

Delete Group Oy

**UN Global Compact COP**

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### **Statement by the CEO**

Delete Group Oy ("Delete" or "Group") targets to be the best provider of environmental services in the Nordic countries. We create a cleaner world by helping companies to delete their most dirty problems in a sustainable way. To the customers Delete is a trusted and a proactive partner in environmental services.

We are a rapidly growing group of companies concentrating on environmental services especially for the manufacturing and construction industries. Delete serves various branches of industry, property developers and construction companies, and provides environmental services in Finland and Sweden. Delete's business areas include Industrial and Property Services, Demolition Services and Recycling and Waste Processing Services.

I am pleased to confirm Delete's support of the United Nations' Global Compact in the areas of human rights, labour rights, environment protection and anti-corruption.

Our work for high business ethics and sustainable operations reflect the ten Principles of the United Nations Global Compact. We have identified our prioritized sustainability issues and follow our performance on these issues systematically. During the year we have successfully implemented sustainability matters and ways of execution to our Group policies as well as established a Steering Group to develop and monitor Corporate Social Responsibility issues.

In the Communication on Progress we describe our actions to continuously improve the integration of the Global Compact and its principles into our business strategy and daily operations. We also commit to share this information with our customers, employees, suppliers and other stakeholders.

Helsinki, 14 December 2017



Jussi Niemelä, CEO, Delete Group Oy

## The platform: Delete Code of Conduct and Responsibility Reporting

**The Delete Code of Conduct** and Supplier Code of Conduct are clear sets of standards for Delete's business conduct, including all Global Compact Principles. The Code provides the ethical and behavioural framework on which the Group bases its decisions every day, as well as the expectations on its suppliers.

Delete works systematically to strengthen business ethics, including all Global Compact Principles. The Code is continuously being communicated within the organisation. New employees are trained in the Code of Conduct.

Delete starts to report on Corporate Responsibility publicly and will publish its annual Responsibility Report on 28 February 2018 according to Finnish accounting standards.

**Follow up of our Code of Conduct:** The Code of Conduct is monitored through regular management reviews and through the Delete's nonconformity reporting system. The system enables the development, sharing and implementation of preventive actions across all units.

A whistleblowing service was introduced in Delete Group during 2017 as a mean to easily and securely raise awareness on potential matters of concern to the Group's Management. The whistleblowing service was well accepted by the organisation.

Delete also uses a tool for reporting, planning, monitoring and follow-up of corrective and preventive measures on occupational safety matters. The system also allows the monitoring of statistics and performance on all organisational levels.

The Delete Supplier Code of Conduct was followed up during 2017 through an auditing program. Delete continuously reviews and audits its' suppliers against the Supplier Code. Supplier audits have been continued over the year and executed by Delete Group Oy internal HSEQ and Procurement Specialists.

## Human Rights: commitment, activities and performance

**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.*

**Commitment:** Delete actively supports the Universal Declaration of Human Rights. Delete respects Human Rights within its sphere of influence and operates all its businesses in a transparent and trustworthy way. Delete sees no significant risks that the Group or its suppliers violates the UN Global Compact Principles 1-2.

**Activities:** Delete works systematically to strengthen its business ethics, including Global Compact Principles 1-2, and anchors and follows up of Delete Code of Conduct. The Group follows an

equality plan and works in a sustainable manner to ensure equal treatment and gender equality in the Group and in the areas of businesses the Group works within. A revised version of Delete's Equality Plan will be launched during Q1/2018 and implemented during the first half of the year.

**Performance:** In the past year Delete has not been subject to any investigations, legal proceedings or incidents involving Human Rights violations. No incidents on violations of the Human Rights principles have been reported to the Group Management.

### Labour Standards: commitment, activities and performance

**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.*

**Commitment:** Delete respects the right of its employees and operates its business with safe and attractive working conditions. The Group respects the freedom of association and collective bargaining and has zero tolerance for forced labour, child labour or discrimination. Delete has identified the typical risks within the branch concerning rented labor and subcontracting and monitors the issue on regular basis.

**Activities:** The One Delete HSEQ system improves occupational health and safety and works to identify risks and reduce the number of accidents and sick leaves. The subcontractor audits are also a significant means to actively and critically observe the subcontractor chain companies' policies. During 2017 Delete has renewed its' subcontracting contracts and started the Delete yearly subcontractor co-operational seminars.

Delete's Finnish and Swedish operations are certified according to the ISO 9001 (Quality management systems) and to the OHSAS 18001 standards (Occupational health and safety management systems). The ISO 9001 and OHSAS 18001 are important tools in the Group's efforts to continuously enhance quality and working environment standards throughout the Group.

**Performance:** No incidents on violations of labour rights principles have been reported to the 'Group Management during 2017.

Delete has enhanced the safety of its workers and as a result accident frequency has dropped with 25 % during the last 12 months (2016: 27 %). This is a continuous work, and goals for the coming years have been set.

## Environment: commitment, activities and performance

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

**Principle 8:** *Undertake initiatives to promote greater environmental responsibility; and*

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

**Commitment:** Delete recognizes that its production and transports have a negative impact on the environment. The Group constantly works to minimize these effects.

**Activities:** The One Delete HSEQ system ensures Delete to meet our stakeholders' environmental expectations, and the Group's environmental policy details its work to lower the overall environmental impact.

Finnish and Swedish organisations of Delete hold ISO 14001 certificates (environmental management systems). The ISO 14001 environmental management system is an important tool to continuously enhance Delete's environmental performance.

Delete works systematically to strengthen business ethics, including Global Compact's Principles 7-9. The Group has chosen environmental KPI's to follow in fuel and energy consumption and CO<sup>2</sup> emissions.

As a part of Delete's environmental program, the Group has started to map its heavy demolition sites' carbon footprint to see how much CO<sup>2</sup> emissions can be avoided by the reutilisation of the dismantled materials instead of using raw materials. The Group is currently investing in new separation and recycling techniques in Delete Tampere recycling facility to find more efficiency in material separation and furthermore in rising the recycling rate. Delete will also train each staff member to comply with environmental safety card during year 2018.

**Performance:** No incidents on violations of the environmental principles have been reported to the Group Management.

## Anti-Corruption: commitment, activities and performance

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

**Commitment:** Delete does not participate in any corruption, bribery or extortion. Fair competition is one of Delete's key operating principles. This applies to all the Group's behaviour in respect of its competitors and customers as well as activities in industry associations. Delete actively follows and observes the changing laws and regulations in the branch. Delete's Board of Directors has ratified separate competition law guidelines with more detailed instructions on competition-related matters.

Delete complies with all legislation and regulations concerning its activities in all respects, such as competition legislation, regulations on corporate governance and employment, environmental and occupational health and safety legislation. Delete is committed to fight against illegal activities.

Delete and its employees and others acting on behalf of the Group may not offer, give or accept bribes or other illegal payments. Business partners and representatives of the authorities may not be offered any inappropriate financial benefits in order to promote Delete's business activity or other Group interests.

**Activities:** Delete works systematically to strengthen business ethics, including Global Compact's Principle 10. The Group's ethical guidelines support correct behaviour if an employee should face an ethical dilemma. The Group follows up of Delete Code of Conduct through management reviews. The before mentioned Whistleblowing system has been implemented specially to support anti-corruption.

**Performance:** No incidents on violations of the Anti-corruption principle have been reported to the Group Management.