

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

Below is a summary of your responses	<u>Download PDF</u>					
CEO Statement of Continued Suppo	rt					
To our stakeholders,						
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.						
efforts to integrate the Ten Principles	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,						
S1. Please complete the following info	rmation:					
CEO/Highest-level executive name:	Philip Leth-Sørensen					
CEO/Highest-level executive full title:	CEO					
Company name:	Juhler Holding A/S					

S2. 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.
S2.1. If applicable, form completed on behalf of the CEO or highest-level executive by:
Kai Bruun
R1. How will you complete the 2024 CoP reporting requirement? 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.
01/2023 - 12/2023
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. ① This report is delivered by our parent company Juhler Holding 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) and RC Professional Search (Sweden).

For endorsers of the CEO Water Mandate ONLY:

water-specific information. Companies can find more information on the CEO Water Mandate and complete the reporting requirement as necessary through the CEO Water Mandate webpage here. Respondents can access the submission tool directly through the Water Action Hub here.

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 2022 ESG Section. CEO has been involved in the process and reviewed this report.

G2. Does the company have a publicly stated commitment regarding the following sustainability topics?

(Select one answer per line)

	No, this is not a current priority	No, but we plan to within the next two years	Yes, and the commitment is focused on our own operations	Yes, and the commitment includes our own operations and suppliers	includes our own operations and the value chain (e.g., suppliers, consumers, communities, other business relationships)
Human Rights	\bigcirc	\bigcirc	\bigcirc	•	\bigcirc
Labour Rights/Decent Work	\circ	\circ	0	•	0
Environment	\circ	\circ	\circ	•	\bigcirc
Anti-Corruption	\bigcirc	\bigcirc	\bigcirc	•	\bigcirc

Yes, and the commitment

G2A. (Optional) Please provide additional information:

Our code of conduct is published on our local websites and in 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.

G2A. (Optional) Please upload supporting documentation if applicable:

(Uploaded file cannot exceed 50MB)

O.2 MB
application/pdf

G2A. (Optional) Please upload supporting documentation if applicable (2/2):

(Uploaded file cannot exceed 50MB)

Drop files	or	click	here	to	up	load
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G3.	Does th	ne d	company	have	a	code	of	conduct	in	place	regarding	each	of
the	followir	ng :	sustainab	ility t	op	oics?							

(Select one answer 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	\bigcirc	\bigcirc	•	\bigcirc	0
. Labour Rights/Decent Work	\circ	\circ	•	\circ	\bigcirc
Environment	\circ	\circ	•	\circ	\bigcirc
Anti-Corruption	0	0	•	0	0

G3A. (Optional) Please provide additional information:

G4. Has the company appointed an individual or group responsible for each of the following sustainability topics?

(Select one answer per line)

		Yes, with	
		direct	Yes, with
		influence of	direct
Yes, with		some	influence at
limited	Yes, with	outcomes	the highest
influence on	moderate	(e.g., has	levels of the
outcomes	influence on	access to	company

		Odtoorrioo	IIIII GOI IOO OI I	400000 10	oompany
		(e.g., limited	outcomes	yele, voint	(e.g., has
		access to	(e.g., has	infoൃന്നൂപ്പ്രംion,	q es essite
		internal	access to	ବ୍ୟତ୍ତ ଓଡ଼ିଆ ବ୍ୟା	r elak ent
		intမြွေ့ကူရှု†ျုံချn,	relevant	or m <u>പ്പു</u> ല്ലെior	infræmætien.
	No one is	limited	infægnatipn,	m gnagph with	inglydagkagst
	specifically	in fleei filePon	rabaticate	(deg isions	lev er lighthe
	responsible for	omekings	infl@eniee on	ାଜ୍ୟେନ୍ ଣ୍ଡି ଅ ୦	manaparayof
	this topic	(&!gthnhhhad	enteres,	r ë @Vt& nIt	ट(६७९६) वस्तुर
		access to	(e.g., has	information,	access to
Human Rights		in t ernal	acces to	inclu de s one	relevant
		information,	relevant	or more senior	information,
Labour	No one is	limited	information,	manager with	includes most
Rights/Decent Work	spe (ifi) ally	dedision-	reports to	deton	senior
	responsible for	making	senior	making	members of
Environment	this topic	authority)	manager)	rights)	company)
211111011110111	\circ			•	\circ
Anti-Corruption				•	
And Conaption	0			•	
G4A. (Optional) Pl	aasa nrovida	additiona	Linformatio	n.	
CTA. (CDUOLIGI) I I	CUSC DIOVIDE	, additional		/I I a	

No formal

structure

G5. Does the company have a formal structure(s) (such as a crossfunctional committee) to address each of the following sustainability topics?

