United Nations
Global Compact

We thank you for your time spent taking this survey.
Your response has been recorded.

CEO Statement of Continued Support

To our stakeholders,

I am pleased to confirm that Juhler Holding A/S reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment, and Anti-Corruption.

In this annual Communication on Progress, we disclose our continuous efforts to integrate the Ten Principles into our business strategy, culture, and daily operations, and contribute to United Nations goals, particularly the Sustainable Development Goals.

Sincerely yours,

C1. Please complete the following information:

CEO/Highest-level executive name:	Birgitte Sørensen
CEO/Highest-level executive full title:	CEO
Company name:	Juhler Holding A/S

C2. Please confirm:

○ I am the CEO or highest-level executive.

● **I have received permission to sign on behalf of the CEO or highest-level executive.**

C2.1. If applicable, form completed on behalf of the CEO or highest-level executive by:

Kai Bruun

R1. How will you complete the CoP reporting requirement?

(Select one)

● **Complete the digital questionnaire with the option to also add a sustainability report** *(Recommended)*

○ Only upload a sustainability report

R2. What is the time period covered by your Communication on Progress? (MM/YYYY - MM/YYYY)

Please share the date range of the reporting period used for the Communication on Progress option you select.ⓘ

01/2024 - 12/2024

R3. (Optional) Please clarify the scope of reporting covered by your Communication on Progress. For example, please describe the operational scope of your CoP, (e.g., corporate office, investments, subsidiaries) as needed.ⓘ

This report is delivered by our parent company Juhler Holding A/S and covers all subsidiaries in our group: Temp-Team Finland, Temp-Team Sweden, Temp-Team Denmark, Temp-Team Norway, Education World (UK), Principal People (UK), RC Professional Search (Sweden), Unique Human Capital (Denmark). The main parts of the questionaire covers the parent company and all subsidiaries, but for some parts it describes specifics for the parent company. In these cases we seek to clarify this.

Success Stories & Future Priorities

S1. (Optional) Within the reporting period, is there an initiative(s), project(s), and/or policy(ies) of which your company is particularly proud?

Disclaimer: These initiatives are self-reported and have not been independently verified by the UN Global Compact. By responding to this question, you consent to being contacted by the UN Global Compact regarding these initiatives for potential inclusion as examples in UN Global Compact resources.

This stand-out effort relates to:

(Select all that apply) ⓘ

- ☐ Governance
- ☐ Human Rights
- ☐ Labour
- ☐ Environment
- ☐ Anti-Corruption

(Optional) Please provide a link and/or provide additional information:

(Optional) Please upload an outcome-focused document:

Drop files or click here to upload

S2. Which of the five issue areas does the company plan to prioritize in the next two years?

(Select all that apply) ⓘ

- ☑ **Governance**
- ☑ **Human Rights**
- ☑ **Labour**
- ☑ **Environment**
- ☐ Anti-Corruption
- ☐ None

S2A. (Optional) Please provide additional information:

A group CSR strategy, including targets and internal reporting, has been set during 2024. Our mainpriorities are: Policies and Code of ConductDevelop and implement comprehensive policies covering human rights, labour, environment, and anticorruption to ensure respect of all business operations and promotion of these priorities.Develop and implement a clear Code of Conduct visible both internally and externally, communicating our internal policies and our clear ethical position.Human Rights and Labour StandardsEnhance employee satisfaction and safety by setting clear targets for employee satisfaction and safety for both internal and external staff, including reducing occupational injuries and sickness absence.Promote inclusivity and diversity by focusing on recruiting and providing opportunities for underrepresented groups such as young people and seniors.Environmental ResponsibilityAdopt eco-friendly practices such as reduction of plastics and promotion of recycling within business operations.Implement measures to reduce travel emissions and support environmentally friendly projects like renewable energy and reforestation efforts to minimize our environmental footprint.

Governance

Click for additional guidance

G1. Does the board/highest governance body or most senior executive of the company:

(Select all that apply) ⓘ

- ☑ **Issue an annual statement about the relevance of sustainable development to the company**
- ☑ **Issue an annual statement that addresses impacts on both people and the environment**
- ☑ **Issue an annual statement highlighting a zero tolerance for corruption**
- ☑ **Sign off on organizational sustainability targets**
- ☑ **Supervise Environmental, Social, and Governance reporting**
- ☑ **Regularly review potential risks related to the business model**
- ☐ None of the above

G1A. (Optional) Please provide additional information:

See financial statement for Juhler Holding A/S 2024 ESG section. In addition CSR and internal CSR reporting is a fixed item on the agenda for both local and group board meetings.

G2. Does the company have a code of conduct in place regarding each of the following sustainability topics?

(Select one answer option per line) ⓘ

	No, this is not a current priority	No, but we plan to within the next two years	Yes, focused on employees	Yes, focused on employees and suppliers	Yes, focused on our own operations and the value chain (e.g., suppliers, consumers, communities, other business relationships)
Human Rights	○	○	●	○	○
Labour Rights/Decent Work	○	○	●	○	○
Environment	○	○	●	○	○
Anti-Corruption	○	○	●	○	○

G2A. (Optional) Please provide additional information:

Our code of conduct is published on our local websites and in the financial reports for group. Specific policies for the above areas are in addition made available for internal staff, and can be found in different sections of this report. On going work to include compliance of our suppliers amongst our local companies.

G3. Has the company appointed an individual or group responsible for each of the following sustainability topics?

