



## Sustainable Value Creation 2011

We would like to begin by thanking all concerned for the excellent response in conjunction with the 2009 project launch. By achieving an impressive response frequency of 84 percent, we as investors were able to gain an excellent overview of the way in which companies listed on the Swedish stock exchange work on sustainable value creation, as well as any areas for improvement. During 2010, we arranged a seminar and round table talks, which were well received, during which companies were able to share their experiences and reflections regarding the areas covered by the survey. Moreover, we received valuable feedback on the ways in which the survey and project can be developed. We have been able to apply this feedback as we now turn to you once again with the second phase of questions on sustainable value creation.

As owners, we would like to emphasise the significance of Swedish listed companies applying a structured approach to their work on sustainability issues – a condition for delivering long-term value creation and financial returns. In our view, by effectively managing the key environmental and social aspects of their operations, companies can contribute towards minimising their risks and costs, as well as exploiting business opportunities. As a result, long-term sustainable value creation is fostered. We see a considerable value in companies and owners engaging in an open dialogue about these issues. Furthermore, in recognition of the fact that other industry actors share our philosophy, the Sustainable Value Creation project has this year been awarded the interaction prize within the Financial Hearings Award.

More information about the project is available at [www.svcinitiative.com/](http://www.svcinitiative.com/)

Aimed at the 100 biggest companies listed on the Nasdaq OMX, the survey contains a total of 28 questions within four main areas:

1. Governing guidelines
2. Implementation and compliance
3. Communication and reporting
4. The responsibility of the board

The survey is composed in the same way as in 2009; however, certain modifications have been made within the respective main areas. The questions are formulated such that they can be applied to all companies, regardless of the industry or market. Nevertheless, the relevance of the questions may vary. Please use the comments fields to clarify your responses and provide more specific details applicable to your particular company.

**Please submit your responses no later than August 17, 2011.**

This year, just as in 2009, we will be issuing each respondent company with individual feedback, providing details of how the company fares in comparison to its industry counterparts. We will also be collating and analysing the accumulative result, which will be distributed in a report during the autumn. In conjunction with this, we will also be arranging a seminar and round table discussions based around this year's observations and conclusions.

**We hope you share our belief in the value of following this approach in order to foster interaction between companies and investors.**

Best regards,

Andra AP-fonden, DnB NOR, Fjärde AP-fonden, Folksam, Första AP-fonden, KK-stiftelsen (The Knowledge Foundation), Nordea, Meta Asset Management, SEB, Skandia Liv, SPP, Swedbank Robur, the Church of Sweden and Tredje AP-fonden.



PART 1 – GOVERNING GUIDELINES

**1. Does your company work towards identifying strategic business opportunities in relation to sustainable value creation?**

Sustainable value creation refers to value creation that takes into account the balance between financial, environmental and social values.

You can provide examples or additional comments below.

- Every year
- Every other year
- When necessary
- Scheduled during 2011
- No

Comments

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PART 1 – GOVERNING GUIDELINES

**2. Does your company work towards identifying substantial risks in relation to sustainable value creation?**

Sustainable value creation refers to value creation that takes into account the balance between financial, environmental, and social values.

You can provide examples or additional comments below.

- Every year
- Every other year
- When necessary
- Scheduled during 2011
- No

Comments

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PART 1 – GOVERNING GUIDELINES

**3. Does your company support the principles of the UN Global Compact?**

The UN Global Compact is a trade and industry framework in which companies undertake to run their operations in accordance with ten principles in the area of human rights, employment law issues, the environment and anti-corruption. For more information, please visit [www.unglobalcompact.org](http://www.unglobalcompact.org).

- Yes
- No\*
- No, but we apply its guidelines
- We are not aware of the guidelines

\*Please explain why

Comments

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**4. Does your company observe the OECD Guidelines for Multinational Enterprises?**

The OECD Guidelines for Multinational Enterprises consist of common recommendations made to companies from 40 governments, including that of Sweden. These guidelines encompass several areas relating to companies' activities and responsibilities. For more information, visit [www.oecd.org](http://www.oecd.org).

