



COMMUNICATION ON PROGRESS 2020

GLOBAL COMPACT SUSTAINABILITY REPORT

NEXER

COMMUNICATION ON PROGRESS 2020 GLOBAL COMPACT SUSTAINABILITY REPORT

STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE OFFICER

Gothenburg, Sweden May 12, 2021

To our stakeholders:

I am pleased to confirm that Nexer AB (fomer Sigma IT) and its subsidiaries reaffirm the support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,



Lars Kry
Chief Executive Officer
Nexer Group

COMMUNICATION ON PROGRESS 2020

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GLOBAL COMPACT SUSTAINABILITY REPORT

1. COMPANY PRESENTATION

At the end of 2020, Sigma IT started transforming into a new brand, Nexer, an independent company outside of the Sigma brand. Nexer is a global tech company leading the digital revolution being experts within strategy, tech and communication.

Even though the brand is new, the legal company structures are the same. This report is written as Nexer, but strategies and activities during 2020 were made with the Sigma IT brand.

At Nexer, we believe in a promising future. A future that is not a distant dream. The future is the result of our actions today. Of our ability to dream big, think smart and make it happen.

We do so by turning visionary ideas into solid strategies. Using tech as an instrument for progress and finding clever new ways to tell the world and bring it along for the ride.

We think of every new idea, every new innovation, every new acquaintance as a promise. A promise that it could all be a bit better in the future. For your business. For you and me. For the world at large. We aim to keep that promise, always.

We lead the digital revolution and meet our customers' business needs within sourcing, innovation, development, operation and management. Deeply rooted in our Swedish heritage of

entrepreneurship and innovation, we've kept customers one step ahead since the early days of the internet. Strategically. Technologically. Communicatively. Today, some of the largest, most demanding companies in the world rely on our dedication and expertise.

We are a global full-service provider offering technical specialists, teams and managed services, world-leading technical solutions with delivery from all over the world. Also, within several different industries.

The working atmosphere is welcoming, we support each other and jointly create results that are ahead of change. We have a learning culture with personal development as one of our

cornerstones and is highly valued. Our values are best described as "We put our hearts in it and make it happen".

As a family-owned company, we own our strategy and invest in long-term goals. At Nexer, we are 1600 specialists in 9 countries worldwide. We are part of the Danir Group.

2. STAKEHOLDER COMMUNICATION

Our stakeholders are customers, employees, partners, candidates and society.

Customer communication:

Communication with our customers takes place in many ways and on many levels. Customer satisfaction and quality are assessed through assignments surveys made regularly by the business manager in charge. In addition, a more extensive, anonymous customer satisfaction survey is made every second year with our largest customers.

Apart from this, there are several seminars and events that Nexer invites to as well as meetings that our customers and partners arrange.

Employees Communication:

With our employees the communication is frequent through our internal channels and via the union organisation. We also perform an anonymous employee survey every quarter and for each survey, we continuously follow our Nexer quality index.

Partner Communication:

Our most important suppliers are also our partners with whom we cooperate in order to develop first-class solutions for our customers.

Candidate Communication:

Candidates and potential new colleagues are essential for our success and growth. We attract the best people and all colleagues are considered Nexer heroes.

We have several ways to communicate with candidates and we do it continuously through Employer branding activities, fairs, communities, networks, events, job ads, social media, etc.

Society communication:

We take great social responsibility, and we want to make a difference in society as a whole. In 2020 we produced a new edition of our future and trend report called **Tomorrow report**, where we asked the Swedish people what they think about the future and digitalisation. There are focus areas covering competence, learning, attitudes, technical maturity, etc. This year, we had a special focus on the effects of the Covid-19 pandemic and how that has affected working life. The result is presented in Tomorrow Report and can be found on www.nexergroup.com.

3. BUSINESS MODEL – MATERIALITY STATEMENT

Nexer's vision is "Promising Future and the vision is included and relevant in the day-to-day business where our goal is to contribute to a better future for our customers improving their

business. The business model is related to our employees and their competence but also our partners. Nexer is the strategic partner for companies or organisations that need a digital solution, advisory support or expert competence within strategy, tech or communication. Customers turn to us when they need digital transformation expertise and to provide expert competence or technical solutions. The deliveries take place as development work either under the customer's own leadership or as a defined assignment under our responsibility. It can also be an in-house project.