(Select one answer option per line) ⓘ

	No one is specifically responsible for this topic	Yes, with limited influence on outcomes (e.g., limited access to internal information, limited decision-making authority)	Yes, with moderate influence on outcomes (e.g., has access to relevant information, reports to senior manager)	Yes, with direct influence of some outcomes (e.g., has access to relevant information, includes one or more senior manager with decision making rights)	Yes, with direct influence at the highest levels of the company (e.g., has access to relevant information, includes most senior members of company)
Human Rights	○	○	○	◉	○
Labour Rights/Decent Work	○	○	○	◉	○
Environment	○	○	○	◉	○
Anti-Corruption	○	○	○	◉	○

G3A. (Optional) Please provide additional information:

The company has appointed one CSR responsible (Kai Bruun) who is also a member of the local company boards, and attends Group Board meetings.

G3.1. If yes, does the company also have formal governance structures (e.g., committees or governance bodies) in place to provide strategic oversight and support for these sustainability topics?

(Select one answer option per line) ⓘ

	No formal structure	Yes, with limited influence on outcomes (e.g., limited access to internal information necessary to understand risks, poor representation from relevant departments or functions)	Yes, with moderate influence on outcomes (e.g., includes representatives of some functions, departments, or business units most relevant for addressing the risks concerned, has access to relevant information, reports to senior manager)	Yes, with direct influence on some outcomes (e.g., includes representatives of functions, departments, or business units most relevant for addressing the risks concerned, has access to relevant information, involves one or more members of senior management)	Yes, with direct influence at the highest level of the company (e.g., full access to relevant information, involves members at highest level of company)
Human Rights	○	○	○	◉	○
Labour Rights / Decent Work	○	○	○	◉	○
Environment	○	○	○	◉	○
Anti-Corruption	○	○	○	◉	○

G3.1A (Optional) Please provide additional information:

Internal ownership and involvement: An overall steering committee for our CSR work has been established to ensure anchoring and continuous progress (Consists of Board members from Juhler Holding).An appointed Group CSR Responsible to ensure coordination and progress (Kai Bruun).An appointed representative responsible for CSR representing each company to ensure local involvement, implementation, and follow up.Quarterly joint meetings with local CSR representatives and Group CSR Responsible.Regular communication of local CSR representatives with employees to promote understanding and engagement in CSR work.

G4. Does the company have a process to identify, assess and mitigate risks related to the following sustainability topics?

(Select one answer option per line) (i)

	No, this is not a current priority	No, but we plan to within the next two years	Yes, conducted by a designated individual or group	Yes, engaging employees across the company	Yes, engaging employees and business partners	Yes, engaging employees, business partners and external stakeholders
Human rights risks	○	◉	○	○	○	○
Labour rights risks	○	○	◉	○	○	○
Environmental risks	○	○	◉	○	○	○
Corruption risks	○	○	○	○	○	◉

G4A. (Optional) Please provide additional information:

We have implemented an internal CSR report to follow up on set targets and adress risks. In addition we have implemented access to a channel for whistleblowing on all webpages.

G4.1. As part of the risk identification, assessment and mitigation process, has the company identified business partners and external stakeholders where the risk related to human rights, labour, environment and/or corruption may be particularly severe?

(Select one answer option per line) (i)

	Yes	No
Corruption risks	○	◉

G4.1A. (Optional) Please provide additional information:

At this stage this is done for some Countries where mandatory by law, for instance Norway, but not for group as a whole.

G5. Does the company have a due diligence process through which it identifies, prevents, mitigates and accounts for actual and potential negative impacts on sustainability topics?

(Select one answer option per line) ⓘ

	No, this is not a current priority	No, but we plan to within the next two years	Yes, related to our own operations	Yes, related to our own operations and suppliers	Yes, related to our own operations and the value chain (including suppliers, consumers, communities, other business relationships)
Human rights risks	○	◉	○	○	○
Labour rights risks	○	○	◉	○	○
Environmental risks	○	◉	○	○	○
Corruption risks	○	◉	○	○	○

G5A. (Optional) Please provide additional information:

Locally we are handling the due diligence related to Labour, in complicance with National legislations. Some companies use external auditors in the process, for instance Norway. We have started a centralised process to implement due dilligence on group level to encompass both EU law and local laws. This will include a double materiality analysis.

G6. Does the company have a process(es) through which members of the company's workforce can raise concerns about the company's conduct on sustainability topics?

(Select one answer option per line) (i)

	No, this is not a current priority	No, but we plan to within two years	Yes, we have an informal process (e.g., through supervisors, others)	Yes, we have a formal process
Human Rights	○	○	○	◉
Labour Rights / Decent Work	○	○	○	◉
Environment	○	○	○	◉
Anti-Corruption	○	○	○	◉

G6A. (Optional) Please provide additional information:

We have implemented a Whisteblower system that is available on all of our local websites, hence this can be used by both internal employees and external stakeholders.

G6.1. Please provide additional detail regarding the process(es) the company has through which members of the company's workforce can raise concerns about the company's conduct.

(Select one answer option per line) ⓘ

	Yes	No
Is the process communicated to all employees/workers in local languages?	●	○
Is the process available to non-employees (e.g., suppliers, consumers, communities, and other business relationships)?	●	○
Is the process confidential (e.g., whistleblowing process)?	●	○
Are there processes in place to avoid retaliation?	●	○
Can concerns be raised about suppliers or other business relationships (e.g., clients, partners, etc.)?	●	○
Other (Please provide additional information)	○	●

G6.1A. (Optional) Please provide additional information:

https://juhlergroup.integrityline.com/

G7. How does the company track the effectiveness of its actions, and the related impacts, of the following sustainability topics?