(Select one answer per line)

Human Rights

influence on some outcomes (e.g., outcomes (e.g., includes includes representatives representatives Yes, with of some of functions, Yes, with limited functions, departments, direct influence on departments, or business influence at outcomes or business units most the highest (e.g., limited units most relevant for level of the access to relevant for addressing the company internal addressing the risks (e.g., full information risks concerned, has access to concerned, has necessary to access to relevant understand access to relevant information, risks, poor information. involves relevant representation information, involves one or members at from relevant reports to more members highest level senior of senior of the departments or functions) manager) management) company)

Yes, with direct

influence on

Yes, with

moderate

Rights/Decent Work	\circ	\bigcirc	Yes—ith moderate	Yes, wodirect	\bigcirc
Environment	\bigcirc	\bigcirc	influence on outcomes (e.g.,	outcomes (e.g.,	\bigcirc
Anti-Corruption	0	Yes, with	includes representatives of some	includes representatives of functions,	Yes, with
G5A. (Optional) Pl	ease provid	e additiona	l informatio	n:	
Representatives from ea coordinating and develo management and holds	ping our CSR eff	forts. The comm	nitte is lead by o		
management and noids	regular meeting	gs during the ye	М.		
G6. Does the comp	oany have a	process(es	s) to assess	risk?	
(Select one answer per line)	_				
	No, this is not a current priority	No, but we are planning to develop on 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 (e.g., suppliers, consumers, communities, other business relationships)
Human rights risks		•	\bigcirc	\bigcirc	\bigcirc
Labour rights risks		\bigcirc	•		\bigcirc
Environmental risks		\odot	\bigcirc	\bigcirc	\bigcirc
Corruption risks	0	•	0	0	0
G6A. (Optional) Pl	ease provid	e additiona	l informatio	n:	
The group has only performing risks related to our own I with local legislations.	_		•	•	_

G7. 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?

(0.1.1.1)

seiect one answer per line)	<u>U</u>				
	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 (e.g., suppliers, consumers, communities, other business relationships)
Human rights risks	\bigcirc	•	\bigcirc	\bigcirc	\bigcirc
Labour rights risks	\bigcirc	\circ	•	\bigcirc	\bigcirc
Environmental risks	\circ	•	\bigcirc	\bigcirc	\bigcirc
Corruption risks		\odot			
Locally we are handling t implementing a centralis	•	•		•	e are
98. Does the comp company's workfor sustainability topic	rce can raise	•	•		
	No, this is not o		inforn (e.g plan to sup		Yes, we have a
				tile13)	formal process
Human rights risks		\bigcirc		O	

G8A. (Optional) Please provide additional information:

Environmental risks

Corruption risks

We have implemented the "EQS integrity Line" system combined with our whistleblowing policy. The system is available to both internal staff and external stakeholders on our websites.

G8.1. 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 per line)

	No	Yes
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)	•	

G8.1A. (Optional) Please provide additional information:

G9. How does the company capture lessons regarding each of the following sustainability topics?

(Select one answer per line)

	No lessons are regularly captured	Conducts investigation/review of incidents as needed	Conducts investigation/review of incidents and changes organizational policies, processes, and practices accordingly	Conducts investigation/review and leverages learnings to influence both internal and external affairs
Human Rights	\bigcirc	\bigcirc	•	\circ
Labour Rights/Decent Work	\circ	0	•	\circ
Environment	\bigcirc		•	\bigcirc
Anti-Corruption	\bigcirc		•	\bigcirc
G10. Is executive posustainability topic (Select one answer per line)	os?	performance or	n one or more o	of the following
	No, this is not a		e plan to within xt two years	Yes
Human Rights	•			0
Labour Rights/Decent Work	•		\circ	\circ
Environment	•		\bigcirc	\circ
Anti-Corruption	•		\bigcirc	

G10A. (Optional) Please provide additional information:

G11. Please provide details regarding the company's board/highest governance body.

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

	Known	Not applicable	Number (Please input answer as a who number (e.g., 95% = 95))
Total number of board members (#)	•	0	5
Male (%)	•	\bigcirc	80
Female (%)	•	\bigcirc	20
Non-binary (%)	\bigcirc	•	
Under 30 years old (%)	•	0	20
30-50 years old (%)	•	0	20
Above 50 years old (%)	•	\circ	60
From minority or vulnerable groups (%)	•	0	0
Executive (%)	•		60
Independent (%)	•	\bigcirc	40
IIA. (Optional) Pl	ease provid	e additional info	ormation:

(Select all that apply)

National/local regulation on sustainability

Security exchange regulations

Non-Financial Penarting Directive of the European Union (NEPD)/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)
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 the information disclosed in this questionnaire assured by a third-party? (Select all that apply)
Limited assurance for minority of metrics (e.g., GHG emissions only)
Limited assurance for majority of metrics
Reasonable assurance for minority of metrics
Reasonable assurance for majority of metrics
□ metrics
 metrics Other (Please provide additional information) No assurance for any

Click for additional guidance

HR1. Which of the following has the company identified as material human rights topics connected with its operations and/or value chain, whether based on their salience (e.g., the most severe potential negative impacts on people) or another basis?

(Select all that apply)

	Freedom of association and the effective recognition of the right to collective bargaining
	Child labour
	Forced labour
	Non-discrimination in respect of employment and occupation
	Safe and healthy working environment
	Working conditions (wages, working hours)
	Freedom of expression
	Access to water and sanitation
	Digital security / privacy
	Gender equality and women's rights
	Rights of indigenous peoples
	Rights of refugees and migrants
	Other
Н	R1A. (Optional) Please provide additional information:

Note: Labour rights topics (Freedom of association and the effective recognition of the right to collective bargaining, child labour, forced labour, non-discrimination in respect of employment and occupation, and a safe

and healthy working environment) are a subset of human rights and for completeness, were included in this question. Regardless of these labour topics being selected as material in this question or not, all companies will be asked to provide additional details about these labour rights topics in the next section (L.1 and following). For the other human rights topics selected as material in this question, seven additional questions will be asked in the following section.

HR2. Does the company have a policy commitment in relation to the following human rights topics?