The business model is based on billable hours where we charge for hours worked or for results accomplished or for a service that can be fixed or based on an estimate and adjusted depending on new requirements. There are also combinations of these two principles, always adapted to the choice of the customer.

The core business of Nexer is to help our customers improve their business efficiency, and one area is improving their sustainability in terms of energy consumption and CO₂ emissions, waste, and working environment conditions. We do this by delivering our services in all areas where IT is a driver, e.g. concepts for digitalisation, digital workplace, Internet of Things, AI, e-health, predictive maintenance, enterprise applications, e-commerce, smart energy solutions etc.

We want to contribute to a promising future for both our employees and society as a whole, and therefore we have a strong commitment to social sustainability. Our customers contract us as experts and have high demands regarding knowledge and competence requirements on our employees. We do that as assignment follow-up where we meet the customer and discuss the result, the performed work and suggestions for improvements.

We have close collaboration with our suppliers by a solid supplier selection process with clear requirements and subsequent follow-ups. For those targeted as key suppliers, we have steering committees and forums where we follow up that we are in line with the supplier agreement. We have never had an incident regarding child labour or forced labour and we will continue to set requirements to prevent future events. Sustainability control is important and of high relevance to us and our strategy and initiatives are presented under Human Rights Principles, Labour and Environmental Principles.

4. 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

Nexer Group has signed up for UN Global Compact in 2015 since we think it is important to support the Universal Declaration of Human Rights.

Nexer is a Swedish based company that has strong traditions and regulations in the human rights area. The business of Nexer requires highly skilled personnel in IT consultancy, tech, management and communications competencies. A majority of the employees have an academic background and put high requirements of company values based on human rights and equal treatment

Our management system is certified against ISO 9001 and ISO 27001, the requirement standard on Information Security Management Systems, which secures our control and improvement work is fulfilling the requirements on safeguarding information both with technical measures and by risk awareness. This is important for our ability to safeguard the personal information about our employees as well as the integrity and confidentiality of our customers' information.

To support and protect human rights our Ethical policy is published on our external website. The policy for Equal treatment and the policy for Working environment are safeguarding equality at work and give directives in the working environment area.

IMPLEMENTATION

Our **Code of Conduct** describes our way of working and policies and below are stated regarding human rights (see also specific chapter Code of Conduct).

We have a structured onboarding process for all new employees and in one of the steps the employees confirm that they have read and understood the content of the Code of Conduct. Our Code of Conduct is easy accessible to all employees at the first page of our Intranet.

Our commitment

- We provide equal employment opportunities to all qualified candidates.
- We do not discriminate based on age, gender, ancestry, colour, parental leave, gender identity or expression, marital status, medical condition, national origin, physical or mental disability, political affiliation, protected veteran status, religion, sexual orientation, or any other characteristic protected by applicable laws, regulations, and ordinances.
- We pay attention to discovering our unconscious biases and take action to create an inclusive culture that enables each employee to feel welcomed and perform their best.
- We promote a balanced work-life and facilitate both women and men to combine parenthood and working life. Everyone is given full opportunity to be on parental leave and Temporary Parental benefit. Employees on parental leave are welcome to actively participate in information, participate in courses, attend meetings and social activities.

- We offer flexible or individual working hours and the freedom to choose the physical location to perform the work. Of course, in line with a shared understanding from the customer and line manager.

How we work

- All employees have the same rights and obligations. We see differences and diversity as something positive. We aim to have an equal and well-balanced working environment where different personalities complement each other.
- All employees with equivalent qualifications, experiences, achievements and duties have equal employment terms.
- All positions are open for everyone that meet the prerequisites, and the recruitment is based on qualifications and competence. However, individuals from minority backgrounds can be prioritised when appointing a vacant position, provided that qualifications and suitability are considered equivalent.
- We are actively working to create awareness of unconscious biases.

PERSONAL HARASSMENT

We do not accept any kind of harassment of employees, suppliers or customers.

