

Accounting principles for sustainability, references and results

JM describes its work with sustainability and reports on fulfillment of financial, environmental and social goals and indicators through a sustainability report that is part of the annual report. The Sustainability Report has been prepared according to both GRI Standards at the core level and the requirements on sustainability reports in the Annual Accounts Act (1995:1554) and presents the achieved results for the accounting period given our commitments, strategies and sustainability governance. The aim of the report is to present, measure and take responsibility for what we have achieved in our work toward sustainable development with respect to both our internal and external stakeholders. Within JM's organization, the Sustainability Council, which is headed by the CEO, is responsible for the Sustainability Report. JM's Board of Directors issues the report.

Scope of the report

The Sustainability Report refers to the 2021 financial year and encompasses the operations of the entire Group, including subsidiaries. JM's ambition is to provide a comprehensive account of its sustainability work and clearly present both negative and positive developments. The sustainability work draws on the policies and guidelines governing the manner in which the business is conducted based on our collaborations, for example Global Compact. We perform a materiality analysis to determine the issues that are most important and thus should be included in the work and the report taking into consideration JM's operations and our external and internal stakeholders. The GRI Indicators that are included in the report are listed with a page reference in a GRI index on pages 145–147.

More detailed information regarding calculation models, standards, limitations and assumptions used in the report are available at jm.se/sustainability.

Materiality analysis

The materiality analysis is a method used to identify the issues within sustainability that are essential for the Company. It is based on a compilation of information from in-depth interviews with key staff members, survey responses from identified stakeholders, internal investigations and standards, de facto standards and legislative requirements in the area of sustainability. The information is evaluated based on the opportunities and risks for long-term value creation both within JM and in our surroundings. The results of the analysis are called JM's significant sustainability aspects. These form the basis for our sustainability work and what is reported.

Sustainability Report

JM presents its Sustainability Report for 2021 in accordance with the requirements set out in the Annual Accounts Act according to the following:

The company's business model	Value generation in JM's business (page 27–29)
Policies	JM's aspects and governance within sustainability (page 143)
Significant risks, risk management	Risks and opportunities (pages 35–40, 87)
Results	JM's Group-wide targets (page 44), Facts and KPIs (pages 144–145), Sustainable purchasing and supply chains (pages 58–59), Responsible decisions at all levels (page 60)
EU's taxonomy	EU's taxonomy (page 47)

The Sustainability Report includes all of JM's subsidiaries.

Stockholm, February 28, 2022

Board of Directors

Auditor's statement on the statutory sustainability report

To the general meeting of the shareholders in JM AB, corporate identity number 556045-2103

Engagement and responsibility

It is the board of directors who is responsible for the statutory sustainability report for the year 2021 on the pages set out above and for that it has been prepared in accordance with the Annual Accounts Act.

Scope of the examination

Our examination has been conducted in accordance with FAR's recommendation RevR 12 The auditor's statement on the statutory sustainability report. This means that our examination of the statutory sustainability report is substantially different and less in scope than an audit conducted in accordance with International Standards on Auditing and generally accepted auditing standards in Sweden. We believe that the examination has provided us with a sufficient basis for our opinion.

Opinion

A statutory sustainability report has been prepared.