(Select one answer 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	Year policy last reviewed (YYYY)
Digital security / privacy	\bigcirc	0	•	2023
Gender equality and women's rights	0	0	•	2023

HR2A. (Optional) Please provide additional information:

Stand alone policies for 1) Human rights and labour, 2) Digital security and 3) privacy policy. Also a code of conduct gathering all.

HR2A. (Optional) Please upload supporting documentation if applicable: (Uploaded file cannot exceed 50MB)

Privacy Policy JuhlerGroup v2.pdf

O.2 MB

application/pdf

HR2A. (Optional) Please upload supporting documentation if applicable (2/2):

(Uploaded file cannot exceed 50MB)

IT	Security Policy Ju	hlerGroup v2.pdf		
	0.2 MB			
	application/pdf			

HR2.1. For each human rights policy commitment, is it:

(Select all that apply)

(Select all that apply)					
	Aligned with international human rights standards	Publicly available	Approved at most senior level of the company	Applied to the company's own operations	company's s own operations
Digital security / privacy					
Gender equality and women's rights					
	,	Applied to the company's own perations and the value chain (e.g., suppliers, consumers, ommunities, other business relationships)	Develo involving rights exp	human pertise de and e the	Other (Please provide additional information)
Digital security / privacy]	
Gender equality and womer rights	n's]	

HR3. Within the reporting potentially affected stake relation to the following has been some answer per line)	holders or their	legitimate		
	No engagement on this topic	To better understand the risks/impacts in question	To discus potentia ways to prevent o mitigate the risks/impa in questic	To agree on a way to or prevent/mitigate he the cts risks/impacts in
Digital security / privacy	\circ	\bigcirc	\bigcirc	\bigcirc
Gender equality and women's rights		0	•	\circ
		To assess p preventing/ the risks/ii ques	mitigating mpacts in	To collaborate in the prevention/mitigation of the risks/impacts in question
Digital security / privacy				•
Gender equality and women's rights				\bigcirc

HR4. 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 topics?

(Select all that apply)

Digital security / privacy	No action within Nepoction patriod reporting period	Provided internal training/capacity Plawidied internel table in the direct workforce	boursionegs reladievashtps (e.gupiandasers, restationisps (eligandaserber)s, suppliers, clients.etc.)	an audit Conducted conductive corrective action plan	Collective action with peacelectiother statisticoloristic statistic statisti
Gender equality and women's rights					
		g	collaborated with governmental or egulatory bodies		ease provide information)
Digital security / privacy					
Gender equality and wom	en's				
HR5. Who receives tro	ining for	the following	ı human righ	its topics?	
(Select all that apply)(i)					
(Select all that apply) <u>(i)</u>	No trainir provided	_	All employees	Contractors	Direct suppliers
(Select all that apply)(i) Digital security / privacy		_		Contractors	
		_		Contractors	
Digital security / privacy Gender equality and		_		Other	
Digital security / privacy Gender equality and		_	employees	Other	suppliers - such as

HR5A. (Optional) P	lease provide	e addition	al informati	on:	
HR6. How does the risks/impacts asso (Select one answer per line)	ciated with t	. •		_	
	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)
Digital security / privacy	0	•	0	0	\circ
Gender equality and women's rights	\bigcirc	•	\circ	\bigcirc	\bigcirc
HR6A. (Optional) P	lease provide	e addition	al informati	on:	
HR7. Within the rep providing or enabli impact(s) associa (Select one answer per line)	ng remedy if ted with the	f it has cau	ised or conf	tributed to	adverse
	No remedy provided/enabled	Yes, rem d provided/e	nedy ide	erse impact ntified or aused	Choose to not disclose
Digital security / privacy	\circ	0		•	
					O

HR7A. (Optional) Please provide additional information:

HR8. Briefly describe additional relevant, practical actions the company has taken within the reporting period and/or plans to take to implement the human rights principles, including any challenges faced and actions taken towards prevention and/or remediation. ①

The services of the group is to combine people with the right job opportunity whether temporary or permanent, and in countries with generally high focus on human rights. Still the group has joined confederation of enterprises that require initiatives beyond local regulation.

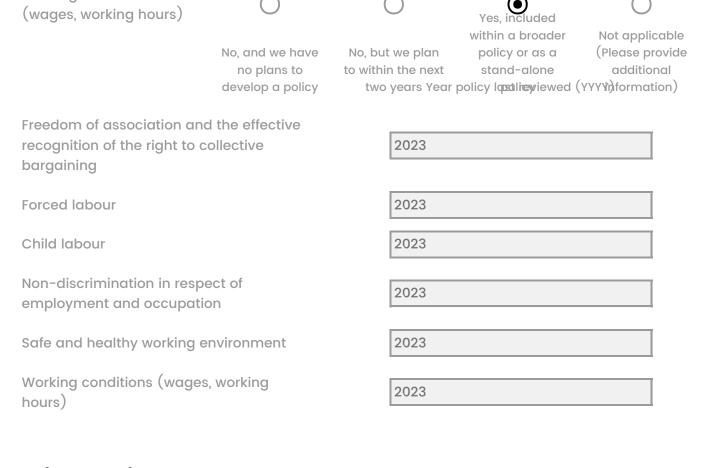
Labour

Click for additional guidance

L1. Does the company have a policy in relation to the following labour rights topics?