If an individual feels he or she has been subject to harassment, this should be reported to a line manager or senior management.

Every manager who receives a report of this kind is responsible for ensuring the case is dealt with confidentially and impartially.

TRANSPARENCY AND OPENNESS

We believe in transparency and openness. By making good decisions and ethical choices, we create the desired culture and trust among colleagues, customers and partners.

Responsibility

It is the responsibility of every employee to work according to company standards of integrity and honesty described in this Code of Conduct and ensure that company operations are pursued with sufficient skill, care, consideration, and openness.

All Nexer employees are expected to know and act accordingly to this Code of Conduct.

Managers at all levels are responsible for ensuring that these policies are known and applied. The best way to do so is to set a good example.

If there are any unclear points, questions or uncertainty, this must be discussed with your manager.

Speak Up

At Nexer, we value transparency and openness, and our culture promotes speaking up if something's not right. We have an open-minded atmosphere, with freedom of action and openness to speak out. We do not seek scapegoats – instead, an early awareness, if something's not right, is valued and can provide a solution and avoid problems and potential conflicts.

Nexer will always review incoming mistreatment reports and will not tolerate any kind of retaliation against the reporter.

Nexer Cares

Nexer's vision is *Promising Future* and we have an overall strategy for our Corporate Social Responsibility that we call *Nexer Cares* where we have partnerships and activities to make a difference for a promising future.

To do this we are focusing on three main areas: education, gender balance and diversity and in these areas, we are partners with different organisations and promote inspiration, knowledge sharing and coaching.

NEXER CARES

EDUCATION

- Star for life
- Motivationslyftet
- Kodcentrum
- Nexer Network: Developer

EQUALITY

- Pink programming
- Nexer Network: Women

INCLUSIVENESS

- Mitt liv

NEXER

Caption: Nexer Cares with strategic partners within the different areas education, equality and inclusiveness.

Our actions in the human rights area are:

Gender Balance

Men dominate the IT industry and we take actions to improve the gender balance.

Nexer has identified gender balance is an important factor to have a creative and inspiring working environment and has started a broad gender equality program with defined goals and activities. In 2018 a strategy with defined activities for increased equality was implemented. This strategy is still valid and is a part of business operations.

Our long-term goal is 35% female employees and 40% female managers.

At the present Nexer has 26 % female employees and 36 % female managers. The executive management team has 17% women. This is an increase when it comes to female managers but a decrease when it comes to female employees and the executive management team

Another goal is to always have at least one woman and one man on the short-list when recruiting new managers. However, the decision of who shall fill the position shall always be made based on competence criteria only. This is monitored on a regular basis by HR. Further, Nexer launched an extensive educational program including all employees to create awareness around equality and existing structures and norms. In addition, there was extra education and coaching for the managers to strengthen them as leaders and be better equipped to manage potential discriminating situations. To do this an external expert was contracted that together with the management was responsible for the managers training that was conducted during 2019. This program continued during 2020 with education for all employees. This education was made by Nexer management visiting all Nexer offices and talking about Nexer strategies, equality and what is working well and what can be improved. Unfortunately, due to the Covid-19 pandemic only 50% of the offices were visited. In 2020 we introduced a quarterly Employment survey process where one of the evaluated areas is equality and diversity.

Nexer is the main sponsor of *Pink Programming*, a non-profit organisation working for women who want to enhance their programming skills but also women who are beginners and want to become programmers. See further: <http://www.pinkprogramming.se/en>. With this we hope that women can find female role models and encourage them to pursue an education within IT.

Nexer is the organiser of Nexer Network: Women (former *Smart Women Society*), a network for women within the IT/Tech business.



Caption: Nexer organises an all-female network for women in the tech industry.

During 2020 we changed into digital events due to Covid-19 pandemic, and the response was very positive. The events were recorded and the content was shared on the website for further inspiration and knowledge sharing.

We have a LinkedIn group for women with over 4200 members. This group is used as forum where women can share experiences, network and also works as a good platform for Nexer to share job advertisements to reach out to more women. We also encourage young female talent at university supporting and coaching them in a yearly mentoring program. The program is part of Nexer Network: Women (former Sigma Smart Women Society) and it has been done as a collaboration with the IT-university in Örebro. Women studying at the University have been invited to be part of the mentor program and Nexer colleagues have been mentors. The objective was to support and coach young female engineers and make more women continue through the whole education and take their exam.