Stockholm, March 7, 2022

PricewaterhouseCoopers AB

Ann-Christine Hägglund
Authorized Public Accountant
Auditor-in-charge

Fredrik Kroon
Authorized Public Accountant



Stakeholder engagement

Stakeholder group	How we work	Examples of important aspects	How important aspects are handled	Link to JM's material sustainability aspects
Customers — existing and potential	<ul style="list-style-type: none"> • Customer surveys • Customer meetings • Occupancy surveys • Focus groups • At-home interviews • Web panels • Strategic intelligence • Market surveys 	<ul style="list-style-type: none"> • Location • Safety and security • Good public transportation • Attractive green areas • Storage • Kitchen and bathroom • Choice of materials • Energy consumption 	These issues are handled in our project development process: <ul style="list-style-type: none"> • During land acquisition • During the planning process • During pre-construction • During purchasing 	<ul style="list-style-type: none"> • Product responsibility • Resource efficiency • Small environmental impact • Energy consumption
Employees — existing	<ul style="list-style-type: none"> • Personal development discussions • Code of Conduct game • Internal training, communication and dialogue • Employee survey • Work Environment Week • Improvement projects 	<ul style="list-style-type: none"> • Sustainability • Company culture and ethics • Skills development • Gender equality • Work environment and job satisfaction • Health • Benefits 	These issues are handled in our HR process: <ul style="list-style-type: none"> • Skills development • Work environment and health • Sustainability policy • JM's Code of Conduct • Ethical guidelines • Gender equality plan • Pension, insurance and other benefits 	<ul style="list-style-type: none"> • Ethics and value creation • Work environment • Diversity and equal opportunity • Skills • Resource efficiency • Small environmental impact
Employees — potential	<ul style="list-style-type: none"> • Internships • Trainee program • Thesis projects • Cooperation with schools and universities • Labor market days • Recruitment 	<ul style="list-style-type: none"> • Sustainability • Company culture and ethics • Skills development • Gender equality • Work environment and job satisfaction • Health • Benefits 	These issues are handled in our HR process: <ul style="list-style-type: none"> • Skills development • Work environment and health • Sustainability policy • JM's Code of Conduct • Ethical guidelines • Gender equality plan • Pension, insurance and other benefits 	<ul style="list-style-type: none"> • Diversity and equal opportunity • Skills • Small environmental impact
Shareholders and Investors	<ul style="list-style-type: none"> • One-on-one meetings • Telephone meetings • Analyst meetings • Ongoing communication • Capital Markets Day • Annual General Meeting • Annual report and Interim reports 	<ul style="list-style-type: none"> • Company and product development • Value creation • Investments • Risk management • Work environment • Environment and sustainability • Markets and customers • Business ethics • Long-term business 	These issues are handled in our communications planning	<ul style="list-style-type: none"> • Ethics and value creation • Product responsibility • Responsible suppliers • Work environment • Diversity and equal opportunity • Skills • Resource efficiency • Small environmental impact
Partners/Suppliers	<ul style="list-style-type: none"> • Contract meetings • Supplier collaboration • Development projects • Questionnaires • Supplier inspections • Factory inspections • Workshops about the future • Urban Development days 	<ul style="list-style-type: none"> • Social responsibility in the supply chain • Hazardous substances • Resource efficiency • Waste management • Environmental impact • Work environment • Delivery precision • Quality • Cooperation • Development work • Business ethics • Long-term business 	These issues are handled in our purchasing process, our communications work and our process for sustainable supply chains	<ul style="list-style-type: none"> • Ethics and value creation • Product responsibility • Responsible suppliers • Work environment • Resource efficiency • Small environmental impact
Society – Officials and Politicians	<ul style="list-style-type: none"> • Municipal dialogues • Project meetings • Person-to-person meetings • Urban Development days • Mentor Sverige 	<ul style="list-style-type: none"> • Social sustainability • Climate and energy • Transports and logistics • Contaminated soils • Waste management • Green and blue structures • Urban development issues 	These issues are handled in our project development process: <ul style="list-style-type: none"> • During land acquisition • During the planning process • During pre-construction 	<ul style="list-style-type: none"> • Ethics and value creation • Product responsibility • Responsible suppliers • Work environment • Resource efficiency • Small environmental impact
Special interest organizations	<ul style="list-style-type: none"> • Business networks • Industry forums • Development projects • Membership • Ongoing dialogue 	<ul style="list-style-type: none"> • Climate and LCA • Certification and labeling • Chemicals and hazardous substances • Contaminated soils • Environmental issues 	These issues are handled by our cooperation work based on our sustainability policy and our sustainability strategy	<ul style="list-style-type: none"> • Product responsibility • Resource efficiency • Small environmental impact