(Select one answer 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 effective recognition of the right to collective bargaining	0	0	•	0
Forced labour			•	
Child labour		\bigcirc	•	\bigcirc
Non-discrimination in respect of employment and occupation	0	0	•	0
Safe and healthy working environment	\circ	\circ	•	0
Working conditions				



L1A. (Optional) Please provide additional information:

L1A. (Optional) Please upload supporting documentation if applicable:

(Uploaded file cannot exceed 50MB)

Code of conduct for JuhlerGroup v2.pdf

0.2 MB

application/pdf

L1A. (Optional) Please upload supporting documentation if applicable (2/2):

(Uploaded file cannot exceed 50MB)

0.2 MB application/pdf

L1.1. For each labour rights policy commitment, is it:

(Select all that apply)

		Aligned with international labour standards	Publicly available	Approved at most senior level of the company	Applied to the company's own operations	own s operations and
-	Freedom of association and the effective recognition of the right to collective bargaining					
	Forced labour					
	Child labour					
-	Non-discrimination in respect of employment and occupation					
	Safe and healthy working environment					
	Working conditions (wages, working hours)					
		Applied to the company's owr operations and the value chair (e.g., suppliers consumers, communities, other business relationships)	Devel consult workers	loped in ation with s and their entatives	Developed involving labour expertise from inside and outside the company	Other (Please provide additional information)

•	the effective recognition of the right to collective bargaining	Applied to the compuny's own operations and the value chain		Developed involving	
	Forced labour	(e.g., suppliers, consumers, communities,	Developed in consultation with	labour expertise from inside	Other Pease provide
	Child labour	other business relationships)	workers and their representatives	and outside the company	additional information)
•	Non-discrimination in respect of employment and occupation				
	Safe and healthy working environment				
	Working conditions (wages, working hours)				
	L1.1A. (Optional) Please pi				wa cily on look
	Extract of Human rights and labou webpages and Juhler Holding find				
	Extract of Human rights and labous webpages and Juhler Holding find sections of this report and on requ	ancial report. Spec			
	webpages and Juhler Holding find	ancial report. Specuest.	ific policies availak	ole to internal st	aff, externaly in
	webpages and Juhler Holding find sections of this report and on requestions. L1.2. Does the company's	ancial report. Specuest.	ific policies availak	ole to internal st	aff, externaly in
	webpages and Juhler Holding find sections of this report and on requestions. L1.2. Does the company's bargaining:	policy on free	edom of assoc	iation and a	aff, externaly in
	webpages and Juhler Holding find sections of this report and on requestions. L1.2. Does the company's bargaining: (Select all that apply) Reference the respect for the rechoice without fear of intimidents.	policy on free	edom of assoc	iation and a	aff, externaly in
	webpages and Juhler Holding find sections of this report and on requestions. L1.2. Does the company's bargaining: (Select all that apply) Reference the respect for the res	policy on free	edom of assoc	iation and a	aff, externaly in
	webpages and Juhler Holding find sections of this report and on requestions of this report and on requestions. L1.2. Does the company's bargaining: (Select all that apply) Reference the respect for the r	policy on free right of all worker ation or reprisal of in trade with the trade union	edom of assoc s to form and join and protect worker on	iation and c	aff, externaly in
	webpages and Juhler Holding find sections of this report and on requestions of this report and on requestions. L1.2. Does the company's bargaining: (Select all that apply) Reference the respect for the r	policy on free right of all worker ation or reprisal of tives with the informa fide negotiation	edom of assoc s to form and join and protect worker mation required forms	iation and of a trade union of a gainst acts	aff, externaly in
	webpages and Juhler Holding find sections of this report and on requestions of this report and on requestions. L1.2. Does the company's bargaining: (Select all that apply) Reference the respect for the r	policy on free right of all worker ation or reprisal of tives with the inforna fide negotiation ght of workers to s	edom of assoc s to form and join and protect worker mation required forms ubmit grievances v	iation and of a trade union of a gainst acts r meaningful	aff, externaly in
	webpages and Juhler Holding find sections of this report and on requestions of this report and on requestions. L1.2. Does the company's bargaining: (Select all that apply) Reference the respect for the r	policy on free right of all worker ation or reprisal of tives with the informa fide negotiation ght of workers to so	edom of assoc s to form and join and protect worker mation required forms ubmit grievances ver collective bargain	iation and of a trade union of a gainst acts r meaningful	aff, externaly in

riccaoiii oi association ana

L1.2A. (Optional) Please provide additional information:
L2. Within of the reporting period, has the company engaged with affected
stakeholders or their legitimate representatives in relation to the following labour rights topics? (Select one answer per line)

To discuss potential ways To better to prevent or To agree on a way No understand the mitigate the to prevent/mitigate engagement risks/impacts in risks/impacts in the risks/impacts in on this topic question question question Freedom of association and the effective \odot recognition of the right to collective bargaining \odot Forced labour Child labour Non-discrimination in \odot respect of employment and occupation Safe and healthy working environment Working conditions (wages, working hours) Other (Please To collaborate in the prevention/mitigation of To assess progress in provide preventing/mitigating the the risks/impacts in additional information) risks/impacts in question question Freedom of association and the effective recognition of the right to collective bargaining Forced labour

