

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.

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 consider, 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 the UN Global Compact.

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

Denmark, Copenhagen, April 2024



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 many Nordic companies and public institutions, creating better job conditions for many people.

For a recent graduate, work experience, such as a student job, can be crucial for getting a job. Many also have their first business experience through one of our local go-to-market brands. Therefore, we need to provide guidance on this situation and offer the most attractive terms to the students.

We offer all age groups the opportunity for jobs via Edda Group in all countries in which we operate. 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 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 focus 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 committee selects focus areas and conducts campaigns to develop the Company's standards, i.e., within the ten principles. The committee provides information on the shared intranet across all three countries by posting advice, guidance, and news based on committee meetings.

The ten principles

Below is a review of how we generally adhere to and respect 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 2023

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, etc.

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.

In 2023, the Company employed a specialist HR Director in Norway to support the focus even further locally, as the company develops.

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 to provide an overall view of the focus areas.

Several campaigns throughout the year focused 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 continuously improve our internal policies and code of conduct to create a clear framework while ensuring adherence to our work processes.

Our policies include i.a.:

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

Among other things, we worked in 2022 with a focus on stakeholder management, which provides the employees with specific tools to collaborate even better in work situations both internally and externally and improve different skills.

In 2023, we also focused on improving the onboarding of new employees to accommodate a safe and professional start to their new working life.

We also strive to create various social events to ensure community and networking across all departments. This is highly valued by everyone, and we always experience good support.

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 negatively impacting the environment and climate. Therefore, we focus on reducing our consumption of paper to a minimum, sorting waste, and depositing funds to the organisation 'Pant-for-Pant' where possible.

In 2023, we have been cooperating with a new lunch supplier, which has reduced food waste by 80%. This is good for the environment, the experience of every employee, and the economy. Of course, our coffee is Fair Trade, and in cooperation with purocoffee.com, we contribute to restoring lands, reintroducing lost species, and protecting areas of rainforest in South Africa.

We continuously work on digitalising processes to benefit our working environment and the environment in general. As much as possible, it is handled online, and the need to print to paper is a minimum internally and for our customers and candidates.

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. In 2023, we signed up for Science Based Targets, which will be a focus for 2024.

Anti-corruption

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

We assess that the most risk in anti-corruption relates to interactions 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 2023.