JM's aspects and targets in sustainability

Material sustainability aspects	Why material	Scope of aspect	Governance	Follow-up	Follow-up through GRI indicator	Scope of GRI indicator
Ethics and value creation (Sustainability governance — financial performance)	JM's long-term profitability is fundamental for long-term value creation in JM	JM creates value and ensures responsibility in the supply chain, in its own operations and at subcontractors	Ethical guidelines Code of Conduct Targets Financial governance Risk management (see Risks and risk management) Incident reporting Tax policy	Economic reporting Incident reporting	201-1 Direct economic value generated and distributed	Value: Entire Group Ethics: Entire supplier chain
Product responsibility (Sustainability governance — marketing and labeling)	JM develops residential units and residential areas that have a long life cycle and many stakeholders. Therefore, it is important that JM take responsibility for its products given the expectations and requirements of the stakeholders	JM has an impact on the design of housing and residential areas. This impact arises in the supply chain, its own operations, at subcontractors and in operations and management	Sustainability policy Quality policy Sustainability targets Quality control Sales staff and interior designers for projects in ongoing dialogue with customers Operational and maintenance instructions Resident information Environmental documentation of material choices Customer surveys are conducted regularly and compiled on an annual basis (see Customer Needs) Aftermarket service that handles customer feedback Customer advocate	JM's operations program and KPIs	417-1 Requirements for product and service information and labeling	Proprietary housing development in the entire Group
Responsible suppliers (Sustainability governance — social assessment of suppliers)	JM buys and uses large quantities of materials and construction goods. It is strategically important that they are manufactured under responsible conditions	JM contributes to the impact in the role of employer and customer. The impact arises in the supply chain and at subcontractors	Sustainability policy Supplier Code of Conduct Sustainability targets JM's purchasing process JM's procedures for its sustainability assessment and sustainability audit	Sustainability assessment Sustainability audits	414-1 New suppliers that were screened using social criteria	Supply chains and subcontractors with framework agreements in the entire Group
Work environment (Sustainability governance — work environment and safety)	JM's building operations consist of a work environment that has many different risks for accidents and work-related injuries	JM is responsible for the design and coordination of its own construction sites, where risks and the impact arise	Employee policy Code of Conduct Sustainability targets JM's systematic work environment measures Environmental product database Anti-drug program at JM's workplaces Corporate health care	Accident and injury statistics Neatness and order audit Internal Audit	403-9 Types of injury and rates of injury, lost days, and absenteeism, and number of work-related fatalities	Entire Group
Equal opportunity and diversity (Sustainability governance — diversity and equal opportunity)	A long-term personnel policy is based on the protection of equal opportunity and diversity	The impact arises in the entire supply chain. JM is responsible for the design of its own operations	Employee policy Code of Conduct Equality plan Sustainability targets Recruiting procedures	Mapping of equality	405-1 Diversity of governance bodies and employees	Entire Group
Competence (Sustainability governance — training)	We believe a long-term employee policy should be a workplace that allows people to develop and contribute to long-term value creation	JM's own operations	Employee policy Code of Conduct Sustainability targets Job structure Procedures for competence development	Registration of skills and skills development	404-2 Programs for upgrading employee skills and transition assistance programs	Entire Group
Resource efficiency (Sustainability governance — waste)	It is strategically important that JM's operations, which are material-intensive, strive to use resources efficiently	The impact arises in the entire supply chain, including contractors and customers. JM is responsible for the governance of its own operations	Environmental policy Sustainability targets JM's procedures for project design, purchasing and production management	Environmental KPIs Waste statistics	306-2 Waste by type and disposal method	Housing development in Sweden and Finland
Small climate impact (Sustainability governance — energy and emissions)	It is strategically important that JM's operations, which generate direct and indirect emissions of greenhouse gases, strive to have a minimal impact on the climate	The impact arises in the entire building's life cycle. JM is responsible for governance of its own operations and indirectly to suppliers and customers	Environmental policy Sustainability targets JM's procedures for project design, purchasing and production management	Environmental KPIs Climate calculations Fuel statistics Energy statistics	305-1 Direct GHG emissions (Scope 1) 305-2 Indirect GHG emissions (Scope 2) 305-3 Other indirect GHG emissions (Scope 3) CRE1 Building energy intensity CRE3 Greenhouse gas emissions intensity from buildings CRE4 Greenhouse gas emissions intensity from new construction	Housing development in Sweden