- Yes
- No
  
- We are not aware of the guidelines

Comments

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PART 1 – GOVERNING GUIDELINES

**5. Does your company have guidelines relating to human rights?**

	Yes, publicly available	Yes, available internally	To be completed during 2011	No	Not relevant
Human rights – in general	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Presence in non-democratic states and conflict zones	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Military and private security forces	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
The rights of indigenous peoples	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments

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PART 1 – GOVERNING GUIDELINES

**6. Does your company have guidelines regarding the labour rights?**

	Yes, publicly available	Yes, available internally	To be completed during 2011	No	Not relevant
Labour rights – in general	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Minimum age for employees/child labour	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Forced labour	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Freedom of association and the right to collective bargaining	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Fair and equal treatment (anti-discrimination)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Working hours and leave	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Remuneration issues, such as the minimum wage	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments

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PART 1 – GOVERNING GUIDELINES

**7. Does your company have guidelines concerning its impact on the climate and external environment?**

	Yes, publicly available	Yes, available internally	To be completed during 2011	No	Not relevant
The environment – in general	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Climate change	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Emissions to air	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Emissions to water and land	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Consumption of resources (energy, water, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Waste management	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Biodiversity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments

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PART 1 – GOVERNING GUIDELINES

**8. Does your company have guidelines covering business ethics?**

	Yes, publicly available	Yes, available internally	To be completed during 2011	No	Not relevant
Independence regarding decisions and decision making processes/avoidance of conflicts of interest	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Reporting/Providing information/Transparency	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Payment of taxes and contributions	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Competition issues	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Direct and indirect economic support	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Representation and gifts	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Bribery and corruption	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Whistle blowing, with the possibility of anonymity	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments

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PART 1 – GOVERNING GUIDELINES

**9. Does your company have guidelines covering health, safety and working environment?**

	Yes, publicly available	Yes, available internally	To be completed during 2011	No	Not relevant
Working environment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Health care	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Safety	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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PART 1 – GOVERNING GUIDELINES

**10. To whom are your company's guidelines on sustainability addressed?**  
*(more than one alternative may be selected)*

	The parent company	Subsidiary companies	Associated companies	Minority-owned companies	Other key business partners (agents, joint ventures and the like)	Suppliers	Cust-omers	We don't have any guidelines
Human rights	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Labour rights	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Environment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Business ethics and anti-corruption	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Health, safety and working environment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments

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PART 1 – GOVERNING GUIDELINES

**11. What operational level has approved the company's guidelines on sustainability?**

	The board of directors	The CEO or group management	Department	No formal decision passed	We don't have any guidelines
Human rights	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Labour rights	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Environment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Business ethics and anti-corruption	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Health, safety and working environment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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PART 1 – GOVERNING GUIDELINES

**12. How often does your company evaluate its guidelines on sustainability?**

	Every year	Every other year	When necessary	Never	We don't have any guidelines
Human rights	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Labour rights	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Environment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Business ethics and anti-corruption	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Health, safety and working environment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments

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PART 2 – IMPLEMENTATION AND COMPLIANCE

**15. Does your company have a management system for sustainability issues?**

	Yes	To be introduced during 2011	No
Human rights	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Labour rights	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Environment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Business ethics and anti-corruption	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Health, safety and working environment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments

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PART 2 – IMPLEMENTATION AND COMPLIANCE

**16. How does your company monitor compliance with human rights guidelines?**  
*(more than one alternative may be selected)*

	Independent third party audit	Internal audit	Simplified internal monitoring	No monitoring carried out at present
The parent company	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Subsidiaries	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Associated companies	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Suppliers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other key business partners (agents, joint ventures etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments

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PART 2 – IMPLEMENTATION AND COMPLIANCE

**17. How does your company monitor compliance with guidelines on labour rights? (more than one alternative may be selected)**

	Independent third party audit	Internal audit	Simplified internal monitoring	No monitoring carried out at present
The parent company	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Subsidiaries	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Associated companies	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Suppliers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other key business partners (agents, joint ventures, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments

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PART 2 – IMPLEMENTATION AND COMPLIANCE

**18. How does your company monitor compliance with environmental guidelines?**  
*(more than one alternative may be selected)*

	Independent third party audit	Internal audit	Simplified internal monitoring	No monitoring carried out at present
The parent company	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Subsidiaries	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Associated companies	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Suppliers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other key business partners (agents, joint ventures, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments

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PART 2 – IMPLEMENTATION AND COMPLIANCE

**19. How does your company monitor compliance with guidelines on business ethics and anti-corruption? (*more than one alternative may be selected*)**

	Independent third party audit	Internal audit	Simplified internal monitoring	No monitoring carried out at present
The parent company	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Subsidiaries	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Associated companies	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Suppliers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other key business partners (agents, joint ventures, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments

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PART 2 – IMPLEMENTATION AND COMPLIANCE

**20. How does your company monitor compliance with guidelines on health, safety and the working environment? (*more than one alternative may be selected*)**