Child labour

Non-discrimination in respect of employment and occupation	To asses preventing/nrisks/impact	. ,	To collaborate in the revention mitigation of the risks/impacts in question	Other (Please provide additional information)
Safe and healthy working environment			\circ	0
Working conditions (wages, working hours)			0	0
L2A. (Optional) Please pr	ovide add	litional inforr	mation:	
Dialog with employees in forums. conditions of temporary jobs are of the countries we operate, we a	secured to m	atch other worke	ers. This is being imple	
L3. What type of action h with the aim of preventing the following labour right (Select all that apply)	g/mitigat	. ,		0 1
	No action within reporting period	Provided interr training/capac building for th direct workford	among relevant business relationships ity (e.g., suppliers, e consumers,	Conducted an audit process and/or corrective action plan
Freedom of association and the effective recognition of the right to collective bargaining				
Forced labour				
Child labour				
Non-discrimination in respect of employment and occupation				
Safe and healthy working environment				
Working conditions (wages, working hours)				

	ķ	collective action with peers or other stakeholders, in particular workers' organizations, to address the issue	Collaborated government regulatory bo	al or pro	other (Please vide additional nformation)
Freedom of association and t effective recognition of the rig collective bargaining					
Forced labour					
Child labour					
Non-discrimination in respect employment and occupation	of				
Safe and healthy working environment					
Working conditions (wages, whours)	orking				
1. Who receives training elect all that apply)	g for the	following lat	oour rights	topics?	
	No training provided	Select employees	All employees	Contractors	
					Direct suppliers
Freedom of association and the effective recognition of the right to collective bargaining					
and the effective recognition of the right to					
and the effective recognition of the right to collective bargaining					

Safe and healthy working

environment	No training provided	Select employees	All employees	Contractors	Direct suppliers
Working conditions (wages, working hours)					
			Indirect suppliers		ner – such as ers, clients, etc.
Freedom of association and recognition of the right to co		ning			
Forced labour					
Child labour					
Non-discrimination in respe	ent and				
Safe and healthy working e	nvironment				
Working conditions (wages hours)	, working				
5. How does the composite sks/impacts associal select one answer per line)	*		•	_	_
			targets track p	nnual s/goals, rogress	Set annual
	No monitoring of progress	Review topi	(inte	time ernal ammes aly)	targets/goals, track progress over time (internal and external programmes)
Freedom of association and the effective recognition of the right to collective bargaining			(inte	ernal ammes	track progress over time (internal and external
and the effective recognition of the right to		ad hoc be	(inte	ernal ammes	track progress over time (internal and external

	Non-discrimination in respect of employment and occupation	\circ	•	targe s goals, track progress over time	targers goals, track progress over time
	Safe and healthy working environment	No mornitoring of progress	Review pics on ad hoc basis	(internal programmes only)	(internal and external programmes)
	Working conditions (wages, working hours)	0	•	0	0
				Other (Please pro	
	Freedom of association and right to collective bargaining		ognition of the	С)
ű	Forced labour			C)
	Child labour			C)
	Non-discrimination in respe occupation				
	Safe and healthy working e	\bigcirc			
	Working conditions (wages hours)				
L	5A. (Optional) Please 6. Do(es) the existing nore favourable rights appropriate? Select all that apply)	collective bo	ırgaining agre	ement(s) pro	
(0			valerta el tra		
	Yes, by providing more favo wages	ourable conditions	related to		
	Yes, by providing more favo hours	ourable conditions	related to working	J	
	Yes, by providing more favo	ourable conditions	related to health o	coverage and/or s	ick
	Yes, by providing additiona information)	I rights not otherw	rise provided (Plea	se provide additio	nal

There is (are) no existing collective bargaining agreement(s)
□ No
L6A. (Optional) Please provide additional information:
For most of our companies we do not have any Collective bargaining agreements. For temporary workers we follow our clients agreements if they have also they are secured miniumum the same conditions as clients own workers by EU law.
L7. Within the reporting period, what was the percentage of women in managerial positions?
Percent women - (Please input answer as a whole number (e.g., 95% = 95)) Unknown
25
L7A. (Optional) Please provide additional information:
L8. What was the average ratio of the basic salary and remuneration of women to men (comparing jobs of equal value) within the reporting period?
Salary ratio (Women/Men %) - (Please input answer as a whole number (e.g., 95% = 95)) Unknown Choose to not disclose
L8A. (Optional) Please provide additional information:

L9. Within the repor (injuries per hour w	• .	w frequently	were workers in	jured
Frequency of injury	Unkn	own	Choose t	o not disclose
L9A. (Optional) Plea	ase provide ac	lditional inforr	mation:	
We follow this number loo total number on group le	, .	•	. ,	we do not have a
L10. Within the repo		hat was the c	ompany's incid	ent rate
Incident Rate	● Unkn	own	Choose t	o not disclose
L10A. Unknown (Ple	ase provide ad	dditional infor	mation):	
L11. Within the report providing or enablications adverse impact(s)	ng remedy wh associated wi	ere it has cau	sed or contribu	ted to
	No remedy provided/enabled	Yes, remedy provided/enabled	No adverse impact identified or caused	Choose to not disclose
Freedom of association and the effective recognition of the right to collective bargaining	0	0	•	0

Forced labour	No remedy	Yes, r <u>e</u> medy	No adverse impact identified or	Choose to not
Child labour	provided anabled	provided/enabled	cded	disclose
Non-discrimination in respect of employment and occupation		0	•	0
Safe and healthy working environment	0	0	•	0
Working conditions (wages, working hours)	0	0	•	0
L11A. (Optional) Ple	ase provide ad	dditional inforr	nation:	
L12 Priofly describe	additional tal	ovant practice	ul gotiono the ex	amany has

L12. Briefly describe additional relevant practical actions the company has taken within the reporting period and/or plans to take to implement the labour rights principles, including any challenges faced and actions taken towards prevention and/or remediation.