Facts and KPIs for sustainability

		2021	2020	2019
ETHICS AND VALUE CREATION, Group 201-1				
Direct economic value generated, SEK m	Revenue (Segment reporting)	14,608	15,388	15,692
Direct economic value distributed, SEK m	Production and operating costs, etc. (Note 2)	-10,210	-11,162	-11,426
	Wages, salaries, other remuneration and pension costs (Note 3)	-1,739	-1,738	-1,777
	Financial income (Note 8)	4	6	6
	Financial expenses (Note 8)	-62	-79	-86
	Expensed tax and social security expenses (Note 9 and Note 3)	-803	-840	-839
	Proposed dividend/dividend	-927	-887	-870
Direct economic value retained, SEK m	Total	871	688	700
Tax JM Sweden and JM International, 207 (Note 9), SEK m	Profit/loss before tax	2,147	1,917	1,882
	Total tax JM Sweden	-274	-337	-302
	Total tax JM International	-69	-40	-54
EMPLOYMENT, GROUP 401-1				
Total number of employees		2,453	2,530	2,559
Employee turnover		10.8 %	7.5 %	9.6 %
RESPONSIBLE SUPPLIERS, 414-1				
Sustainability assessment	Percentage of new suppliers that were screened	100 %	100 %	100 %
OCCUPATIONAL HEALTH, Sweden, Norway and Finland, 403-9				
Injuries ^{1) 2)}	Number of work-related injuries (regardless of absence due to illness)	203 (JM) 75 (subcontractors)	257 (JM) 67 (subcontractors)	326 (JM) 69 (subcontractors)
Injury rate ^{1) 2)}	Frequency of work-related injuries (regardless of absence due to illness) per million working hours	56.9 (JM) No statistics (subcontractors)	66.6 (JM) No statistics (subcontractors)	73.2 (JM) No statistics (subcontractors)
Lost day rate ¹⁾	Total number of leave-of-absence days due to occupational injuries relative to total number of work days for all employees	549 of total 454,503 days (JM) No statistics (subcontractors)	558 of total 491,303 days (JM) No statistics (subcontractors)	580 of total 464,641 days (JM) No statistics (subcontractors)
Absentee rate ³⁾	Total number of days of absence relative to the total number of work days for all employees	Women 5,451 (5.6 %) Men 23,414 (8.2 %) Total 28,865 (7.5 %)	Women 5,386 (3.7 %) Men 20,511 (4.6 %) Total 25,897 (4.4 %)	Women 4,202 (3.6 %) Men 15,367 (3.8 %) Total 19,569 (3.8 %)
Work-related fatalities ¹⁾	Number	0 (JM) 0 (subcontractors)	0 (JM) 0 (subcontractors)	0 (JM) 0 (subcontractors)
Near-accidents and observations ^{1) 4)}	Number	6,569	2,718	3,824

¹⁾ The outcome in 2019 excluding Finland.

²⁾ The most common causes/risks of injury in 2021 were same-level falls (tripping, slipping). The most common types of injury were sprains, twists or strains.

³⁾ Reported outcome 2020 and 2021 refers to Sweden and Norway. The outcome in 2019 refers to Sweden. The increase in absence due to illness in 2021 compared to previous years is judged to be the result of the pandemic and the Public Health Agency of Sweden's recommendation to stay home following any symptoms of an illness.

⁴⁾ In 2021, JM implemented a broad initiative to increase the reporting of risk observations.

Facts and KPIs for sustainability, cont.

			2021			2020			2019		
DIVERSITY AND EQUAL OPPORTUNITY, Sweden, Norway and Finland, 405-1											
Age and gender distribution ¹⁾	Number		Women	Men	Total	Women	Men	Total	Women	Men	Total
<i>Wage-earners</i>											
≤ 25 years old			11	77	88	22	108	130	18	142	160
26–35 years old			35	242	277	32	265	297	20	263	283
36–45 years old			10	158	168	12	163	175	12	166	178
46–55 years old			4	203	207	3	223	226	2	227	229
≥ 56 years old			–	144	144	–	141	141	–	147	147
Total			60	824	884	69	900	969	52	945	997
<i>Salaried employees</i>											
≤ 25 years old			26	24	50	20	20	40	21	26	47
26–35 years old			163	222	385	185	238	423	175	255	430
36–45 years old			143	198	341	133	204	337	134	198	332
46–55 years old			112	175	287	113	188	301	105	192	297
≥ 56 years old			81	153	234	75	142	217	67	136	203
Total			525	772	1,297	526	792	1,318	502	807	1,309
<i>Managers</i>											
≤ 25 years old			1	–	1			–			–
26–35 years old			11	21	32	10	17	27	7	19	26
36–45 years old			25	59	84	24	48	72	20	48	68
46–55 years old			30	67	97	29	63	92	35	62	97
≥ 56 years old			14	43	57	9	41	50	6	36	42
Total			81	190	271	72	169	241	68	165	233
<i>Executive Management</i>											
≤ 25 years old					–			–			–
26–35 years old					–			–			–
36–45 years old			1	–	1	1	–	1	–	2	2
46–55 years old			2	4	6	2	4	6	3	2	5
≥ 56 years old			–	2	2	–	3	3	–	2	2
Total			3	6	9	3	7	10	3	6	9
<i>Board of Directors</i>											
≤ 25 years old					–			–			–
26–35 years old					–			–			–
36–45 years old			1	–	1	1	–	1			–
46–55 years old			1	1	2	1	1	2	1	1	2
≥ 56 years old			1	3	4	2	3	5	2	3	5
Total			3	4	7	4	4	8	3	4	7

¹⁾ Data is obtained from JM's personnel system.