Nexer is a proud sponsor of FC Rosengård, an all-female football team that several years have won the Swedish national football league. FC Rosengård is one of the most competitive women's football teams in all of Europe. FC Rosengård is renowned for its focus on social development and helping young people realise their dreams. FC Rosengård is active in two large social development projects, Boost, aimed at assisting young people to raise their level of competence and competitiveness on the labour market and Football for Life, strengthening the self-esteem and awareness of young women at hundreds of schools in South Africa. So far over 1900 participants have achieved their goal of employment or full-time education through Boost by FC Rosengård.

Education and sharing knowledge

Every year Nexer invites customers to Nexer Summits (former Sigma *Inspiration day*), where experts share knowledge and give talks on interesting topics, it may be in technical, communication or strategic area.

We find it important to secure IT competence and knowledge in the younger generation to make sure that we have continuous competence growth in the country. One way to do this is to introduce IT and digital creation in early ages and Nexer is one of the main sponsors to *Kodcentrum* that is a non-profit organisation providing education in IT and programming to young learners from age 6 to 13, see further <https://www.kodcentrum.se/>



**YOUNG LEARN
HOW TO CODE**

The children are the future. They are curious and easily adapt to new technology.

Children meet at Nexer once every week and learn how to code in a playful way. Our IT consultants teach them in cooperation with Kodcentrum. And it's totally free of charge for the children.

**<Kod
centrum>**

Caption: Nexer supports introduction to programming and digital learning in early ages supporting Kodcentrum.

During 2020 we arranged digital "kodstugor" for young people to learn more about programming.

We also participated in the jury for "Kodutmaningen" for 5th grade school classes.

<https://www.youtube.com/watch?v=cbBflhVsaGs>

<https://www.facebook.com/kodcentrum/videos/3646750995418572>

Since many years, Nexer is a sponsor of *Star for Life*, a non-profit organisation working for prevention of HIV and AIDS in South Africa, by encouraging school children to work for

realising their dreams and focusing getting an education. *Star for life* was started in 2005 by Nexer's founder and owner, Dan Olofsson. See further: <http://www.starforlife.org>

LEARNERS IN SOUTH AFRICA BELIEVE IN THE FUTURE

Danir's founders Christin and Dan Olofsson started the Star for Life project in 2005. The project has a unique way of helping young people to increase their self-esteem and thus create a better future, without AIDS and HIV.

We support "our" school, Dililanga High School, and have introduced a scholarship for further studies in IT.



Caption: Star for life supporting youths in South Africa as an organisation that Nexer has supported for many years.

Nexer is also supporting Motivationslyftet by Star for life where young people in Sweden are getting help to improve the motivation, self-esteem and self-leadership.



STUDENTS IN SWEDEN BELIEVE IN THEIR FUTURE

Young people in Sweden are growing up with lack of motivation in school work and uncertainties of their own future. Too many Swedish high school students leave their education with incomplete grades.

2013 started Star for Life a program in Sweden, Motivationslyftet by Star for life. The aim is to improve the motivation, self-esteem and self-leadership of young people using scheduled mental training.

MOTIVATIONSLYFTET
BY Star for Life 

Caption: Motivationslyftet by Star for Life is supporting Swedish high school students.

Diversity

Nexer has for several years been a partner to *Mitt Liv*, a social company working with the integration of immigrant academics. Via this partnership, Nexer employees become mentors for immigrants for one year. See further: <http://www.mittliv.com>



WE VALUE DIVERSITY

Our employees are participating as mentors in the mentoring program called Mitt Livs Chans (The chance of my life).

We want to contribute to integration and share experiences and networks. When people with different backgrounds and experiences meet, new ideas and business opportunities will sprout.



Caption: Nexer support Mitt Liv and Nexer employees can act as a mentor supporting people into the Swedish labour market.

Protection of personal information

We are compliant with the European Directive GDPR. We have enforced routines and controls to protect our employees' personal information and our customers and their customer's or users' personal information continuously monitored and improved.

