

Sustainability Policy

At Nordic Interim, we believe that long-term sustainability work goes hand in hand with sustainable profitability.

This is, among other things, anchored in our core values - Sustainability, Simplicity, Team spirit, Ambition, and Innovation.

Our mission and vision are to deliver the right solution for every business-critical challenge through our own expertise, competence, and experience, in collaboration with the best interim managers on the market and a global network.

By implementing the UN's Global Impact in our strategies, goals, and daily routines, we believe that we can create a long-term, sustainable, and profitable business. Not only for us but also for our customers and future generations.

The UN Global Impact covers the following areas.

1. Human rights
2. Working conditions
3. Environment
4. Corruption

In this section, we describe what we do to follow these guidelines.

1. Human rights

Intro to the UN Global Impact on Human Rights: Companies are asked to support and respect the protection of international human rights within the sphere in which they may have influence; and ensure that their own companies are not involved in human rights violations.

- At Nordic Interim, human rights violations shall not occur, either with us or with our customers
- We do not make purchases from suppliers who violate human rights.

If we or our Interim Managers discover that this is not followed by us or during our assignments, it must be reported to us for further handling.

2. Working conditions

Intro to the UN Global Impact on Working Conditions: Companies are asked to maintain freedom of association and recognize the right to collective negotiations; abolition of all forms of forced labour; abolish child labour; and not discriminate within employment and occupation.

- At Nordic Interim, we ensure that individuals or groups of individuals are not treated differently or worse because of their race, gender, disability, religion or belief, sexual orientation, or age.
- We recognize, respect and value people's differences, and we aim to help them realize their full potential by promoting an inclusive culture for all staff.
- Forced labour or child labour shall not occur with us or with our clients or suppliers.
- In addition, we work to ensure that both our own staff and our Interim Managers have a safe and secure physical and psychosocial work environment.

If we or our Interim Managers discover that this is not followed by us or during our assignments, it must be reported to us for further handling.

3. Environment

Intro to the UN Global Impact on the Environment: Companies are asked to support preventive measures to counteract environmental problems; take initiatives to promote greater environmental responsibility; and encourage the development and dissemination of environmentally friendly technologies.

Our direct environmental impact is very small, but our indirect is larger. To reduce our direct and indirect environmental footprint, we do the following:

- Mapping our environmental impact to reduce and prevent environmental impact through our goals and routines, as for example through environmentally adapted purchases, waste sorting, environmental adaptation of our own travels, etc.
- Increase our Interim Manager's environmental awareness through, among other things, our team-building activities via Alumni & Friends.

4. Corruption

Intro to the UN Global Compact on Corruption: Companies should combat all forms of corruption, including extortion and bribery.

It is our strongest belief that we obtain assignments through well-done work and a good reputation, i.e., not through bribes or other unethical methods. We, therefore, take a definite distance from all types of bribery and threats.

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Cecilia Brinck
Managing Partner Sweden

Björn Henriksson
Managing Partner Nordic Region