third year has been passed in all entities in Mozambique and Uganda.

We are grateful to all the team members, who make this possible and have greeted the HSEQ process as a natural part of our business culture.

The benefits are also known by employees as risk is reduced, a healthy work environment created and the caring for our future environment, while supporting the values of the Global Compact Principles and UN's SDG 2031.

In 2021 the focus on climate and our own CO2 footprint as well as the movement to possible green transportation collected in our Move to Green campaign has resulted in a Green Strategy and ambitious targets set for 2022.

KJAER GROUP has raised awareness on corruption through various channels promoting a professional climate of honesty, transparency and accountability in every aspect of the company.

Together with our anti-corruption policy we have been supporting the Anti-corruption initiative set out by the UN's SDG2030.

The PEOPLE survey 2021 measures areas that are essential drivers for developing the organization and our employees. Based on this result, we initiated in 2021 empowerment of employees by delegating and providing more education. A work that will continue in 2022.

On behalf of all our employees in Africa and Denmark, I reaffirm our commitment to comply with the 10 Principles of the Global Compact. By acting with honesty, transparency and integrity in all our endeavors, we illustrate to our customers that we can be trusted and that we care.

Mads Kjær, CEO
KJAER GROUP A/S



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

We welcome feedback on its contents.



In 1962, KJAER GROUP was established in Svendborg as a car dealership by the late Mr. Christian Kjaer. Today, the Group provides automotive mobility solutions internationally and employs 220 people.

The Group holds a leading position within its business segments in Mozambique and Uganda where we operate distribution, fully owned workshops and service facilities under the name of MOTORCARE.

Globally, KJAER & KJAER delivers vehicles, motorcycles, parts and accessories to customers in the International Aid and Development sector (NGOs, the UN, the EU, etc.).



Provides automotive mobility solutions which are tailor-made to organizations operating in the International Aid and Development sector, delivering high quality vehicles, motorcycles, parts, accessories as well as a number of supporting services such as worldwide logistical support, insurance and financing.

Through an extensive network of local dealers and service partners, customers receive quality aftersales, logistics and customer care services.



Based on international standards and certifications, it is MOTORCARE's value proposition to offer automotive mobility solutions to the market.

Customers are provided one-stop maintenance, service and repair services as well as insurance, financial and fleet management solutions through our countrywide dealerships in Mozambique and Uganda.



SUSTAINABILITY & TRIPLE BOTTOM LINE

The Triple Bottom Line (TBL) principle was introduced in 2008 to ensure that the businesses are developing in a profitable as well as responsible manner. Based on the Group's vision and values, specific targets and policies were defined for Financial as well as Social and Environmental performance. For us, this is sustainability.

ENVIRONMENTAL TARGETS

- All entities operating with a minimum of environmental impact
- Ensuring we conduct environmentally-friendly initiatives and projects relevant to our business



SOCIAL TARGETS

- Creating a happy, healthy, safe workplace
- Providing fair, competitive compensation

FINANCIAL TARGETS

- Striving for predictable, sustainable growth
- Increased enterprise value
- Solidifying our status as the preferred partner to international customers
- Developing a sustainably profitable company for investment ventures

VALUES

To ensure a platform for sustainable growth, KJAER GROUP has chosen to adopt a value based approach to Management in order to create a culture of caring and decency combined with independent decision making with the aim of finding and implementing sustainable solutions.

PROFESSIONALISM

Fact based and competent in everything we do. This is how we conduct our business and how we interact with each other.

RESPECT

Mutual respect between colleagues, partners, customers and other stakeholders we interact with is fundamental for us.

HONESTY

We aim to conduct ourselves and business matters with the utmost honesty in all that we do, ensuring that we are reliable and honor our promises and commitments.

DEDICATION

The success of every customer and partner is the key to our success.

ALIGNMENT TO UN' SUSTAINABLE DEVELOPMENT GOALS 2030

COMMITMENT AND SUPPORT

As a European business with operations and presence in emerging economies, we have an obligation and an opportunity to influence, support and change some of the most challenging global issues.