Code of Conduct

To ensure correct management in all aspects of human rights, we have implemented a policy for equality of treatment and a recruiting policy in our management system based on our ethical policy. Information about whistleblowing is published in our employee handbook and Code of Conduct and we have a workflow function in our intranet to gather suggestions for improvement in any aspect from all employees.

Our supplier and partner agreement template refer to our published Quality, Ethical, Information Security and Environmental policies, and all suppliers and partners must agree to them all, by control of our management system.



The Code of Conduct is available internally on the intranet and externally on our website www.nexergroup.com

MEASUREMENT OF OUTCOMES

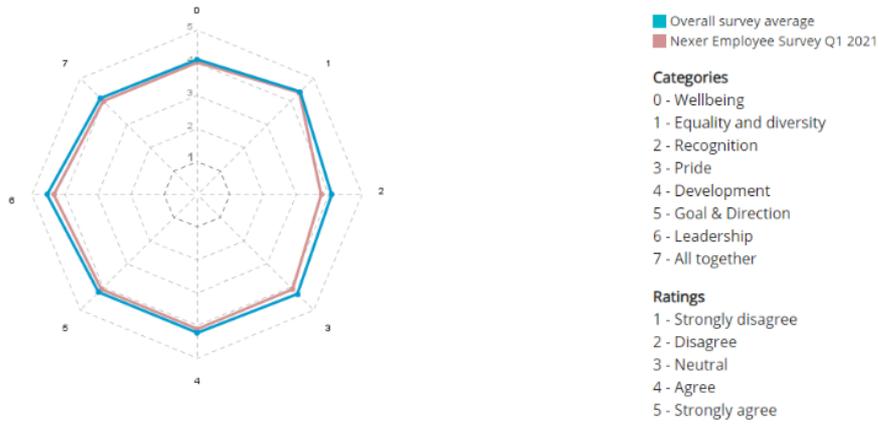
Nexer employee survey takes place four times a year and consists of seven focus areas; *Equality and Diversity, Wellbeing, Development, Leadership, Pride, Recognition and Goals and Direction*. All of these areas are important to us at Nexer but when it comes to human rights *Equality and Diversity, Wellbeing and Development* are more relevant to describe.

The purpose of the focus area Equality and Diversity is to measure our employees experience in the aspects of gender, ethnicity, sexual orientation, disability and age. The Purpose of the focus area Development is to measure how our employees feels that they can use and develop their knowledge and competence and that they have the opportunity to master the work tasks. But also a feeling of autonomy, the feeling of freedom and the opportunity to control their own work. The focus area Wellbeing measures all aspects of work environment; both physically, socially, and psychologically.

These measurements show that our employees are safe and satisfied with our human rights conditions.

Average per category

Number of feedbacks / Invited
857/1035



Gender balance

Year	Percentage of female employees	Percentage of female managers
2015	22	13
2016	24	28
2017	25	30
2018	27	28
2019	29	35
2020	26	36

5. 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

Nexer AB is a member of Almega Employers' organisation and has a collective agreement with the unions active on our market which applies to all employees. Two local unions are present in our company cooperating with Human Resources in this area.

Our business and our staff in Sweden have strong traditions and regulations in the labour principles area. The business of Nexer AB requires highly skilled personnel in IT consultancy and management competencies. A majority of the employees have an academic background. The management system of Nexer is certified according to ISO 9001, which guarantees we comply with the law as well as the competence management requirements. Our quality policy is published on our external website. One quality goal is to become the best employer (measured and benchmarked by employer surveys).

The vision for Nexer, communicated externally as well as internally, is "Promising Future".

IMPLEMENTATION

In addition to the actions mentioned in the Human Rights section, the actions taken in the Labour Principles area are:

- To ensure working environment quality, we have implemented a policy for equality of treatment, a recruiting policy and a policy for the working environment in our management system together with a more detailed routine for the operative work with safety incidents, safety inspections including psycho-social aspects.
- Information about whistleblowing is published in our employee handbook and our Code of Conduct and we have a workflow function in our intranet to gather suggestions for improvement in any aspect from all employees
- Our employees have access to contracted company health care and a generous wellness allowance.
- Our supplier and partner agreement template refer to our published Quality, Ethical, Information Security and Environmental policies, and all suppliers and partners must agree to them all, by control of our management system.