An important area due to our line of business. We follow strict national legislations in the countries where we operate also compliance with measures implemented by employer organizations to which we belong. Plan to implement routines on a group level to make sure that all countries follow these measures/legislations and report on critical issues such as injuries.

Environment

Click for additional guidance

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

Yes.

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

No, and we have no No, and plans we have no aevelop a policy to develop	we No plan but to within plan to within within the sext we within the sext two	included within a broader included policy or within a broader stander policy or alone as a policy stand- alone	Not applicable (Please Not provide applicable additional information) provide additional	Year policy was last updated (YYYY			
a policy	ybors		information)	2023 Year policy was last updated (YYYY			
\bigcirc	\bigcirc	•	\bigcirc	2023			
\bigcirc	\bigcirc	ledot	\bigcirc	2023			
nd O	0	•	\circ	2023			
\bigcirc	\bigcirc	•	\bigcirc	2023			
)	0	•	0	2023			
0	0	•	\circ	2023			
E1A. (Optional) Please provide additional information: E1A. (Optional) Please upload supporting documentation if applicable: (Uploaded file cannot exceed 50MB) Environmental Policy for JuhlerGroup.pdf 0.2 MB application/pdf							
	we have no No and We have no No and We have hop a policy to develop a policy of the have hop and the have have have have have have have ha	No, and we have no hav	No, and we have no within a broader included have no how and plan within a broader included policy or large a policy years policy or a policy years years policy years policy years policy years policy years years y	No, and we have no within a broader included applicable (Please provide additional information applicable within a policy of applicable (Please provide additional information applicable within a policy years policy to next stand-develop two above additional information) O O O O O O O O O O O O O O O O O O O			

E1A. (Optional) Please upload supporting documentation if applicable

 (\angle / \angle) .

(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)

	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
Climate change					
Water					
Oceans					
Forests/Biodiversity/Land use					
Air pollution					
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)

Climate change

	Water	Applied to the company's own					
	Oceans	operations and the value chan (e.g., suppliers,	Developed involving				
	Forests/Biodiversity/Land use	consumers, communities, other	environmental expertise from	Other (Please			
	Air pollution	bu sin ess relationships)	inside a nd outside the company	provide <mark>ad</mark> ditional information)			
	Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)						
	Energy & resource use						
E	E1.1A. (Optional) Please provide additional information:						
C	E2. Within the reporting period, has the company engaged with potentially affected stakeholders or their legitimate representatives in relation to the following environmental topics?						

following environmental topics?

(Select one answer per 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 prevent/mitigate the risks/impacts in question
Climate change	•	\bigcirc	\bigcirc	\bigcirc
Water	•			\bigcirc
Oceans	•			\bigcirc
Forests/biodiversity/land use	•	0	0	0
Air pollution	•	\bigcirc	\bigcirc	\bigcirc
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	•	0	0	\circ
Energy & resource use	•	\circ	\circ	\circ

	pre	eventing/mitigating erisks/impacts in question	To collabora prevention/mi the risks/im question	tigation of pacts in	other (Please provide additional information)
Climate change		\bigcirc	\circ		\bigcirc
Water		\bigcirc	\circ		\bigcirc
Oceans		\bigcirc	\circ		\bigcirc
Forests/biodiversity/land us	se	\bigcirc	\circ		\bigcirc
Air pollution		\bigcirc	\circ		\bigcirc
Waste (e.g., chemical spills, solid waste, hazardous, plasetc.)			0		\circ
Energy & resource use		\circ	\circ		
E2A. (Optional) Please E3. What type of action with the aim of preven the following environm (Select all that apply)	n has the	company tak	cen within t		.
E3. What type of actior with the aim of preven the following environm	n has the	company tak	cen within t		.
E3. What type of actior with the aim of preven the following environm	n has the ting/mitinental top	e company tak igating the ris pics? Provided internal training/capacity building for the	Built capacity among relevant business relationships (e.g. suppliers, consumers,	Conducted an audit process and/or corrective	Collective action with peers or other stakeholders to address
E3. What type of action with the aim of preven the following environm (Select all that apply)	No action within reporting period	e company tak igating the ris pics? Provided internal training/capacity building for the	Built capacity among relevant business relationships (e.g. suppliers, consumers,	Conducted an audit process and/or corrective	Collective action with peers or other stakeholders to address
E3. What type of action with the aim of preven the following environm (Select all that apply)	No action within reporting period	e company tak igating the ris pics? Provided internal training/capacity building for the	Built capacity among relevant business relationships (e.g. suppliers, consumers,	Conducted an audit process and/or corrective	Collective action with peers or other stakeholders to address

