

Sustainability Policy

Ework Group has adopted *UN Global Compact* as the basis for its sustainability policy. The ten principles which constitute the *UN Global Compact* are largely recognised and have been widely applied by many international companies. The principles reflect Ework Group's views on human rights, working conditions, the environment and the fight against corruption. Ework Group has *zero tolerance* to all forms of corruption, extortion and bribery.

When defining our sustainable focus areas, we used the UN's Global Sustainable Development Agenda and Agenda 2030 as a starting point.

Our business faces many challenges and opportunities. Due to their direct impact on us and our stakeholders we have prioritized the following sustainable development goals that need to be addressed: 4, 5, 8, 10 and 17.

Our approach to business is guided by commitments to the following principles: Leadership, Integrity, Transparency, Diversity and Continuous Improvement.

Our Commitment & Scope

- Ework will not engage in any assignment where there is a clear risk, (in areas that we can influence), that either Ework's or its client's activities may come into conflict with one or more of the ten principles of the UN Global Compact.
- Our attention to environmental, social and economic responsibility includes working within the law and voluntarily exceeding legal requirements, in order to be innovative and demonstrating leadership on issues that are important to us and our stakeholders.
- We acknowledge that we have limited influence over third parties whose events we may attend, but do not organize. While we cannot control the decisions of these parties, we commit to educate them of our policy and Code of Conduct - encouraging alignment of operating practices through policy objectives.

<p>5 GENDER EQUALITY</p>  <ul style="list-style-type: none"> • We are working to combat discrimination through our matching process, Matched By Ework. • We ensure women's equal opportunities for leadership at all levels through our matching process, Matched By Ework. 	<p>4 QUALITY EDUCATION</p>  <ul style="list-style-type: none"> • Through collaboration with institutions and universities, we promote training for employees and consultants to improve their chances for assignments. • By 2020, all employees and at least 50% of negotiated consultants on assignment will have acquired the knowledge and skills needed to promote sustainable development, including knowledge of Agenda2030 and the SDG's. 	<p>8 DECENT WORK AND ECONOMIC GROWTH</p>  <ul style="list-style-type: none"> • We improve people's social security by providing better terms of payment, insurance and education. • We ensure equal pay for work of equal value through our matching process and transparent reporting. • We promote safe working environment through our whistleblowing process. • We contribute to socio-economic growth by enabling people to work in the form of employment they prefer. 	<p>10 REDUCED INEQUALITIES</p>  <ul style="list-style-type: none"> • We ensure equal opportunities and reduce inequality through our matching process, Matched By Ework. 	<p>17 PARTNERSHIPS FOR THE GOALS</p>  <ul style="list-style-type: none"> • We strive for sustainable development through partnerships with stakeholders such as industry organizations, partnerships, suppliers, trade unions, NGOs, universities, institutes and through participation in various UN Development Forums. Thereby, we are mobilizing and sharing knowledge, expertise, technology and financial resources to support the achievement of sustainable development goals.
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Reporting

We will externally report on our progress against these goals once per year, along with internal reviews which will also be held at least once per year.

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