Competence Development

We decided to continue with our Tech Specialist career opportunity, "Future Pilot" to encourage our employees who want to become specialists within their competence area. During 2020 we have had three Tomorrow Pilots within Data Science, Clean code and accessibility and inclusive design.

In 2020 we also started Nexer Academy to develop and educate our employees who have been extra important during the Covid-19 pandemic. With Nexer Academy, we have arranged internal digital training classes available for all employees. During 2020 more than 300 employees attended different training classes in Nexer Academy.

Working environment

All employees shall be safe and secure, feel job satisfaction and fellowship. With this in mind, a conscious effort for a healthy working environment should be integrated into daily work within all activities at Nexer, both in the office, working remotely, and working at client premises.

The working conditions must be adapted and developed according to people's different conditions in both physical and mental aspects.

Continuous improvements regarding the work environment shall be part of Nexer's systematic quality work and shall be conducted following applicable laws and regulations and within the framework of what is stated in our guidelines.

We support a work environment that empowers everyone to do their best every day.

Our basics:

- We treat others with respect and do not tolerate harassment or discrimination.
- We integrate safety and health practices into our operations and comply with workplace safety regulations.
- We resolve problems respectfully and never resort to acts or threats of violence.
- We do not work under the influence of drugs or alcohol.

A good workplace environment inspires trust and allows us all to contribute and succeed. Discrimination, exclusion and a poor working environment limit what we can achieve together.

During 2020 we implemented a new concept of our way we work, it's called WorkWise and it's all about working where it's most beneficial depending on the task at hand and the situation.

WORKWISE

<https://vimeo.com/548346503>

With WorkWise our employees can work both onsite or remote, it all depends on what's most suitable. The employee has the freedom to choose, but also an obligation to make sure to deliver and meet customer's expectations. The work situation must always be verified with the manager and customer.

With WorkWise we believe in these positive outcomes:

- Increased commitment
- Increased productivity
- Work life balance
- Attractive employer
- Strong employer brand

With WorkWise we ensure that our employees have a good working environment working both onsite in the office and remote in the home office.

In 2020 the Covid-19 pandemic made it extra important to focus on our employees and their social health and well-being. Therefore we organised a Get Moving Health challenge welcoming all employees to put extra effort and attention into their well-being. It was a health competition where all physical activities and different health challenges generated points. We also added learning seminars within health and motivation to increase knowledge and competence.

It was a competition where we worked in teams, and you could follow the individual progress as well as the team progress. The winners were appointed by ranking and also by lottery so everyone that passed the finish line had a chance to win. This was an extra incentive to cross the finish line.

Almost 700 people joined the health challenge and together we crossed the earth four times and made it 1/3 to the moon. We also evaluated our employee's improvement in nutrition, stress, work-life balance and sleeping routines.

MEASUREMENT OF OUTCOMES

ISO 9001 external audits occur every year for five days on many of our offices when auditors meet employees and interviews are performed with several quality themes according to the standard. No deviations were found within the labour principles area in 2015- 2020.

Every year, a salary screening is made with the purpose to find any unjustifiable biases in which cases they will be addressed in the salary revision. Our salary screenings shows that we have equal salaries between women and men in the company, on an overall level the women salaries were 100,4 percent of the mens salaries in the latest salary screening.

All health and safety incidents are registered and followed up according to written routines available to all employees at our Intranet. We have very few health incidents reported and during 2020 it was below 10 and no serious incident was reported that required any further support from HR.

In the employee survey that takes place every quarter, measurements are made on experienced working environment quality, psycho-social aspects as well as physical.

6. ENVIRONMENTAL PRINCIPLES

[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.

ASSESSMENT, POLICY AND GOALS

Our business and our staff in Sweden have strong traditions and legal regulations in the environmental area. Nexer AB delivers IT and management services where the negative environmental aspects are mainly energy/travel with air pollution and CO2 emissions and IT waste, whereas positive environmental aspects are the delivered benefits of IT supported optimisation and rationalisation in our customers' business. Our common environmental goal is to increase our online meetings and bring down our travels, specifically for travelling by air, the goal is to decrease our travel by 20% compared to set budget for 2020.