(Select one answer option per line) ⓘ

	No actions and related impacts are systematically tracked	Conducts investigation reviews of incidents on an as-needed basis	Conducts investigation/review of incidents and changes organizational policies, processes, and practices accordingly	Conducts investigation reviews and leverages learnings to influence both internal and external affairs
Human Rights	○	○	◉	○
Labour Rights/Decent Work	○	○	○	◉
Environment	○	○	◉	○
Anti-Corruption	○	○	◉	○

G7A. (Optional) Please provide additional information:

In the labor area we do both internal reporting for all comapnies on critical topics and make use of external audits for some countries.

G8. Is executive pay linked to performance on one or more of the following sustainability topics?

(Select one answer option per line) (i)

	No, this is not a current priority	No, but we plan to within the next two years	Yes
Human Rights	●	○	○
Labour Rights / Decent Work	●	○	○
Environment	●	○	○
Anti-Corruption	●	○	○

G8A. (Optional) Please provide additional information:

G9. Please provide details regarding the company's board/highest governance body. ⓘ

(Please enter only whole numbers rounded to the nearest whole number. Do not use decimals, fractions, special characters, spaces, or leading zeros. For '**Male, Female, Other**', '**Under 30 years old, 30-50 years old, Above 50 years old**' and '**Executive, Independent**' please enter only whole numbers from 0 to 100, inclusive ensuring the values in the column sum to 100 to move on.)

(Text box with option for 'Not applicable')

	Known	Number (Please input a whole number)	Not applicable
. Total number of board members (#)	◉	3	○

	Known	Number (Please input a whole number e.g., 50% = 50)	Not applicable
Male (%)	◉	100	○
Female (%)	◉	0	○
Other (%)	◉	0	○

	Known	Number (Please input a whole number e.g., 50% = 50)	Not applicable
Under 30 years old (%)	◉	34	○
30-50 years old (%)	◉	0	○
Above 50 years old (%)	◉	66	○

	Known	Number (Please input a whole number e.g., 50% = 50)	Not applicable
From minority or vulnerable groups (%)	◉	0	○

	Known	Number (Please input a whole number e.g., 50% = 50)	Not applicable
Executive (%)	◉	66	○
Independent (%)	◉	34	○

G9A. (Optional) Please provide additional information:

The above numbers are for Juhler Holding A/S. For all Nordic companies the Board consists of 66% Male and 34% Female.

G10. Within the reporting period, what was the percentage of women in managerial positions?

(Select one answer option per line, if 'Known', include the value. Please enter only whole numbers from 0 to 100, inclusive, rounded to the nearest whole number. Do not use decimals, fractions, special characters, spaces, or leading zeros.) ⓘ

	Known	Percentage of women (%) (Please input a whole number e.g., 50% = 50)	Unknown
Managerial positions	◉	33	○

G10A. (Optional) Please provide additional information:

The answer applies for C level positions in Juhler Holding A/S.

G11. What is the gender representation of the company's C-suite or equivalent executive leadership positions?

(Select all that apply for each line) ⓘ

	Women	Men	Other (e.g., non-binary)	Not applicable (e.g., the company does not have this position)	Choose not to disclose
Chief Executive Officer	☑	☐	☐	☐	☐
Chief Financial Officer	☐	☑	☐	☐	☐
Chief Procurement Officer	☐	☐	☐	☑	☐
Chief Technology Officer	☐	☑	☐	☐	☐
Chief Marketing Officer	☐	☐	☐	☑	☐
Chief Operations Officer	☐	☐	☐	☑	☐
Chief Sustainability Officer	☐	☑	☐	☐	☐
Chief Legal Officer/General Counsel	☐	☐	☐	☑	☐
Chief Human Resources Officer	☐	☐	☐	☑	☐
Other (Please provide additional information)	☐	☐	☐	☑	☐

G11A. (Optional) Please provide additional information:

[   ]

G12. Do you produce sustainability reporting according to:

(Select all that apply) ⓘ

- ☑ **National/local regulation on sustainability**
- ☐ Security exchange regulations
- ☐ Non-Financial Reporting Directive of the European Union (NFRD)/Corporate Sustainability Reporting Directive (CSRD)
- ☐ Global Reporting Initiative (GRI)
- ☐ Sustainability Accounting Standards Board (SASB, now consolidated into the IFRS Foundation)
- ☐ International Integrated Reporting Council (IIRC, now consolidated into the IFRS Foundation)
- ☐ Climate Disclosure Standards Board (CDSB, now consolidated into the IFRS Foundation)
- ☐ Task Force on Climate-related Financial Disclosures (TCFD)
- ☐ Carbon Disclosure Project (CDP)
- ☐ Science Based Targets initiative (SBTi)
- ☐ Other voluntary frameworks (Please provide additional information)
- ☐ No sustainability reporting according to any frameworks nor regulations outside of this Communication on Progress

G12A. (Optional) Please provide additional information:

G13. Is some or all of the information disclosed in this questionnaire assured by a third-party?

(Select one that applies) ⓘ

○ Yes

◉ **No**

G13A. (Optional) Please provide additional information:

Human Rights and Labour

<u>Click for additional guidance</u>

NOTE: Regardless of whether the following labour rights and gender topics are marked as material in questions HR/L1 and HR/L1.1, all UN Global Compact participants must provide additional details on these topics in subsequent HR/L questions:

- Freedom of association and the right to collective bargaining
- Child labour
- Forced labour
- Non-discrimination in employment and occupation
- A safe and healthy working environment
- Gender equality and women's rights

For all other human rights topics listed in question HR/L1, additional details will only be required if they are selected as material in question HR/L1.1.

HR/L1. Which of the following has the company identified as material human and labour rights topics connected with its operations and/or value chain?