Since 2018, we have taken our sustainability commitment a step further. We support the 17 universal Global Sustainable Development Goals and the 169 targets to be achieved by 2030.

Certainly, all of the targets are important for the world, but we focus on those in which we can have the most positive impact.

We focus our efforts to ensure decent, safe conditions for our employees in Mozambique and Uganda, contribute to climate improvements and fight corruption in all forms.



Target 7: Ensure access to affordable, reliable, sustainable and modern energy for all

KJAER GROUP aim to invest in renewable energy usage where possible as a contribution to SDG7.2
KJAER GROUP will monitor and continues to improve on energy efficiency measures through setting energy use reduction targets, as per SDG 7.3
KJAER GROUP has and continues to forge partnerships with various “green” energy companies to encourage enhanced use of renewable and energy efficient technologies, as well as promote investments in energy infrastructure per SDG 7.a



Target 3: Ensure healthy lives and promote well-being for all at all ages

Through the HSEQ system, KJAER GROUP work to reduce the number of deaths and illnesses from hazardous pollution and contamination at the workplace in accordance with SDG target 3.9
Further KJAER GROUP aim to reduce deaths and injuries from road traffic accidents as per SDG 3.6



Target 13: Take urgent action to combat climate change and its impacts

KJAER GROUP will invest in its climate-related adaptive capacity and mitigation efforts, as per the SDG13.1
KJAER GROUP tracks and monitors its emissions and will continue to look for ways to improve its operations and reduce its GHG emissions. This supports SDG 13.2



Target 16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels

KJAER GROUP is committed to zero tolerance regarding anti-corruption, and enhance transparency at all levels of the organization This aligns with SDG 16.5 and 16.6



Target 17: Strengthen the means of implementation and revitalize the global partnership for sustainable development

KJAER GROUP is committed to mobilize financial resources from multiple sources and own investment in business in developing countries, in line with SDG 17.3
In accordance with SDG 17.7, KJAER GROUP is committed to promoting the development and transfer of environmentally sound technologies (specifically electric vehicles and other such technologies) to the developing countries.



HUMAN & LABOUR RIGHTS

COMMITMENT:

- KJAER GROUP bases its actions on the values of professionalism, respect, honesty and dedication.
- Understanding and accepting different cultures is a key element in our organization as is complying with local and international laws.
- We are committed to secure compliance with all relevant labour laws and regulations in order to secure a safe, fair and non-discriminative workplace for all employees.
- We exercise the right to freedom of association and we do not conduct or condone forced, compulsory or child labour.