Our Environmental policy, supporting Green/Sustainable IT, is published on our external website:

The entire business of Nexer shall be permeated with environmental awareness, which means that we will conduct our business in a manner that protects the environment and climate. We shall provide a clear environmental profile in our offers wherever this is applicable.

OVERALL ENVIRONMENTAL TARGETS OF NEXER

- Our customers will perceive Nexer as an environmentally conscious supplier and be associated with "Green/Sustainable IT"
- Our employees will perceive Nexer as an environmentally conscious organisation where you can work actively for the environment and for sustainable development
- The market and the society will perceive Nexer as an environmentally conscious company that is acting for sustainability

WE SHALL IN A SYSTEMATIC WAY:

- Ensure that we comply with the governing environmental laws for our business.
- Increase the knowledge and awareness of our employees, with regards to environmental issues
- Inform and assist our customers and suppliers in their environmental work
- Continuously work towards improvement to ensure the business decreases its impact on the environment.

We place focus on:

- travelling; at firsthand, we choose remote meeting solutions, e.g. telephone or web conferencing. If we require to travel, we do this as environmentally friendly as possible.
- energy consumption; we strive to reduce our electricity consumption.
- resource consumption; we minimise the usage of consumables, recycle waste and handle environmentally dangerous waste responsibly.

The corporate management team approved the environmental policy in September 2016.

IMPLEMENTATION

The actions taken in the environmental principles area are:

Nexer AB updated our management system in 2014 to include environmental control. The management system was then certified according to ISO 14001 and was externally audited in Gothenburg (our largest office) in 2015. In order to educate our staff e-learning was launched dealing with environmental issues for our business which is now mandatory for newly recruited. All purchase of stationery, coffee, fruit etc. is eco-friendly. The offices are cyclist-friendly. A common goal for the company that was decided for 2020 was to decrease our travel to 20% compared to set budget for the year. This was to be followed up monthly by top management. Due to the Covid-19 pandemic, Nexer implemented a "no-travel" restriction and also recommended working from home. This has had a very positive impact on the environment, both avoiding business travels but also travels to and from the office.

Our supplier and partner agreement template refer to our published Quality, Ethical, and Environmental policies, and all suppliers and partners must agree to them all, by control of our management system.

Information about whistleblowing is published in our employee handbook and we have a workflow function in our intranet to gather suggestions for improvement in any aspect, from all employees.

By promoting new business models, behaviours, regulations and organisational approaches, strategic digitalisation has the potential to radically reduce greenhouse gas emissions, increase competitiveness and generate high growth in exports of transformative solutions.

Firms in the digitalisation consultancy industry that have joined forces behind this roadmap are united in their ambition to help society become aware of and tap the potential of digitalisation.

The solutions enabled and implemented by digitalisation consultants have an enormous potential to reduce global greenhouse gas emissions.

The fact that Nexer is investing in digitalisation with a connection to sustainability is a given, our CEO Lars Kry believes. Our indirect impact is significant if we look at what digitalisation provides our customers for opportunities in our global market.

As a part of Nexer's commitment to a promising future and making a difference the initiative with "Haveriet" was launched on New Year's Eve 2019, with the aim to inform about life below the surface, how vital the sea really is for us humans.



We also shed light on the marine and aquatic situation along our Swedish coast. Where eutrophication, pollution and overfishing create problems that we need to talk about. Haveriet also had a pledge drive where everybody could donate. The donation was given to Marine Education Center in Malmö who will start and run the Haveriet Foundation around projects that recruit more Young Sea Ambassadors, provide increased ocean literacy and, in the long term, a better marine environment.

In 2020 we also launched an initiative with the aim of extending the lifecycle of our internally used hardware, computers and mobile phones to decrease our environmental impact. Our goal is to extend the usage by up to one year. This is realised by an improved central process and a new shared hardware pool as well as stronger incentives for using the hardware longer.

