

COMMUNICATION ON PROGRESS



United Nations
Global Compact

Report 2023
Edda Group A/S

Introduction

We, as Edda Group, want to combine our skills and knowledge to become the leading provider of a flexible workforce in the market.

Edda Group is our collective brand, which links all our Danish, Swedish, and Norwegian go-to-market brands together. We have more than 24 offices across the Nordic countries, where we are applying our local insight to become the region's leading provider of a flexible workforce.

We aim to shape the future of flexible work through safe and lean operations, developing technology for lasting value creation and building an organisation that operates at its fullest potential by allowing people to do their best work—cheering differences in perspectives, habits of mind, and core assumptions—adding value to valuable people and letting people be themselves.

We Empower People Through Work and Companies Through People.

By creating opportunities for individuals, we create value together. Therefore, our commitment to operate sustainably and socially beneficially is profound.

There are many ESG considerations to take into account, and we have focused on the most relevant Sustainable Development Goals (SDGs) for Edda Group. Our chosen goals are where we believe we can have the most significant impact.

Our Group CEO, Thomas Gleerup, and the owners of Axcel have a strong focus on ESG and the commitment to UN Global Compact.

Therefore, Edda Group still enjoys participating in the UN Global Compact initiative, as we have been since 2009.

Denmark, Copenhagen, April 2023



Thomas Gleerup

**Group CEO
Edda Group A/S**

ESG in Edda Group

Whether you are a customer, job seeker, temporary worker, partner, or employee in the company, it is our goal that you are sure we take responsibility for our actions and development. As a natural part of this, we take social responsibility.

Our general focus, besides the ten principles within sustainable development, is a particular commitment to the following three SDGs:



In Edda Group, we actively participate in the public debate with our labour market experience.

In terms of society, we also take responsibility by improving interaction and flexibility between students, recent graduates, more experienced candidates, and the business community. The Company plays an essential role by offering jobs at a large number of Nordic companies and public institutions, thereby contributing by creating better job conditions for many people.

For a recent graduate, work experience can, e.g., in the form of a student job, be the crucial parameter for getting a job. Many also have their first business experience through one of our local go-to-market brands. Therefore, it is essential for us to provide guidance on this situation and offer the terms that are most attractive to the students.

We offer all age groups the opportunity for jobs via Edda Group in all countries we operate in. We collaborate closely with job centres and municipalities to activate the workforce and get more people into work.

As a temporary worker employed by the Company, we can guarantee that all terms offered to adhere to the applicable legislation and the work is carried out under proper conditions. We handle the entire job process, from advertising to salary and holiday pay administration. Our consultants are specialised in the whole process.

UN Global Compact

Our key corporate values are responsibility, passion, and team spirit. For us, responsibility means taking responsibility for each other daily and for the community we are part of.

As a natural extension of our social responsibility, we joined the UN's CSR program, the Global Compact, in 2009.

This has always been an underlying part of our business processes. We always work focused on raising the standards and, at minimum, living up to human rights, labour standards, environment, and anti-corruption requirements.

We have set up an ESG committee with members of our management and departments. The ESG committee selects focus areas and conducts campaigns, which contribute to developing the Company's standards i.a., within the ten principles. The ESG committee provides information on

the intranet and internet and, through postings, gives advice, guidance, and news based on committee meetings.

This report describes how we generally adhere to and respect the 10 Global Compact principles.

The ten principles

Below is a review of how we live up to the 10 Global Compact principles.

Human Rights

- Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights.
- Principle 2: Ensure that they are not complicit in human rights abuses.

Labor Standards

- Principle 3: Businesses should uphold the freedom of association and effectively recognise 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.
- Principle 6: The elimination of discrimination in respect of employment and occupation.

Environment

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

Anti-Corruption

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

Status for 2022

Human rights

Since its establishment, the Company has focused on employee rights and creating better working conditions for our temporary workers, candidates, and internal employees. The Company respects and observes international human rights and complies with Danish legislation. Furthermore, The Company disapproves of discrimination based on age, nationality, religion, disability, and the like.

The Company is a member of the industry confederations in Denmark, Norway, and Sweden. Through those organisations, we stay abreast of developments in the labour market and legislation to quickly adapt our procedures to benefit those working for the Company.