(Select all that apply) ⓘ

- ☐ Freedom of association and the right to collective bargaining
- ☐ Child labour
- ☐ Forced labour
- ☑ **Non-discrimination in respect of employment and occupation**
- ☑ **Safe and healthy working environment**
- ☑ **Wages**
- ☑ **Working hours**
- ☐ Gender equality and women's rights
- ☐ Freedom of expression
- ☑ **Digital security and privacy**
- ☐ Product and service end-user rights
- ☐ Security arrangements
- ☐ Right to clean and healthy environment: pollution, water, air, and land
- ☐ Land rights and rights of Indigenous Peoples
- ☐ Rights of vulnerable groups and minorities
- ☐ Raw material sourcing
- ☐ Other

HR/L1A. (Optional) Please provide additional information:

HR/L2. Does the company have a policy commitment in relation to the following human rights & labour rights topics?

(Select one answer option per line, if 'Yes', include the value) ⓘ

	No, and we have no plans to develop a policy	No, but we plan to within the next two years	Yes, included within a broader policy or as a stand-alone policy	Not applicable (Please provide additional information)
Freedom of association and the right to collective bargaining	○	○	◉	○
Child labour	○	○	◉	○
Forced labour	○	○	◉	○
Non-discrimination in respect of employment and occupation	○	○	◉	○
Safe and healthy working environment	○	○	◉	○
Gender equality and women's rights	○	○	◉	○
Wages	○	○	◉	○
Working hours	○	○	◉	○
Digital security and privacy	○	○	◉	○

Freedom of association and the right to collective bargaining	2023
Child labour	2023
Forced labour	2023
Non-discrimination in respect of employment and occupation	2023
Safe and healthy working environment	2023
Gender equality and women's rights	2023
Wages	2023
Working hours	2023
Digital security and privacy	2024

HR/L2A. (Optional) Please provide additional information:

HR/L2A. (Optional) Please upload supporting documentation if applicable (1/2):

(Uploaded file cannot exceed 50MB)

Human Rights and Labour Policy for JuhlerGroup.pdf

0.2 MB

application/pdf

HR/L2A. (Optional) Please upload supporting documentation if applicable (2/2):

(Uploaded file cannot exceed 50MB)

IT Security and Privacy Policy Juhler Group v2.pdf

0.3 MB

application/pdf

HR/L2.1. For each human rights & labour rights policy commitment, is it:

(Select all that apply for each line) ⓘ

	Aligned with international human rights/labour standards	Publicly available	Approved at most senior level of the company	Applied to the company's own operations	Applied to the company's own operations and suppliers
Freedom of association and the right to collective bargaining	☑	☑	☑	☑	☐
Child labour	☑	☑	☑	☑	☐
Forced labour	☑	☑	☑	☑	☐
Non-discrimination in respect of employment and occupation	☑	☑	☑	☑	☐
Safe and healthy working environment	☑	☑	☑	☑	☐
Gender equality and women's rights	☑	☑	☑	☑	☐
Wages	☑	☑	☑	☑	☐
Working hours	☑	☑	☑	☑	☐
Digital security and privacy	☑	☑	☑	☑	☐

	Applied to the company's own operations and the value chain (e.g., suppliers, consumers, communities, other business relationships)	Developed involving human rights/labour expertise from outside the company	Other (Please provide additional information)
Freedom of association and the right to collective bargaining	☐	☐	☐
Child labour	☐	☐	☐
Forced labour	☐	☐	☐
Non-discrimination in respect of employment and occupation	☐	☐	☐
Safe and healthy working environment	☐	☐	☐
Gender equality and women's rights	☐	☐	☐
Wages	☐	☐	☐
Working hours	☐	☐	☐
Digital security and privacy	☐	☐	☐

HR/L2.1A. (Optional) Please provide additional information:

A process is ongoing to certify Temp-Team Denmark, Copenhagen according to ISO 27001, expected to be finished in the start of 2025. These processes will contribute to increase IT security for all subsidiaries within the group.

HR/L2.2. Does the company's policy on freedom of association and collective bargaining:

(Select all that apply) ⓘ

- ☑ **Reference the respect for the right of all workers to form and join a trade union of their choice without fear of intimidation or reprisal and protect workers against acts of anti-union discrimination**
- ☑ **Prohibit any acts of interference in trade unions**
- ☑ **Facilitate collective bargaining with the trade union representatives**
- ☐ Provide trade union representatives with the information required for meaningful bargaining in the context of bona fide negotiations
- ☐ Reference the respect for the right of workers to submit grievances without suffering
- ☐ We do have a policy on freedom of association or collective bargaining but it does not include any of these details

HR/L2.2A. (Optional) Please provide additional information:

[   ]

HR/L2.3. Do(es) the existing collective bargaining agreement(s) provide(s) more favourable rights than those provided in legislation, where appropriate?

(Select all that apply) ⓘ

- ☐ Yes, by providing more favourable conditions related to wages
- ☐ Yes, by providing more favourable conditions related to working hours
- ☐ Yes, by providing more favourable conditions related to health coverage and/or sick leave
- ☑ **Yes, by providing additional rights not otherwise provided (Please provide additional information)**
- ☐ There is (are) no existing collective bargaining agreement(s)
- ☐ No

HR/L2.3A. (Optional) Please provide additional information:

All our companies in the Nordic region comply with the pay-and-working-conditions rules laid down in the relevant EU directive. We have entered into only a small number of collective agreements; the answers above refer to a collective agreement concluded for Norway.