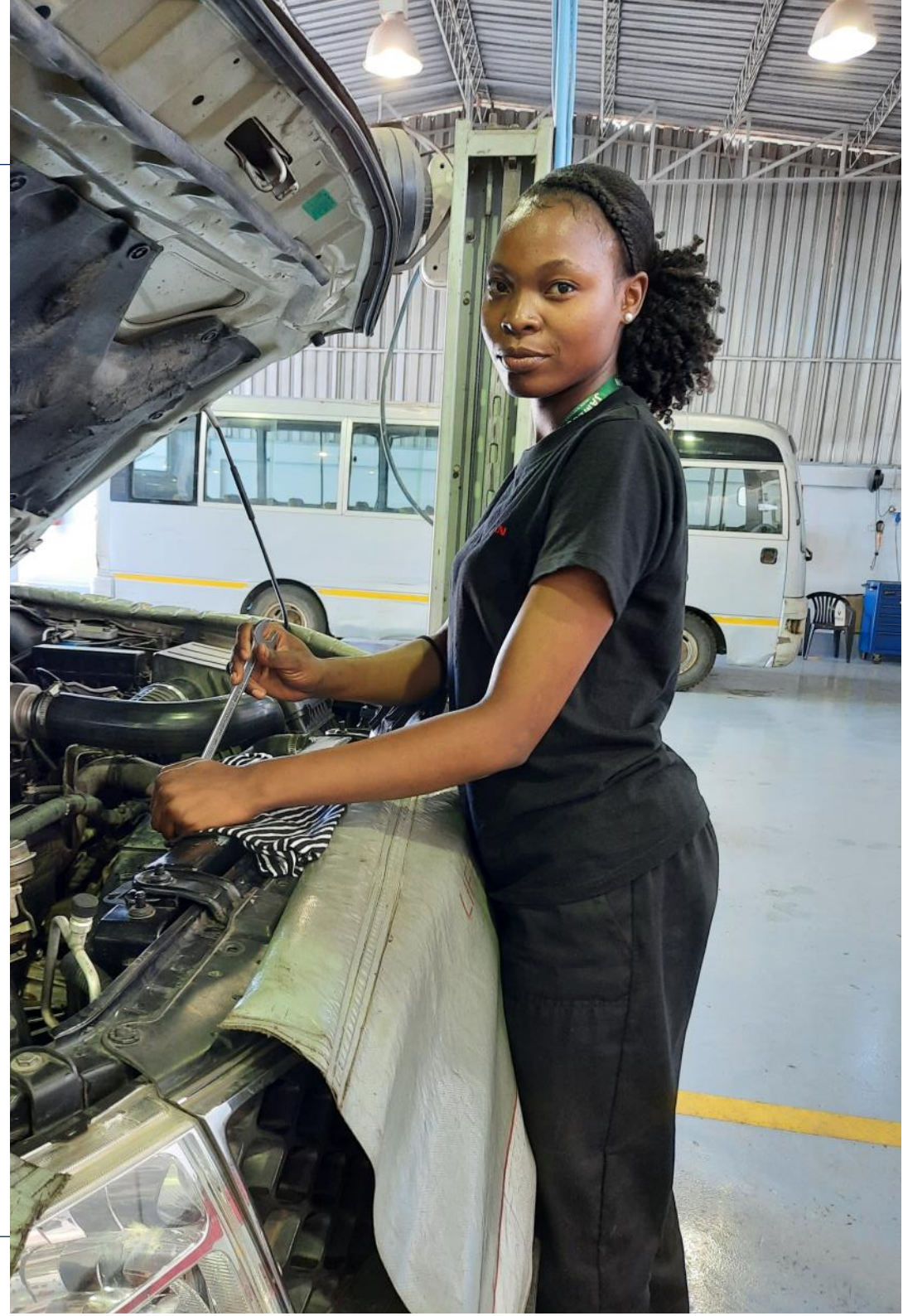
DECENT WORKPLACE

In the KJAER GROUP of companies, we offer employment within a framework of legal, healthy, and safety provisions respecting local laws and international best practice.

The overall result of 2021 People Survey has improved in many ways. Not only have people overall scored higher on the questions, but the satisfaction rate has increased to 83% which is the highest in the last five years. Response rate 88%.

The survey also showed that our focus on improving authority and support of ideas has increased by 10 and 1 percent-points, however still below our target of 80%.

New actions were set to ensure employees have the skills, the tools and the authority to perform within each scope of responsibility. Their training needs shall be identified and classified by each manager.





HUMAN & LABOUR RIGHTS

REMUNERATION

We aim for a fair, competitive and performance-based remuneration system comprising both fixed and flexible components.

Compensation and performance of our employees is reviewed on a yearly basis. We adjust salaries against market fluctuations and we benchmark externally as well as internally.

EQUAL OPPORTUNITIES AND FAIR TREATMENT FOR ALL

We foster a culture of employee empowerment, equal opportunities and fair treatment irrespective of gender, disability, age, race, colour, nationality, sexual orientation, religion or personal beliefs.

Each year, we ask the employees if they experience fair treatment at their work place. In 2021, 86% answered positive (81% in 2020). Our target is 100%.