•	Air pollution			Built capacit among	У	Collective
	Waste (e.g., chemical			relevant	Conducted	action with
	spills, solid waste,	No ection	Provide d i nternal	bu sine ss relati on ships	an rau dit s pr oce ss	pe ers or o the r
	hazardous, plastic, etc.)	within	training/capacity			stakeholders
	-	reporting	building for the	consumers,		to address
	Energy & resource	period	direct werkforce	communities	s) action plan	the iccue
	use					
				Collaborated wit		
				governmental o		Please provide
				regulatory bodie	s addition	al information)
	Climate change					
	9					
•	Water					
-	Oceans					
	Forests/Biodiversity/Land u	00				
	rorests/blodiversity/taria a	5 C				
	Air pollution					
	Waste (e.g., chemical spills	, solid waste,				
	hazardous, plastic, etc.)					
	Energy & resource					
	use					
[E3A. (Optional) Please	provide	additional in	formation		
		-				
	Support the organisation tree	ann (https:/	/www.thetreean	o ora/)		
L	support the organisation tree	арр (пирз./	, www.trietreeap	p.org/).		
	- /			in nyawan	+i.p. o. / po. i+i.o. o.	م ما المارية
	E4. How does the com			_	_	
ı	risks/impacts associa	ted with t	he following	environme	ental topics	3.5
(Select one answer per line)					
				Set annual	Set annual	
				targets/goals,	targets/goals,	
				track progress	track progress	
			Review	over time	over time	Other (Please
		No monitoring	topics on ad hoc	(internal programmes	(internal and external	provide additional
		of progress	basis	only)	programmes)	information)
		7 3	_			_
	Climate change		lacktriangle			

Water	ledot		Set aphual	Set aphual	\bigcirc
Oceans	\bigcirc	Review	targets/goals, track or gress over time	targets/goals, track or gress over time	Other (Please
Forests/Biodiversity/Land use	mortitoring of progress	topics on a P oc basis	(internal proglaphmes only)	(internal and external programmes)	provide additional information)
Air pollution	•	\bigcirc	\circ	\bigcirc	\bigcirc
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	0	•	0	0	0
Energy & resource use	\circ	•	\circ	0	\circ
E4A. (Optional) Please	provide a	dditional	information	•	
E5. Within the reporting providing or enabling adverse impact(s) as (Select one answer per line)	remedy wl	here it ha	s caused or	contributed	d to

	No remedy provided/enabled	Yes, remedy provided/enabled	No adverse impact identified or caused	Choose to not disclose
Climate change	\bigcirc	\bigcirc	•	\bigcirc
Water	\bigcirc	\bigcirc	•	\bigcirc
Oceans	\bigcirc	\bigcirc	•	\bigcirc
Forests/Biodiversity/Land use	\circ	\circ	•	\circ
Air pollution	\bigcirc	\bigcirc	•	\bigcirc
Waste (e.g., chemical spills, solid waste, hazardous, plastic, etc.)	0	0	•	0
Energy & resource use	\circ	\circ	•	\bigcirc

E5A. (Optional)	Please provid	le additional infor	mation:
	(GHG) emiss	sions within the re	d/or Scope 2 global eporting period?
	Known	We did not measure our gross emissions [Please explain in the text box]	Measured Total Emissions (tCO2e)
Scope 1 emissions	0	•	
Scope 2 emissions	\bigcirc	•	
Today we have not n future.	neasured our gros	s emissions in a structur	red manner, but plan to do in the
E7. What were the missions within			obal greenhouse gas (GHG
We measured Sco below]	pe 3 GHG emission	ns [Please input the mea	asured tCO2e in the text box
We did not measu emissions	ire Scope 3 GHG		
E7A. (Optional)	Please provid	e additional inforr	mation:

carbon products/services within the reporting period?

Percent of revenue (%) - (Please input answer as a whole number (e.g., 95% = 95))	Unknown	Not applicable (Please provide additional information)
E8A. Not applicable (Plea	ase provide addition	al information):
(Latvia). The group provide servi	ices. The group will continue	(Nordic Solar Energy and HD Forrest e aiming at reducing emissions by s, i.e. digital exchange of documents ove
E8A. (Optional) Please p	rovide additional info	ormation:
resilience?	ted to support clima	te change adaptation and
(Select all that apply) <u>(i)</u>		
We have taken action to incred		ce to climate change
We have taken action to increa	ase resilience in our supply	
We have taken action to incroperate	ease resilience in the com	munities in which we
We have provided funding fo and projects	r climate change adaptati	ion and resilience initiatives
We have not taken actions to be period	ouild climate change resilie	nce in the reporting
Unknown		
E9A. (Optional) Please p		
Support Treapp https://www.the	treeapp.org/, Investment in	Nordic Solar Energy and HD Forrest

percentage of total energy consumption within the reporting period.
Percent of total energy consumption - (Please input answer as a whole number (e.g., 95% = 95)) Unknown
E10A. (Optional) Please provide additional information:
E11. What percent of the company's revenue came from low-carbon products/services within the reporting period? If applicable, please give a description of the products/services included in your calculation (e.g., relevant certifications).
Percent of total revenue (%) - (Please input answer as a whole number (e.g., 95% = 95)) Unknown Not applicable (Please provide additional information)
E11A. Not applicable (Please provide additional information):
The group provide services.
E12. 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)
Water [Prompts E13, E14]
Forests, Biodiversity, and Land use [Prompts E15, E16, E17]

Air mollestion [Dromanto F10]

All pollution [Prompts E16]	
Waste (e.g., chemical spills, solid waste	, hazardous, plastic, etc.) [Prompts E19, E20, E21]
None of the topics have been identifie	ed as material by the
company	
E12A. (Optional) Please provide	additional information:
EIZA. (Optional) Piedse provide	additional information.
The group provide services and environm	ental impact is mainly driven by use of office facilitites,
travel related to sales and interviews and	
EQQ Driefly describe additional	relevant practical actions the common bas
*	relevant, practical actions the company has od and/or plans to take to implement the
	ng any challenges faced and actions taken
towards prevention and/or rem	9 ,
towards prevention ana/or ren	iediation. <u>O</u>
In 2024 we plan to set targets to measure	on areas based on our line of services and where we can
impact, for instance energy use in offices	and travelling.
Anti-Corruption	
And Corruption	
Click for additional guidance	
Click for additional galactice	
AC1. Does the company have a	n anti-corruntion compliance
programme?	Tanti Corraption Compilation
programme. <u>o</u>	
No, this is not a current priority	
No, but we plan to within the next two ye	ears
Yes	
AC1A. (Optional) Please provide	e additional information:

AC1.1. If yes, in what year was this programme last reviewed? (YYYY) $\underline{\hat{\mathbf{0}}}$

2023
AC1.1A. (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? 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 a link, and/or provide additional information:
AC2A. (Optional) Please upload supporting documentation if applicable: (Uploaded file cannot exceed 50MB)
Anti Corruption Policy of JuhlerGroup vers 2.pdf
0.3 MB
application/pdf

AC2A. (Optional) Please upload supporting documentation if applicable (2/2):

(Uploaded file cannot exceed 50MB)

Drop files or click here to upload

Select all that apply)				
Select employees				
All employees				
Contractors				
Direct suppliers				
Indirect suppliers				
Other – such as partn	ers, clients, etc.			
No training provided				
No training provided	Please provide d	additional infor	mation:	
C3A. (Optional) F	such training p	provided?	mation:	
,	such training p		mation:	Unknown
.C3A. (Optional) F	such training p	provided? Every two or more		Unknown

AC4. Does the company monitor its anti-corruption compliance programme?

<u>U</u>						
ew on ad ho	C					
nal employee	self-evaluatio	ns				
. ,						
	/					
er mechanisı	ms (Please pro	vide addition	nal			
	-corruption con	npliance prog	ramme	(Please p	rovide	
ıl) Please	provide ad	ditional inf	forma	ıtion:		
vhistleblowing	g system. Also ı	monitored thro	ough ac	ccounting	and through fo	cus on
her mech	anisms (Ple	ease provid	de ad	ditional	l informatio	_
mistiebiowing	g system. Also i	monitorea thro	ough ac	counting	and through to	cus on
in the rep	orting peric	od. ue) <u>û</u>	er and	d nature	e of inciden	ts of
Known	Unknown			Numala		
	OTIKHOWIT	to disclose		Numb	er of Incidents	
	ew on ad how hall employed mated control hall independent of the anti-ation) Please whistleblowing the mechanism of the mechanism of the company of the control of the reporting of the reportin	ew on ad hoc nal employee self-evaluation mated controls monitoring nal independent er mechanisms (Please pro nitor the anti-corruption contation) II) Please provide ad whistleblowing system. Also note that the mechanisms (Please provide ad whistleblowing system. Also note that the company's to the company's to the reporting perior line, if 'Known', include the value of the provide the value of the period of the per	nal employee self-evaluations mated controls monitoring nal independent er mechanisms (Please provide addition into the anti-corruption compliance progration) al) Please provide additional into whistleblowing system. Also monitored three company monitor its anti-corruption into the anti-corruption into the additional into whistleblowing system. Also monitored three company monitor its anti-corruption in the company's total number in the reporting period. The company include the value in the reporting period.	ew on ad hoc Inal employee self-evaluations Imated controls monitoring Inal independent Per mechanisms (Please provide additional Initor the anti-corruption compliance programme ation) III) Please provide additional information III Please pro	nal employee self-evaluations mated controls monitoring nal independent er mechanisms (Please provide additional nitor the anti-corruption compliance programme (Please pation) al) Please provide additional information: whistleblowing system. Also monitored through accounting ther mechanisms (Please provide additional whistleblowing system. Also monitored through accounting ther mechanisms (Please provide additional whistleblowing system. Also monitored through accounting ther mechanisms (Please provide additional whistleblowing system. Also monitored through accounting therefore the company's total number and nature in the reporting period. In the reporting period.	ew on ad hoc mal employee self-evaluations mated controls monitoring nal independent er mechanisms (Please provide additional nitor the anti-corruption compliance programme (Please provide ation) al) Please provide additional information: whistleblowing system. Also monitored through accounting and through for company monitor its anti-corruption compliance ther mechanisms (Please provide additional information whistleblowing system. Also monitored through accounting and through for corr the company's total number and nature of incident in the reporting period. The if 'Known', include the value)

within the

period, and related to the reporting	Known	Unknown	Chopse not to disclose	0	Number of Incidents	
period						
AC5A. Please d	escribe the	e nature of	the incide	ents in	the text box below	v:
No incidents reporte	ed.					
	cted incide	ents of corr	uption ind	epend	s the company tal ently or in respons	
Initial case						
Internal investigation	tion					
Review by risk/eth		e				
Review by board	of directors					
, External audit/rev						
Other (Please pro		al information)				
Not applicable/n	o incidents ir	the reporting	3			ı
AC6A. (Optiono	al) Please	provide ad	ditional in	forma	ion:	
No this is not a c	. ,	engage in (collective o	action	against corruptioı	n? <u>(i)</u>
priority						
No, but we plan to	in the next tv	vo years				
Yes (Please provi	de additional	information)				

AC7A. (Optional) Please provide additional information:

reporting

AC8. 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.

Due too our line of business and the countries we operate in, the risk is considered to be low. Our current actions are considered sufficient for the time beeing.

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)

Code of conduct for JuhlerGroup v2.pdf

0.2 MB

application/pdf

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

(Uploaded file cannot exceed 50MB)

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