		2021		2020		2019	
RESOURCE EFFICIENCY, Sweden, 306-2							
Construction waste to material recycling	Tons (Part of)	5,859	(74 %)	6,453	(66 %)	7,022	(62 %)
Construction waste to energy recovery	Tons (Part of)	1,498	(19 %)	2,351	(24 %)	2,869	(26 %)
Construction waste to landfill	Tons (Part of)	188	(2 %)	312	(3 %)	338	(3 %)
Mixed waste (unsorted)	Tons (Part of)	389	(5 %)	595	(6 %)	993	(9 %)
Hazardous waste	Tons (Part of)	21	(0.3 %)	14	(0.1 %)	25	(0.2 %)
Total amount of construction waste ¹⁾	Tons	7,955		9,725		11,247	

RESOURCE EFFICIENCY, Finland, 306-2							
Construction waste to material recycling (incl. wood)	Tons (Part of)	1,423	(77 %)				
Construction waste to energy recovery (excl. wood)	Tons (Part of)	323	(18 %)				
Mixed waste (unsorted)	Tons (Part of)	97	(5 %)				
Hazardous waste	Tons (Part of)	2	(0.1 %)				
Total amount of construction waste ¹⁾	Tons	1,845					

SMALL CLIMATE IMPACT, Sweden							
JM's carbon dioxide emissions, 305-1, 305-2, 305-3	Tons CO ₂ e	Scope 1	3,060		3,301		3,282
		Scope 2	1,100		1,136		1,369
		Scope 3 ²⁾	10,498		10,029		9,64
		Total	14,658		14,466		14,295
Newly produced homes' carbon dioxide emissions from energy consumption, CRE3	Kg CO ₂ e/m ² Atemp and year		2		2		2
Carbon dioxide intensity from new production, CRE4	Tons CO ₂ e/turnover (SEK m)		1.0		0.9		0.9
Carbon dioxide intensity from new production, CRE4	Tons CO ₂ e/produced residential unit		5.84		5.95		6.00
Newly produced homes' estimated energy consumption, CRE1	kWh/m ² Atemp		58		59		55

¹⁾ Statistics from our waste contractors. The waste is classified by the waste contractor and reported in fractions in accordance with the National Construction Federation's guidelines for waste sorting.

²⁾ JM includes in Scope 3 material transports to worksites, rented machinery, business travel and energy consumption in our newly constructed residential units for the first two years. The emissions in Scope 3 in 2019 were corrected after review by a third party.

2021 GRI Index

The intention of the GRI Index is to provide a cross-reference list to find where in the Annual Report the information is located. In some cases, supplementary or complete answers to a question are provided in the comment field of the index table. The information in the Sustainability Report has not been reviewed by a third party.

However, calculations of carbon dioxide emissions were reviewed by an external party within the framework of the Haga Initiative. Other calculations of indicators and KPIs have not been reviewed by an external party.