HR/L2.3A. Yes, by providing additional rights not otherwise provided (Please provide additional information):

Our companies in Sweden and Norway have entered into collective agreements. These agreements give employees more rights than the minimum requirements of the law. This relates to rights for welfare, education/courses, contractual pensions, etc.

HR/L3. Within the reporting period, has the company engaged with potentially affected stakeholders or their legitimate representatives in relation to the following human rights & labour rights topics?

(Select all that apply for each line) ⓘ

	No engagement on this topic	To better understand the risks/impacts in question	To discuss potential ways to prevent or mitigate the risks/impacts in question	To agree on a way to prevent/mitigate the risks/impacts in question	To assess progress in preventing/mitigating the risks/impacts in question
Freedom of association and the right to collective bargaining	☑	☐	☐	☐	☐
Child labour	☑	☐	☐	☐	☐
Forced labour	☑	☐	☐	☐	☐
Non-discrimination in respect of employment and occupation	☐	☐	☑	☐	☐
Safe and healthy working environment	☐	☐	☐	☑	☐
Gender equality and women's rights	☐	☐	☑	☐	☐
Wages	☐	☐	☐	☑	☐
Working hours	☐	☐	☐	☑	☐
Digital security and privacy	☐	☐	☐	☐	☐

	To collaborate in the prevention/ mitigation of the risks/ impacts in question
Freedom of association and the right to collective bargaining	☐
Child labour	☐
Forced labour	☐
Non-discrimination in respect of employment and occupation	☐
Safe and healthy working environment	☐
Gender equality and women's rights	☐
Wages	☐
Working hours	☐
Digital security and privacy	☑

HR/L3A. (Optional) Please provide additional information:

As a provider of temporary staff we have a dialogue with our clients in connection with every assignment that we agree to solve. In this discussion we adress the topics of a safe and healthy work environment, wages and working hours in particular. In additon some of our companies (for example Norway) carries out surveys amongst our suppliers to adress third party risks. Temp-Team Denmark has completed a process to be ISO 27001 during 2024 resulting in a certification i may 2025. This process has involved collaboration with relevant stakeholders.

HR/L4. What type of action has the company taken within the reporting period with the aim of preventing/mitigating the risks/impacts associated with the following human rights & labour rights topics?

(Select all that apply for each line) (i)

	No action within reporting period	Provided internal training/ capacity building for the direct workforce	Built capacity among relevant business relationships (e.g., suppliers, consumers, communities)	Conducted an audit process and/or corrective action plan	Collective action with peers or other stakeholders to address the issue
Freedom of association and the right to collective bargaining	☐	☑	☐	☐	☐
Child labour	☑	☐	☐	☐	☐
Forced labour	☑	☐	☐	☐	☐
Non-discrimination in respect of employment and occupation	☐	☑	☐	☐	☐
Safe and healthy working environment	☐	☑	☑	☑	☐
Gender equality and women's rights	☐	☑	☑	☐	☐
Wages	☐	☑	☑	☐	☐
Working hours	☐	☑	☑	☐	☐
Digital security and privacy	☐	☑	☑	☑	☑

	Collaborated with governmental or regulatory bodies	Other (Please provide additional information)
Freedom of association and the right to collective bargaining	☐	☐
Child labour	☐	☐
Forced labour	☐	☐
Non-discrimination in respect of employment and occupation	☐	☐
Safe and healthy working environment	☐	☐
Gender equality and women's rights	☐	☐
Wages	☐	☐
Working hours	☐	☐
Digital security and privacy	☐	☐

HR/L4A. (Optional) Please provide additional information:

See comments in HR/L3.

HR/L4.1. How does the company assess progress in preventing/mitigating the risks/impacts associated with the following human rights & labour rights topics?

(Select one answer per line) (i)

	No monitoring of progress	Review topics on an ad hoc basis	Set annual targets/ goals, track progress over time (internal programmes only)	Set annual targets/ goals, track progress over time (internal and external programmes)	Other (Please provide additional information)
Freedom of association and the right to collective bargaining	○	◉	○	○	○
Non-discrimination in respect of employment and occupation	○	○	◉	○	○
Safe and healthy working environment	○	○	◉	○	○
Gender equality and women's rights	○	◉	○	○	○
Wages	○	◉	○	○	○
Working hours	○	◉	○	○	○
Digital security and privacy	○	○	◉	○	○

HR/L4.1A. (Optional) Please provide additional information:

Targets and internal report has been established for the following topics: Develop and increase satisfaction of internal staff by setting clear group targets for employee satisfaction and measure annually as well as implementing local actions and follow up. Group targets for employee satisfaction is set at GAIS score of 85 with a response rate of 90%.Increase satisfaction of external staff locally by measuring satisfaction, receiving feedback, and targeting measures 1-2 times per year.Recruit and provide opportunities to marginalized groups of workers such as young people and seniors by setting targeted measures and following up on age distribution.Reduce occupational injuries amongst external staff in vulnerable positions by implementing appropriate routines and follow up on deviations and measures.Reduce sickness absence amongst internal and external staff by setting local targets for absence percentage, targeted measures, and close follow up. In addition close monitoring of development of IT security as required by ISO 27001.

HR/L4.1.1. (Optional) For relevant human rights & labour rights topics for which the company sets timebound goals/targets, what targets has the company set? ⓘ

Non-discrimination in respect of employment and occupation	See comments under HR/L4.1.A.
Safe and healthy working environment	See comments under HR/L4.1.A.
Digital security and privacy	In accordance with ISO 27001.

HR/L4.1.1A. (Optional) Please provide additional information:

HR/L5. Within the reporting period, has the company been involved in providing or enabling remedy where it has caused or contributed to adverse impact(s) associated with the following human rights & labour topic(s)?