HEALTH & SAFETY

Since 2014, we are certified OHSAS 18001 and ISO 45001. Adhering to the above standard means that we take good care of our employees, treating everyone according to high international standards.

In 2021 we retained the ISO standard by a surveillance audit with 2 minor conformities.

There were reported 10 vehicle incidents. No serious personal injuries.

ISO 45001

An internationally recognised occupational, health and safety management system which requires MOTORCARE to have appropriate health and safety standards, policies and practices in place to operate safely.



COVID-19 VACCINATION PROGRAM

The pandemic was still present in 2021 and continued to impact our work life, our safety and our business.

The 3rd wave of COVID-19 hit some of our entities and was by far the most aggressive. There were twice as many deaths compared to the 2nd wave, and there was also a big increase in people testing positive in our entities. Luckily there were no severe cases.

More than ever, the role of the HSE Departments in many companies played a key role in the prevention, containment and eradication of COVID-19 in the workplace. Keeping the HSE slogan in mind: "Safety is everyone's responsibility", it has been possible to continue with the operations in MOTORCARE.

The most important tool we have is the Safe Work Session: CARETALK, where we gather once a week to share HSE information and what we've learnt. One

very important subject in 2021 was the vaccination program.

In Mozambique, we joined the UNIVAX Initiative for a vaccination against COVID-19, which was 60% sponsored by our business partner IFU. 60% of our employees accepted the offer of a vaccine in Mozambique.

In Uganda, 70% accepted the vaccine offered by the government. Further, Team Uganda decided to open a 3-day COVID vaccination camp at our premises in order to launch Corporate Social initiatives to help roll out the vaccine in the country. We successfully vaccinated 600 people on our site, who were happy to avoid the more than 5-hour waiting time at the government facility.

100% of the employees in Denmark accepted the offer of a vaccine from the government.



**MOVE
TO GREEN**

MOVE TO GREEN

The ambition is to create an eco-system for mobility and green consumption of power – we call it **MOVE TO GREEN**.

MOBILITY: by transforming the fleet of vehicles from fossil driven to hybrid and/or electric driven – e.g. e-scooters and EVs (electric vehicles).

ORGANIZATIONS: the transformation lies in the consumption of more renewable energy and focus on own footprint – e.g. solar systems and changed work habits.

The transformation can take place by using already developed technologies yet putting them together in a new way and with the support of funding/grant opportunities.

The **MOVE TO GREEN** concept ambition is to be Carbon neutral by transforming mobility and consumption to zero fossil use. Our aim is to do this by involving relevant stakeholders from the governmental, non-governmental (multi- and bilateral and NGOs), and private business sector – to be an example for scale in other cities and countries.

Mads Kjær, CEO KJAER GROUP



ENVIRONMENT

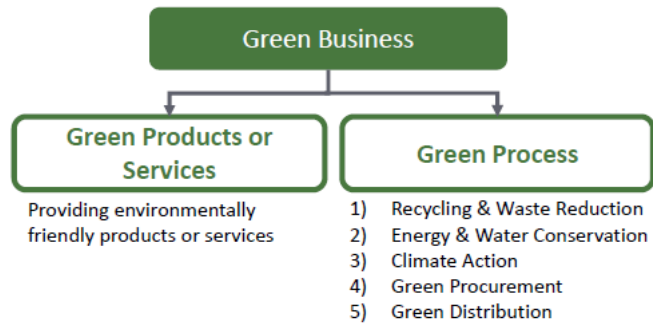


COMMITMENT: We are committed to operate with the lowest possible impact on the environment.

MOVE TO GREEN

It is our vision to Move to Green – being a “green” company that also moves people to “green” automotive services.

To achieve a “green” company; the environmental, social and governance considerations and actions will belong in the traffic lights’ green zone – meaning a business with little impact on the environment and positive influence on the societies, in which we operate.



In 2020, we introduced our first electric/zero emission product as part of our Move to Green campaign.