Standard disclosures

GRI code	Description/indicator	Reference (page number in the 2021 Annual Report)	External audit
ORGANIZATIONAL PROFILE			
102-1	Name of the organization	81	
102-2	Activities, brands, products, and services	9–21	
102-3	Location of headquarters	Inside of the cover at the end	
102-4	Location of operations	11–13	
102-5	Ownership and legal form	138–139	
102-6	Markets served	62–66	
102-7	Scale of the organization	81–87	
102-8	Information on employees and other workers	50–57, 100, 144	
102-9	Supply chain	58–59	
102-10	Significant changes to the organization and its supply chain	58–59	
102-11	Precautionary principle or approach	42	
102-12	External initiatives that the organization supports or is part of	42–43	
102-13	Membership of associations	43	
STRATEGY			
102-14	Statement from senior decision-maker	4–5	
ETHICS AND INTEGRITY			
102-16	Values, principles, standards, and norms of behavior	58–60	
GOVERNANCE			
102-18	Governance structure	39, 126–134	
STAKEHOLDER ENGAGEMENT			
102-40	List of stakeholder groups	142	
102-41	Collective bargaining agreements	All employees in Sweden and Finland and 30 % in Norway	
102-42	Identifying and selecting stakeholders	42, 142	
102-43	Approach to stakeholder engagement	42	
102-44	Key topics and concerns raised	142	
REPORTING PRACTICES			
102-45	Entities included in the consolidated financial statements	105	
102-46	Defining report content and topic boundaries	42, 141, 143	
102-47	List of material topics	141–143	
102-48	Restatements of information	–	
102-49	Changes in reporting	–	
102-50	Reporting period	81	
102-51	Date of most recent report	Annual Report 2020, published in 2021	
102-52	Reporting cycle	141	
102-53	Contact point for questions regarding the report	Maria Sandell, Head of Sustainability, JM AB	
102-54	Claims of reporting in accordance with the GRI Standards	141	
102-55	GRI content index	146–147	
102-56	External assurance	146	

GRI code	Description/indicator	Reference (page number in the 2021 Annual Report)	External audit
ECONOMIC PERFORMANCE INDICATORS			
GRI 201	Economic performance		
201-1	Direct economic value generated and distributed	88–91, 144	
GRI 103	Management approach	27–28, 42, 143	
GRI 207	Tax	36, 102, 148	
ENVIRONMENTAL PERFORMANCE INDICATORS			
GRI 302	Energy		
CRE1	Building energy intensity	49, 145	
GRI 103	Management approach	27–28, 42, 143	
GRI 305	Emissions		
CRE3	GHG emission intensity from buildings	145	Yes
CRE4	GHG emission intensity from building process	145	Yes
305-1	Direct GHG emissions (Scope 1)	145	Yes
305-2	Direct GHG emissions (Scope 2)	145	Yes
305-3	Other indirect emissions (Scope 3)	145	Yes
GRI 103	Management approach	27–28, 42, 143	
GRI 306	Waste		
306-2	Waste by type and disposal method	47–49, 143	
GRI 103	Management approach	27–28, 42, 143	
SOCIAL PERFORMANCE INDICATORS			
401-1	Employment	144	
GRI 403	Occupational health and safety		
403-1, CRE6	Occupational health and safety management system	50–57	
403-2	Hazard identification, risk assessment, and incident investigation	50–57	
403-3	Occupational health service	50–57	
403-4	Worker participation, consultation, and communication on occupational health and safety	50–57	
403-5	Worker training on occupational health and safety	50–57	
403-6	Promotion of worker health	50–57	
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	50–57	
403-9	Work-related injuries	57, 144	
GRI 103	Management approach	27–28, 42, 143	
GRI 404	Training and education		
404-2	Programs for upgrading employee skills and transition assistance programs	50–56	
GRI 103	Management approach	27–28, 42, 143	
GRI 405	Diversity and equal opportunity		
405-1	Diversity of governance bodies and employees	44, 120–131, 136–137, 144	
GRI 103	Management approach	27–28, 42, 143	
GRI 414	Supplier social assessment		
414-1	New suppliers that were screened using social criteria	58–59	
GRI 103	Management approach	27–28, 42, 143	
GRI 417	Marketing and labeling		
417-1	Requirements for product and service information and labeling	48–49, 58–59	
GRI 103	Management approach	27–28, 42, 143	

Global Compact

JM has signed the UN's Global Compact initiative, thus taking a clear stand on issues related to human rights, labor law, accountability for the environment and anti-corruption.

Ten principles of the UN's Global Compact	Reference
HUMAN RIGHTS	Pages 58–60
1. Support and respect the protection of internationally proclaimed human rights in the spheres the company can influence	
2. Make sure that the company is not complicit in human rights abuses	
LABOR LAW	Pages 50–57
3. Uphold freedom of association and the effective recognition of the right to collective bargaining	
4. Elimination of all forms of forced and compulsory labor	
5. Effective abolition of child labor	
6. Elimination of discrimination in respect of employment and occupation	
ENVIRONMENT	Pages 42–49
7. Support a precautionary approach to environmental challenges	
8. Undertake initiatives to promote greater environmental responsibility	
9. Encourage the development and diffusion of environmentally friendly technologies	
ANTI-CORRUPTION	Pages 58–60
10. Work against corruption in all its forms, including extortion and bribery	