(Select one answer per line) ⓘ

	No adverse impact identified or caused	Yes, adverse impact(s) identified, but no remedy provided/enabled	Yes, adverse impact(s) identified, and remedy provided/enabled	Choose not to disclose
Freedom of association and the right to collective bargaining	◉	○	○	○
Child labour	◉	○	○	○
Forced labour	◉	○	○	○
Non-discrimination in respect of employment and occupation	◉	○	○	○
Safe and healthy working environment	◉	○	○	○
Gender equality and women's rights	◉	○	○	○
Wages	◉	○	○	○
Working hours	◉	○	○	○
Digital security and privacy	◉	○	○	○

HR/L5A. (Optional) Please provide additional information:

[   ]

HR/L6. What was the average gender pay gap (comparing jobs of equal value) during the reporting period? ⓘ

(Please enter only whole numbers from 0 to 100, inclusive, rounded to the nearest whole number. Do not use decimals, fractions, special characters, spaces, or leading zeros.)

Guidance for Gender Pay Gap: For each job level or category, companies are to calculate the gap of gross hourly earnings paid to female and male employees and report the average gap of earnings across job categories as a percentage. Please refer to the CoP guidebook for additional information on the average gender pay gap formula.

○ Average Gender Pay Gap (%) - (Please input answer as a whole number e.g., 95% = 95)

[   ]

◉ **Unknown**

○ Choose to not disclose

HR/L6A. (Optional) Please provide additional information:

An analysis of the gender pay gap has not been done for the group as a whole, but for companies where this is required by local national legislation. See example from Temp-Team Norway. https://temp-team.no/om-oss/likestillingsredegjorelse

HR/L7. Within the reporting period, what was the rate of recordable work-related accidents for employees? ⓘ

(Please enter only whole numbers, rounded to the nearest whole number. Do not use decimals, commas, fractions, special characters, spaces, or leading zeros.)

Guidance for work-related accidents rate: companies should calculate the work-related accidents rate by dividing the total number of work-related accidents in the reporting year by the total number of hours worked by all employees during the same period. The result should then be multiplied by 200,000. Please refer to the CoP guidebook for additional information on the work-related accidents rate formula.

◉ **Rate of work-related accidents (Please input a whole number):**

◯ Unknown

◯ Choose to not disclose

```
1
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HR/L7A. (Optional) Please provide additional information:

```
In our group report we report number of work related accidents yearly both for
internal and external staff. In this report we also adress status and actions. Total work
related accidents in 2024 was 4 amongst all countries. Using the formula this gives
approximately 0,38.
```

HR/L8. (Optional) Briefly describe additional relevant, practical actions the company has taken within the reporting period and/or plans to take to implement the human rights and labour principles, including goals set and any challenges faced and actions taken towards prevention and/or remediation.ⓘ

We will continue to work on setting clear goals that are suitable for follow up up and making comparisons between our companies.

Environment

Click for additional guidance

E1. Does the company have a policy commitment in relation to the following environmental topics?

(Select one answer per line, if 'Yes', include the value) (i)

	No, and we have no plans to develop a policy	No, but we plan to within the next two years	Yes, included within a broader policy or as a stand-alone policy	Not applicable (Please provide additional information)	Please input the year the relevant environmental policy was last reviewed (
Climate change	○	●	○	○	
Water	○	●	○	○	
Oceans	○	●	○	○	
Nature and biodiversity	○	●	○	○	
Air pollution	○	●	○	○	
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	○	○	●	○	2023
Energy & resource use	○	○	●	○	2023

	No, and we have no plans to develop a policy	No, but we plan to within the next two years	Yes, included within a broader policy or as a stand-alone policy	Not applicable (Please provide additional information)	Please input the year the relevant environmental policy was last reviewed (
Other environmental topic(s) (Please provide additional information)	●	○	○	○	

E1A. (Optional) Please provide additional information:

E1A. (Optional) Please upload supporting documentation if applicable (1/2):

(Uploaded file cannot exceed 50MB)

Environmental Policy for JuhlerGroup.pdf

0.2 MB

application/pdf

E1A. (Optional) Please upload supporting documentation if applicable (2/2):

(Uploaded file cannot exceed 50MB)

Drop files or click here to upload

E1.1. For each environmental policy commitment, is it:

(Select all that apply for each line) ⓘ

	Aligned with international environmental standards	Publicly available	Approved at most senior level of the company	Applied to the company's own operations	Applied to the company's own operations and suppliers
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	☐	☐	☐	☑	☐
Energy & resource use	☐	☐	☐	☑	☐

	Applied to the company's own operations and the value chain (e.g., suppliers, consumers, communities, other business relationships)	Developed involving environmental expertise from inside and outside the company	Other (Please provide additional information)
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	☐	☐	☐
Energy & resource use	☐	☐	☐

E1.1A. (Optional) Please provide additional information:

[   ]

E2. Within the reporting period, has the company engaged with potentially affected stakeholders or their legitimate representatives in relation to the following environmental topics?

(Select all that apply for each line) ⓘ

	No engagement on this topic	To better understand the risks/impacts in question	To discuss potential ways to prevent/mitigate the risks/impacts in question	To agree on a way to prevent/mitigate the risks/impacts in question
Climate change	☑	☐	☐	☐
Water	☑	☐	☐	☐
Oceans	☑	☐	☐	☐
Nature and biodiversity	☑	☐	☐	☐
Air pollution	☑	☐	☐	☐
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	☑	☐	☐	☐
Energy & resource use	☑	☐	☐	☐
Other environmental topic(s)	☑	☐	☐	☐

	To assess progress in preventing/mitigating the risks/impacts in question	To collaborate in the prevention/mitigation of the risks/impacts in question	Other (Please provide additional information)
Climate change	☐	☐	☐
Water	☐	☐	☐
Oceans	☐	☐	☐
Nature and biodiversity	☐	☐	☐
Air pollution	☐	☐	☐
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	☐	☐	☐
Energy & resource use	☐	☐	☐
Other environmental topic(s)	☐	☐	☐

E2A. (Optional) Please provide additional information:

This is not a prioritized area due to our line of business (recruitment and staffing services).

E3. What type of action has the company taken within the reporting period with the aim of preventing/mitigating the risks/impacts associated with the following environmental topics?

(Select all that apply) ⓘ

	No action within reporting period	Provided internal training/capacity building for the direct workforce	Built capacity among relevant business relationships (e.g. suppliers, consumers, communities)	Conducted an audit process and/or corrective action plan	Collective action with peers or other stakeholders to address the issue
Climate change	☐	☑	☐	☐	☐
Water	☐	☑	☐	☐	☐
Oceans	☐	☑	☐	☐	☐
Nature and biodiversity	☐	☑	☐	☐	☐
Air pollution	☑	☐	☐	☐	☐
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	☐	☑	☐	☑	☐
Energy & resource use	☑	☐	☐	☐	☐
Other environmental topic(s)	☑	☐	☐	☐	☐

	Collaborated with governmental or regulatory bodies	Other (Please provide additional information)
Climate change	☐	☐
Water	☐	☐
Oceans	☐	☐
Nature and biodiversity	☐	☐
Air pollution	☐	☐
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	☐	☐
Energy & resource use	☐	☐
Other environmental topic(s)	☐	☐

E3A. (Optional) Please provide additional information:

Juhler Group has been engaged in Treeplanting since 2016. We regularily invite employees to information sessions about the impact of our project in indonesia, educating about the positive effects on climate, water, nature and bio diversity and local communities.

E3.1. How does the company assess progress in preventing/mitigating the risks/impacts associated with the following environmental topics?

(Select one answer option per line) ⓘ

	No monitoring of progress	Review topics on ad hoc basis	Set annual targets/goals, track progress over time (internal programmes only)	Set annual targets/goals, track progress over time (internal and external programmes)	Other (Please provide additional information)
Climate change	○	◉	○	○	○
Water	○	◉	○	○	○
Oceans	○	◉	○	○	○
Nature and biodiversity	○	◉	○	○	○
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	○	◉	○	○	○

E3.1A. (Optional) Please provide additional information:

[ ]

E3.1.1A. (Optional) Please provide additional information:

[ ]

E4. Within the reporting period, has the company been involved in providing or enabling remedy where it has caused or contributed to adverse impact(s) associated with the following environmental topics?

(Select one answer option per line) ⓘ

	No adverse impact identified or caused	Yes, adverse impact(s) identified, but no remedy provided/enabled	Yes, adverse impact(s) identified, and remedy provided/enabled	Choose not to disclose
Climate change	●	○	○	○
Water	●	○	○	○
Oceans	●	○	○	○
Nature and biodiversity	●	○	○	○
Air pollution	●	○	○	○
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	●	○	○	○
Energy & resource use	●	○	○	○
Other environmental topic(s)	●	○	○	○

E4A. (Optional) Please provide additional information:

E5. Does the company have a target(s), validated by a third-party, relating to the reduction of greenhouse gas (GHG) emissions?

(Text box with option for "No targets set") (i)

	Known	Baseline year (YYYY)	Target year (YYYY)	No targets set
Scope 1 targets validated by a third-party	○			◉
Scope 2 targets (market-based) validated by a third-party	○			◉
Scope 2 targets (location-based) validated by a third-party	○			◉
Scope 3 targets validated by a third-party	○			◉
Set targets are not validated by a third-party	○			◉

E5A. (Optional) Please provide additional information:

[   ]

E6. Within the reporting period, did the company measure Scope 3 global greenhouse gas (GHG) emissions?

(Select one answer per line, if "Known", include the value. Please enter only whole numbers, rounded to the nearest whole number. Do not use decimals, fractions, special characters, spaces, or leading zeros.) ⓘ