In 2021, the Green initiatives continued first of all with a pilot project together with GsolEnergies to build a solar-powered charging carport destined for remote areas in Africa.

In Uganda, we partnered up with the Sustainability Team in Total Energies who are driving the common aim of green mobility. TotalEnergies have put in place a program to use solar energy at their petrol stations, which is complementing our efforts to supply the market with electric vehicles.

A third essential partnership for our Move to Green initiative in 2021 was the cooperation with Fleet Forum - a not-for-profit membership association to bring key players together in the aid and development sector within transportation. We have been invited to share our knowledge on several webinars to members of Fleet Forum, who have a common interest for green mobility in Africa.

In the second half, we initiated a strategic project funded by our partner IFU to develop a green strategy for 2025. A baseline was found for 2020 and ambitious targets were set for 2022 to transform mobility to electric and to change our consumption to use more renewable sources like solar power and to recycle water resources.

Further, a carbon emission calculator tool was developed and a training session was held for our HSEQ team so they could start measuring and reducing our carbon emissions.



ENVIRONMENTAL PERFORMANCE 2021

In 2021 the performance for our MOTORCARE operation in Mozambique and Uganda was as follows:

WATER	↓ 1%
WASTE	↓ 30%
ELECTRICITY	↑ 2%

The ambition is to recycle more water and waste, further to investigate how to use solar powered energy. In 2022, we will include carbon emission measures in our HSEQ management system.



WE ARE COMMITTED TO MOVE TO GREEN

In our latest People Survey, we asked all employees if they agree in KJAER GROUP's ambition to reduce our carbon footprint.

The result showed that 96% were positive towards this ambition. We are grateful that so many are committed to work on our transformation - Move to Green.



ISO 14001 CERTIFICATION

MOTORCARE Mozambique and Uganda retained their ISO 14001:2015 standard (Environmental Management System) in 2021.

At MOTORCARE, all employees across our organization strive to respect the guidelines within ISO standards - it is part of our culture.

We strive to see everyone engaged with the Standards to encourage them to preserve resources like water and electricity, reduce toxic/carbon emissions, waste management, recycling and, in general, care about the nature and environment.

ISO 14001

Certification criteria followed by MOTORCARE stipulates the standards to identify and control our environmental impact and with this, we can constantly improve on our performance on the environmental front.

“This is not about “just” selling cars. This is also a global issue, which we, as a company, must support for it to make sense. And it does make sense to us. Africa is gifted with plentiful natural resources, and electric vehicles for urban mobility should be the first choice for so many good reasons.”

Mads Kjaer, CEO





SAY NO TO CORRUPTION



“In Uganda they also wanted to demonstrate that corruption is a national matter, wherefore their t-shirts were in colors of their national flag”



ANTI-CORRUPTION

COMMITMENT: We have a “zero tolerance” towards corruption.



79% positive answers

From the Employee Survey 79% committed that they would follow our whistleblower process if it came to their knowledge that a colleague is involved in any corruptive actions.

ZERO tolerance

We have raised awareness regarding corruption through various channels in the past by establishing a professional climate of honesty, transparency and accountability in every facet of the company.

A Group Anti-corruption Policy was implemented in 2013 and states the code of conduct for all KJAER GROUP, MOTORCARE & KJAER & KJAER employees.

It includes a clear policy in regard to payments and gifts, partner assessment, risk evaluation and whistle-blowing procedures.

In support of the UN Sustainable Development Goals (SDG 16), we take anti-corruption initiatives extremely seriously.

Corruption is a dominant factor that drives countries toward economic failure and furthermore has a negative impact on the business and market in which we operate.

By participating in the UN's International Anti-corruption Day initiative on December 9, we are joining

a global developmental trend that strives to combat corruption.

By showing how serious and committed everyone at KJAER GROUP's companies are about combating corruption, we not only perpetuate an internal anti-corruption culture in our company, but also promote customer trust.