MEASUREMENT OF OUTCOMES

ISO 14001 external audits occur every year when auditors meet employees and interviews are performed with several environmental themes according to the standard.

Internal audits and management review of the management system take place every year.

Our internal goal to reduce our travel by 20% were overachieved by far during 2020. We decreased our travel cost by 63%. The number is a consequence both by the pandemic and management direction and follow-up.

7. ANTI-CORRUPTION PRINCIPLES

[Principle 10](#): Businesses should work against corruption in all its forms, including extortion and bribery.

ASSESSMENT, POLICY AND GOALS

Nexer AB signed up for UN Global Compact in 2015 and paid the recommended yearly amount to help to finance the work that is done in this field. We think it is important to support the UN Convention against Corruption.

Our business is in Sweden that has strong traditions and regulations in the anti-corruption area.

To communicate our zero-tolerance for corruption to suppliers, customers and other stakeholders our Ethical policy is included in our Code of Conduct published on the external website.

IMPLEMENTATION

Our management system contains controls for approval of business proposals as well as orders. Approval levels are documented in approval regulations and automated in our business systems. All key roles' role descriptions refer to the approval regulations document.

Our management system is certified against ISO 9001 and ISO 27001, the requirement standard on Information Security Management Systems, which secures our control and improvement work is fulfilling the requirements on safeguarding information both with technical measures and by risk awareness. This is important for our ability to trust economic data and follow up on suspected breaches against our attest regulations.

Our supplier and partner agreement template refer to our published Quality, Ethical, Information Security and Environmental policies, and all suppliers and partners must agree to them all, by control of our management system.

Information about whistleblowing is published in our employee handbook and Code of Conduct and we have a workflow function in our intranet to gather suggestions for improvement in any aspect from all employees.

Our commitment is to always operate with transparency, trust and integrity. This approach applies to all markets where we operate and all our business relations and shall guide us in our daily work with all our stakeholders.

Transparent and neutral

- Nexer shall in a transparent manner communicate the result and ambition of the work against corruption.

- Employees, independent of role and seniority, who participate in political activity or campaigning and do so as individuals and in their capacity, must never use Nexer's resources, networks, or brand to contribute, financially or non-financially political parties, politicians or political campaigns.
- Contributions to community projects or charities shall be made in good faith, with a business and stakeholder perspective and in compliance with Nexer's policy framework.
- As a Nexer employee I do not offer, promise, give, request, accept or agree to receive major gifts or entertainment (including events, trips and other travelling arrangements) to or from third parties.
- Events, gifts and activities arranged to strengthen and build client and supplier relationships shall be made in good faith and presented transparently, never impact behaviours and always be moderate.

Select based on professionalism

- A Nexer employee who is responsible for or involved in recruitment, promotion or professional development must assure competence based on human resources procedures and processes for recruitment, promotion and professional development.
- Supplier selection shall never be based on receipt of a gift or hospitality. Supplier selection shall be conducted in a structured process, with documentation demonstrating how the selection has been made.

Improper payments

- Employees are not permitted to accept gifts or entertainment that might reasonably influence their purchasing decisions or business deals.
 - Gifts, entertainment and personal favours should only be accepted if they follow prevailing sound business practice and are not in contravention with the laws in force. In situations where there is any doubt, the manager should be contacted for a decision.
 - Never offer, promise, make or authorise a payment or the giving of anything of value to anyone to obtain an improper business advantage.
 - Remember that providing gifts, entertainment or anything else of value to government employees is highly regulated and often prohibited. Do not provide such gifts and entertainment unless you have received prior approval.
 - Treat with extreme caution a demand from a third party to receive its commission payment before winning a deal/contract.
 - Watch out for commissions that seem too large concerning the services provided.
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- All employees can anonymously report suspicions of, or attempts at, bribery and corruption, or suspected or actual breaches of this code by sending a letter to the postal address.

MEASUREMENT OF OUTCOMES

External audits occur every year in many of our offices when auditors meet employees and interviews are performed. Several quality and information security themes according to the standards are covered. No deviations were found within the area of economic processes or corruption risks in 2015 - 2020.

No corruption incidents have been found during 2020.

Internal audits, both economic and in the quality and information security area, are performed every year and management review of the management system.