



United Nations Global Compact Communication on Progress (COP)

AVTECH Sweden AB (publ) July 2019- July 2020

Statement by the CEO:

"I am pleased to confirm that AVTECH Sweden AB continues to support and develop our company's value system and principles-based approach to doing business by incorporating the ten principles of UN Global Compact in our daily operation. We work hard to maintain a company culture of integrity developed from the four areas of Un Global Compact in Human rights, Labour rights, Environment, and Anticorruption. We are especially proud to continue providing environmentally friendly technologies that result in important reductions of our customers CO2 emissions. In our annual Communication on Progress report, we describe our daily work and the progress we made so far. "

David Rytter, CEO, AVTECH Sweden AB (publ)

Human Rights Principles:

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: make sure that they are not complicit in human rights abuses.

Assessment, Policy and Goals:

- We have a policy supporting the Universal Declaration of Human Rights for our own companies, for our suppliers, and companies with whom we partner in projects.

Implementation:

- We have implemented a formal written policy supporting the Universal Declaration of Human Rights for both our own companies and for our suppliers.
- We have also evaluated companies with whom we partner in projects to ensure their support and compliance to these principles.

Measurement of outcomes:

- Internal company policy has been formalized.
- Company policy to be placed on our website.
- Suppliers: We have evaluated each of our major suppliers, and as they are presently European Union based, we are confident that they follow these two important principles.
- Partners in projects: We have evaluated each of our partners in projects to ensure support to these principles.

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Labour Principles:

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining:

Principle 4: the elimination of all forms of forced and compulsory labour.

Principle 5: the effective abolition of child labour; and

Principle 6: the elimination of discrimination in respect of employment and occupation.

Assessment Policy and Goals:

- We have a policy supporting the Labour Principles for our own companies, for our suppliers, and companies with whom we partner in projects.

Implementation:

- We have implemented a formal written policy supporting the Labour Principles for both our own companies and for our suppliers.
- We have also evaluated companies with whom we partner in projects to ensure support and compliance to these principles.
- We actively promote a diverse labour force in terms of sex, nationalities, age and religions.

Measurement of outcomes:

- Internal company policy has been formalized.
- Company policy to be placed on our website.
- Suppliers: We have evaluated each of our major suppliers, and as they are presently European Union based, we are confident that they follow these four important principles.
- Partners in projects: We have evaluated each of our partners in projects to ensure support to these principles.
- Diverse labour force: We continue to actively look for qualified individuals of all groups as to achieve a dynamic and effective blend of age, experience, qualifications, gender, and ethnicity.
 - A. As engineering in the field of Aviation is dominated by males AVTECHs goal is to increase the staff with female professionals with an urge to work in our field.
 - B. Due to the global outlook of our business, it has been a natural part of our recruitment process to achieve a highly multicultural representation of our workforce.
 - C. Age: Presently we have 50 % of our staff above the age of 30, 25% above the age of 40 and 25% below the age of 30.



Environmental Principles:

Principle 7: Businesses should support a precautionary approach to environmental challenges.

Principle 8: undertake initiatives to promote a greater environmental responsibility; and

Principle 9: encourage the development and diffusion of environmentally friendly technologies.

Assessment Policy and Goals:

- We have a policy supporting the Environmental Principles for our own companies, for our suppliers, and companies with whom we partner in projects.

Implementation:

- We have implemented a formal written policy supporting the Environmental Principles for both our own companies and for our suppliers.

- We have also evaluated companies with whom we partner in projects to ensure their support and compliance to these principles.

Measurement of outcomes:

- Internal company policy has been formalized.

- Company policy to be placed on our website.

- Our core business is improving the environment within Air Traffic Management. We do this with providing both products and consultancy services that lessen the environmental impact of air operations; 100% of our products and services achieve this goal.

- We take an active role in limiting the environmental impact that all our own business operations create. We have an active recycling program for paper, plastics, glass, and metals. We have a program for the replacement of all items with energy saving ones when available.

- Partners in projects: We have evaluated each of our partners in projects to ensure their support to these principles.

Anti-Corruption Principles:

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

Assessment, Policy and Goals:

- We have a policy supporting the Anti -Corruption Principles for our own companies, for our suppliers, and companies with whom we partner in projects.



We are pleased, both as a company and I personally, to have been a part of the United Nations Global Compact.

A handwritten signature in blue ink, appearing to read 'David', with a long horizontal flourish extending to the right.

Most sincerely, David