In 2021, it was the seventh consecutive year that the Executive Management, the employees and our partners have focused on anti-corruption and discussed this in our business environment in accordance with UN's campaign.

Your right, your role: Say no to corruption

UN's theme of 2021's campaign for International Anti-Corruption Day was, in short:

To protect your rights, you need to be aware of the role you play and responsibilities you have in the fight against corruption. Speak up, “say no to corruption”

To accompany this, the message from KJAER GROUP management was that it is key to eliminate corruption in our business. Yet, we will not succeed without the commitment of every single employee. It is clearly the responsibility of management; yet, employees also have a role to play, and management encourage all to speak up and say no to corruption with their full support.

In all entities, the awareness campaign was celebrated with discussions, speeches and visual effects such as t-shirts and banners.



COMMUNICATION ON PROGRESS (COP)



HUMAN RIGHTS

COMMITMENT:

KJAER GROUP bases its actions on the values of professionalism, respect, honesty and dedication. Understanding and accepting different cultures is a key element in our organization as is complying with local and international laws. For further information, please see the KJAER GROUP way of management.

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

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

PROCESSES	TARGETS 2021	ACTIONS 2021	PERFORMANCE 2021	TARGETS 2022
KJAER GROUP Way of Management (KWOM)	Min. 80% of employees believe strongly in and support the company's future direction	People Survey action plans in all branches	94% (91% in 2020) of employees believe strongly in and support the company's future direction (88% participated in survey)	Min. 80% of employees believe strongly in and support the company's future direction
PEOPLE SURVEY	100% positive responses when asked "All employees in my team are treated fairly regardless of age, gender, family status, race, national origin, disability, personality, thinking, status or sexual orientation."	People Survey action plans in all branches	86% (81% in 2020) positive responses when asked "All employees in my team are treated fairly regardless of age, gender, family status, race, national origin, disability, personality, thinking, status or sexual orientation." (88% participated in survey)	100% positive responses when asked "All employees in my team are treated fairly regardless of age, gender, family status, race, national origin, disability, personality, thinking, status or sexual orientation."
Health, Safety, Environment & Quality (HSEQ) Policy	Continuous improvement and compliance to ISO 45001 & ISO 9001 standards in all branches in Mozambique & Uganda to be ready for surveillance Audit 2021. Ensuring HSEQ compliance and progress Ensure safe emergency plan and COVID-19 measure in place	Action plan implemented and monthly follow-up. Quarterly management report	Retained ISO 45001 & ISO 9001 standards. Due to Covid, only two management reviews were done on a quarterly basis. The Covid-19 measures were enforced and vaccination program were implemented.	Continuous improvement and compliance to ISO 45001 & ISO 9001 standards in all entities. Ensuring HSEQ compliance and progress

SIGNIFICANT AREAS OF RISK WITHIN HUMAN RIGHTS FOR OUR BUSINESS:

It is our view that the most significant human rights risks relate to our employees' rights to an inclusive work environment that respects the individual's needs and rights to dignity, rest, and privacy. Failure to manage this risk may harm our employees, damage our reputation and may affect our business performance.

COMMUNICATION ON PROGRESS (COP)



LABOUR

COMMITMENT:

KJAER GROUP is committed to secure compliance with all relevant labour laws and regulations in order to secure a safe, fair and non-discriminative workplace for all employees. KJAER GROUP exercises the right to freedom of association, and we do not conduct or condone forced, compulsory or child labour.

- Principle 3:** Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining
- Principle 4:** Businesses should uphold the elimination of all forms of forced and compulsory labor
- Principle 5:** Businesses should uphold the effective abolition of child labor
- Principle 6:** Businesses should uphold the elimination of discrimination in respect of employment and occupation

PROCESSES	TARGETS 2021	ACTIONS 2021	PERFORMANCE 2021	TARGETS 2022
Remuneration Policy	Remuneration Policy compliance	Remuneration review were cancelled due to the global pandemic crises, that had impacted our business.	NA	Remuneration Policy compliance
PEOPLE survey	Min. 80% are satisfied with their employment.	Employee survey action plans in all branches.	83% are satisfied with their employment (82% in 2020) (88% participated in survey)	Min. 80% are satisfied with their employment.
Gender diversity in management bodies	Minimum 30% target for the underrepresented gender in Board of Directors in KJAER GROUP A/S before 2024.	New board members recruited.	0%. No qualified candidate of underrepresented gender identified.	Minimum 30% target for the underrepresented gender in Board of Directors in KJAER GROUP A/S before 2024.