	Independent third party audit	Internal audit	Simplified internal monitoring	No monitoring carried out at present
The parent company	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Subsidiaries	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Associated companies	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Suppliers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other key business partners (agents, joint ventures, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments

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PART 2 – IMPLEMENTATION AND COMPLIANCE

**21. To what extent do your company's results in the area of sustainability affect the outcome of the group management's variable remuneration?**

	To a great extent	To a small extent	No consequence
Human rights	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Labour rights	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Environment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Business ethics and anti-corruption	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Health, safety and working environment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments

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PART 3 - COMMUNICATION AND REPORTING

**22. How is your company's sustainability work communicated internally?**  
*(more than one alternative may be selected)*

	On a regular basis through internal information channels	Through regular training programmes	During training of new recruits	In other ways*	Not at present
Human rights	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Labour rights	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Environment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Business ethics and anti-corruption	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Health, safety and working environment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

\*If you answered "In other ways", please clarify below.

Comments

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PART 3 - COMMUNICATION AND REPORTING

**23. What does your company communicate externally regarding its sustainability work?**

*(more than one alternative may be selected)*

	Guidelines	Strategies and objectives	Organi- sation and processes	Results and achievement of objectives	Case studies	Nothing at present
Human rights	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Labour rights	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Environment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Business ethics and anti- corruption	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Health, safety and working environment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

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PART 4 – THE RESPONSIBILITY OF THE BOARD

**24. Does your company's board of directors monitor compliance with established guidelines on sustainability?**

	Yes, at least once a year	Yes, when necessary	To be implemented during 2011	No
Human rights	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Labour rights	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Environment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Business ethics and anti-corruption	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Health, safety and working environment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments

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PART 4 – THE RESPONSIBILITY OF THE BOARD

**25. Which sustainability issues are included in the board's annual risk analysis?**

	Yes	No
Human rights	<input type="checkbox"/>	<input type="checkbox"/>
Labour rights	<input type="checkbox"/>	<input type="checkbox"/>
Environment	<input type="checkbox"/>	<input type="checkbox"/>
Business ethics and anti-corruption	<input type="checkbox"/>	<input type="checkbox"/>
Health, safety and working environment	<input type="checkbox"/>	<input type="checkbox"/>

Comments

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PART 4 – THE RESPONSIBILITY OF THE BOARD

**26. Which sustainability issues are included in the board's work on the company's strategic development?**

	Yes	No
Human rights	<input type="checkbox"/>	<input type="checkbox"/>
Labour rights	<input type="checkbox"/>	<input type="checkbox"/>
Environment	<input type="checkbox"/>	<input type="checkbox"/>
Business ethics and anti-corruption	<input type="checkbox"/>	<input type="checkbox"/>
Health, safety and working environment	<input type="checkbox"/>	<input type="checkbox"/>

Comments

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PART 4 – THE RESPONSIBILITY OF THE BOARD

**27. What are the main sources of your board's expertise in the area of sustainability? (*more than one alternative may be selected*)**

	An individual with in-depth expertise	Specific experience of sustainability work within trade and industry	Experience within international trade and industry	Experience within trade and industry in the Nordic region	Our board needs to develop its expertise in this area
Human rights	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Labour rights	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Environment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Business ethics and anti-corruption	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Health, safety and working environment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments

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PART 4 – THE RESPONSIBILITY OF THE BOARD

**28. How does your board improve its expertise in the area of sustainability? (more than one alternative may be selected)**

	Company introduction programme/ training for board members	CEO reporting	Internal experts (e.g. head of sustainability)	External experts	We plan to review this area*
Human rights	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Labour rights	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Environment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Business ethics and anti-corruption	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Health, safety and working environment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

\*If you answered "We plan to review this area", please clarify below

Comments

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**The aggregated results of this survey will be published in the form of a report. The investors behind the survey will be granted access to the companies' responses.**

**Each company is free to decide whether its answers are to be made publicly accessible on the project's website. Since the project aims to improve transparency in relation to sustainable value creation on the market, we encourage you to allow your answers to be published. (When the next survey is carried out, we plan to publish all of the answers.)**

**Please indicate your preference below:**

- Our answers may be made available to the public.
- Our answers may NOT be made available to the public.

**Please provide the name, telephone number and e-mail address of a person we can contact if we need to follow up anything in the survey.**

Name \_\_\_\_\_

Company \_\_\_\_\_

Position \_\_\_\_\_

E-mail \_\_\_\_\_

Telephone \_\_\_\_\_