During 2022, the Company employed a Group Legal Counsel to increase the focus in all of the Nordics on rights and collective agreements and to ensure the education and training of our employees to ensure that we comply with the applicable legislation at all times.

Working environment

The Company works on several measures to ensure job satisfaction for internal and temporary employees.

We measure job satisfaction for temporary workers at least once a year using an anonymous job satisfaction analysis and an eNPS survey. Every temporary worker has the opportunity to give feedback, and we analyse the inputs so we can improve our processes and services to ensure job satisfaction and well-being.

In addition, we make a staff satisfaction evaluation for internal employees twice a year, including an assessment of the mental working environment. Every Manager is obliged to dive into the results and, with support from HR, set different focus areas for improving and maintaining a healthy working environment.

Furthermore, the results are discussed with the Top Management for an overall view of focus areas.

We have had several campaigns throughout the year focusing on job satisfaction and a healthy working environment.

We have a comprehensive Code of Conduct for our internal employees, including our policies on the working environment. We also focus on continuously improving our internal policies and code of conduct to create a clear framework while ensuring adherence to our work processes. This also includes communication and training in internal guidelines. The Code of Conduct and different policies within the employee manual are a part of the onboarding process and are always available through the Company's intranet.

Furthermore, we provide e-learning within the first three months of employment within GDPR, IT Security, ergonomics, and team collaboration.

Our policies include i.a.:

- Smoking policy
- Alcohol policy
- Job satisfaction policy (including zero-tolerance policy towards harassment).
- Travel policy

Among others, through our cooperation with MindStrain, employees can participate in an e-learning stress prevention course. We also cooperate with other providers of e-learning classes on well-being in the workplace and leadership, which are offered for employees.

In 2022, we worked on several measures to improve the working environment, including inter-alia:

- A clear framework on flexibility regarding our "work from home" guidelines for the entire organisation
- Offering employees screens and other equipment for their home workstation
- Focus on "stay at home when not well" to prevent infection
- Increased focus on the digitalisation of processes to make daily day work easier
- Optimized our whistle-blower scheme for both internal employees and temporary workers

Our strong focus on the working environment enables the Company to maintain a strong employer brand, which contributes to the maintenance and attraction of qualified employees.

Environment and Climate

The Company's consumption of paper and waste is the most significant area that negatively impacts the environment and climate. Therefore, we focus, i.a., on reducing our consumption of paper to a minimum, waste sorting, and ensuring deposit funds to the organisation 'Pant-for-Pant' where possible.

Pant-for-pant is a non-profit bottle collection service that gives socially deprived people jobs using companies donating their deposit refunds. All deposit refunds are donated to Pant-for-pant and its employees, who have a career and real working life.

We continuously work on digitalising processes to benefit our working environment and the environment in general. Measures having been implemented include a significant reduction in the consumption of paper for registration of hours, duty roster planning, and forwarding of employment documents, payroll slips, and sales invoices, as all of these are made electronically. We have introduced digital voucher handling, which also reduces paper consumption.

The company uses environmentally friendly solutions, and our purchase policy includes environmental considerations. Moreover, all employees are allowed to work from home and thus avoid using means of transportation to and from work that may harm the environment.

In addition, we monitor and report on our CO2 emissions and take measures when and if required. In 2022 we completed the GHG emissions baseline for scopes 1, 2, and 3, enabling us to prepare more targeted efforts.

Anti-corruption

The Company disapproves of any corruption and complies with Danish legislation.

We assess that the most risk within anti-corruption relates to the interaction with suppliers and the receipt of gifts. Therefore, employees at the Company are not allowed to accept gifts. Moreover, the employees are under an obligation not to get a secret commission or other kinds of services directly related to a transaction from customers, suppliers, or other business relations, irrespective of the value of the service.

No instances of corruption or bribery were identified in 2022. To ensure knowledge on the subject, the employees can participate in courses on selected topics to ensure they are up-to-date on legislative requirements and the Company's guidelines. At the same time, the employee manual and intranet, which include information on anti-corruption, are presented in connection with onboarding new employees.