	Known	Measured total emissions (tCO2e)	Yes, partially measured	We did not measure Scope 3 emissions (Please provide additional information)
Scope 3 emissions	○	[ ]	○	⦿

E6A. (Optional) Please provide additional information:

[   ]

E6A. We did not measure Scope 3 emissions (Please provide additional information):

We have not prioritized to measure Scope 3 emissions at this stage due to our size and line of business.

E7. Does the company have a climate adaptation plan?

(Select all that apply) ⓘ

- ☐ Yes, and it includes physical risk assessments
- ☐ Yes, and it includes a physical climate risk scenario analysis
- ☐ Yes, and it includes actions to increase adaptation and resilience in the communities in which we operate
- ☑ **No, but we plan to within the next two years**
- ☐ No

E7A. (Optional) Please provide additional information:

Related to our line of business the major risk assessment that has been made is related to IT and labour.

E8. Has your company taken steps to reduce its fossil fuel consumption within the reporting period?

(Select one that applies) ⓘ

- ⦿ **Yes**
- ○ No

E8A. Please provide additional information:

> To lower our carbon footprint, we will encourage remote meetings and teleconferencing. When travel is necessary, we will prioritize public transportation, bicycle, walking and shared vehicle services over individual car use. All new acquired company cars should be preferably electric or hybrid, if pure electric is not possible due to weighty reasons.

E9. Has the company increased its direct/indirect investment in low-carbon technologies (e.g., renewable energy, nuclear energy, carbon capture and storage (CCS)) during the reporting period?

(Select all that apply) ⓘ

- ☐ Yes, we have increased direct/indirect investment in renewable energy
- ☐ Yes, we have increased direct/indirect investment in nuclear energy
- ☐ Yes, we have increased direct/indirect investment in carbon capture and storage (CCS)
- ☐ Yes, we have increased direct/indirect investment in other low-carbon technologies
- ☑ **No change – direct/indirect investment in low-carbon technologies remained the same**
- ☐ No, we have decreased direct/indirect investment in low-carbon technologies

E9A. (Optional) Please provide additional information:

The company has invested in renewable energy companies (Nordic Solar Energy and HD Forrest (Latvia).

E10. Which of the following has the company identified as material environmental topics connected with its operations and/or value chain (e.g., based on the most severe actual or potential negative impacts on people and/or the environment)?

(Select all that apply) ⓘ

- ☐ Climate change
- ☐ Oceans
- ☐ Energy & resource use
- ☐ Water
- ☐ Nature and biodiversity
- ☐ Air pollution
- ☐ Waste
- ☑ **None of the topics have been identified as material by the company**

E10A. (Optional) Please provide additional information:

E16. (Optional) Briefly describe additional relevant, practical actions the company has taken within the reporting period and/or plans to take to implement the environment principles, including any challenges faced and actions taken towards prevention and/or remediation. ⓘ

In 2024 we have implemented a CSR Strategy for the group, including targets and internal reports for follow up. Related to environment, targets and reports have been set on the following areas: Reduce use of plastics and promote recycling by using separate bins for waste disposal and making options for recycling of plastic bottles etc.Reduce travel emissions by holding virtual customer meetings whenever possible with the same quality as physical meetings.Invest in environmentally friendly projects such as Nordic Solar Energy and HD Forest in Latvia.Support tree planting projects in Indonesia by planting a mangrove tree for each assignment we solve for our clients.

Anti-Corruption

Click for additional guidance

AC1. Does the company have an anti-corruption compliance programme?

(Select one that applies) ⓘ

○ No, this is not a current priority

○ No, but we plan to within the next two years

◉ **Yes**

AC1A. (Optional) Please provide additional information:

The compliance programme consists of clear policies, training and a whistleblower system.https: //juhlergroup.integrityline.com/

AC1.1. Is the anti-corruption compliance programme:

(Select all that apply) ⓘ

☑ **Publicly available**

☑ **Approved at most senior level of the company**

☑ **Applied to the company's own operations**

☐ Applied to the company's own operations and suppliers

☐ Applied to the company's own operations and the value chain (e.g., suppliers, consumers, communities, other business relationships)

☐ Other (Please provide additional information)

AC1.1A. (Optional) Please provide additional information:

[   ]

AC1.2. Does the company monitor its anti-corruption compliance programme?

(Select all that apply) (i)

- ☑ **Yes, through review on an adhoc basis**
- ☐ Yes, through internal employee self-evaluations
- ☐ Yes, through automated controls monitoring
- ☐ Yes, through external independent monitoring
- ☐ Yes, through other mechanisms (Please provide additional information)
- ☐ No, we do not monitor the anti-corruption compliance programme (Please provide additional information)

AC1.2A. (Optional) Please provide additional information:

[   ]

AC2. Does the company have policies and recommendations for employee procedures in case of doubt and/or in situations that may represent a conflict of interest, e.g. with regard to gifts and hospitality, donations, sponsorship, or interactions with public officials?

(Select one that applies) (i)

- ○ No, and we have no plans to develop any policy/recommendation
- ○ No, but we plan to within the next two years
- ⦿ **Yes, included within a broader policy or as a standalone policy**

AC2A. (Optional) Please provide additional information:

Refer to our Anti Corruption Policy and Whistleblower system which can be accessed through this link: https://juhlergroup.integrityline.com.

AC3. Does the company engage in collective action against corruption?

(Select one that applies) (i)

- ⦿ **No, this is not a current priority**
- ○ No, but we plan to in the next two years
- ○ Yes (Please provide additional information)

AC3A. (Optional) Please provide additional information:

This is not a priority at the moment, as the risk is deemed relatively low in the markets in which we operate.

AC4. Who receives training on anti-corruption and integrity?

(Select all that apply) ⓘ

- ☐ Selected employees (Please provide additional information)
- ☑ **All employees**
- ☐ Third-party suppliers, contractors and/or consultants
- ☐ No training provided

AC4A. (Optional) Please provide additional information:

AC4.1. How often is such training provided?

(Select one answer option per line) ⓘ

	One time only	Every two or more years	Every year	Unknown
All employees	○	◉	○	○

AC4.1A. (Optional) Please provide additional information:

Information is provided in connection with the review of the anti-corruption policy and the whistleblowing system.

AC5. Within the reporting period, have there been any suspected incidents of corruption?

(Select one that applies) ⓘ

- ○ Yes
- ◉ **No**

AC5A. (Optional) Please provide additional information:

AC6. (Optional) Briefly describe additional relevant practical actions the company has taken within the reporting period and/or plans to take to implement the anti-corruption principle, including any challenges faced and actions taken towards prevention and/or remediation. ⓘ

R5. (Optional) Please upload the sustainability report for your company

(Uploaded file cannot exceed 50MB)

Drop files or click here to upload

R5.1. (Optional) Please upload another document if applicable

(Uploaded file cannot exceed 50MB)

Drop files or click here to upload

R5.2. (Optional) Please upload another document if applicable

(Uploaded file cannot exceed 50MB)

Drop files or click here to upload

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