SIGNIFICANT AREAS OF RISK WITHIN LABOUR RIGHTS FOR OUR BUSINESS:

It is the view of the company that the most significant risk pertaining to Labor Rights is workplace accidents, which can cause injury to employees, fines to our business and may affect our business performance.

COMMUNICATION ON PROGRESS (COP)



ENVIRONMENT

COMMITMENT:

KJAER GROUP is committed to operate with the lowest possible impact on the environment. (KJAER GROUP HSEQ policy)

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

PROCESSES	TARGETS 2021	ACTIONS 2021	PERFORMANCE 2021	TARGETS 2022
Health, Safety, Environment & Quality (HSEQ) Policy	Continuous improvement and ensuring continuing Certification for ISO 14001 standard in all branches in Mozambique & Uganda.	Action plan implemented and monthly follow-up.	Successful surveillance audit were passed for ISO 14001 (Environment) Standard in all branches in Mozambique and Uganda.	Continuous improvement and compliance to ISO 14001 (Environment) standard in all branches in Mozambique & Uganda.
	Ensuring HSEQ compliance and progress	Quarterly management report	Due to Covid, only two management reviews were done on a quarterly basis.	Consolidate the HSEQ management report for Motorcare branches in Mozambique and Uganda.
Move to Green campaign	Ensuring we conduct environmentally-friendly initiatives and projects relevant to our business.	Development of Move to Green ambition.	Green Strategy were developed and suggestions to green initiatives made together with identification of a carbon emission baseline.	Implement Green strategic targets

SIGNIFICANT AREAS OF RISK WITHIN ENVIRONMENT FOR OUR BUSINESS:

It is the company’s view that a significant risk pertaining to the environment and climate arises from how safely our facilities handle waste, chemicals and spills. If we fail to do so, we may negatively impact the surrounding environment and damage our reputation.

COMMUNICATION ON PROGRESS (COP)



ANTI-CORRUPTION

COMMITMENT:

KJAER GROUP has a “zero tolerance” towards corruption

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

PROCESSES	TARGETS 2021	ACTIONS 2021	PERFORMANCE 2021	TARGETS 2022
KJAER GROUP Way of Management (KWOM)	Min. 80% of employees believes strongly in and support the company’s future direction	Employee survey action plans in all entities	94% (91% in 2020) of employees believes strongly in and support the company’s future direction. (88% participated in survey)	Min. 80% of employees believes strongly in and support the company’s future direction
Risk Management Policy	Update Policy	Update policy in all entities	Risk Management Policy updated in October	Ensure compliance in all business entities
Anti-corruption Policy	Create awareness and communicate policy min. once a year	Organize international campaign in line with UN anti-corruption day the 9th December. Measure commitment from employees to fight corruption.	Global awareness campaign held, including information in staff magazine and corporate meetings with guest speakers. 79% of employees (80% in 2020) states that they pro-actively wants to stop their colleagues in corruptive actions (88% participated in the survey).	Create awareness and communicate policy min. once a year

SIGNIFICANT AREAS OF RISK OF CORRUPTION FOR OUR BUSINESS:

We consider corruption risk to be present across all our operations, where employees may make or receive payments or other means to illegally influence an outcome. Aside from the negative societal consequences of corruption and bribery, this could also potentially lead to fines, damage our reputation and affect our business performance.

COMMUNICATION
ON PROGRESS



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

We welcome feedback on its contents.



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