



COMMUNICATION ON PROGRESS 2022

GLOBAL COMPACT SUSTAINABILITY REPORT

NEXER

COMMUNICATION ON PROGRESS 2022 GLOBAL COMPACT SUSTAINABILITY REPORT

STATEMENT OF CONTINUED SUPPORT BY THE NEXER CEO

Gothenburg, Sweden May 12, 2023

To our stakeholders:

I am pleased to confirm that Nexer AB 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
CEO
Nexer Group

COMMUNICATION ON PROGRESS 2022

TABLE OF CONTENTS

1. COMPANY PRESENTATION	4
2. STAKEHOLDER COMMUNICATION	5
3. BUSINESS MODEL – MATERIALITY STATEMENT	6
4. HUMAN RIGHTS PRINCIPLES	7
ASSESSMENT, POLICY AND GOALS	8
IMPLEMENTATION	8
Nexer Cares.....	10
Gender Balance.....	11
Education and sharing knowledge	13
Diversity	15
Protection of personal information	16
Code of Conduct.....	16
MEASUREMENT OF OUTCOMES	16
5. LABOUR PRINCIPLES	18
ASSESSMENT, POLICY AND GOALS	18
IMPLEMENTATION	18
MEASUREMENT OF OUTCOMES	19
6. ENVIRONMENTAL PRINCIPLES	20
ASSESSMENT, POLICY AND GOALS	20
IMPLEMENTATION	21
MEASUREMENT OF OUTCOMES	22
7. ANTI-CORRUPTION PRINCIPLES	22
ASSESSMENT, POLICY AND GOALS	23
IMPLEMENTATION	23
MEASUREMENT OF OUTCOMES	24

GLOBAL COMPACT SUSTAINABILITY REPORT

1. COMPANY PRESENTATION

Nexer is a global tech company leading the digital revolution being experts in strategy, tech and communication. We 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.

As a family-owned company, we own our strategy and invest in long-term goals. At Nexer, we are more than 3000 specialists in 15 countries worldwide. We are part of the Danir Group.

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, innovation, and 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.

The working atmosphere is warm and 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".

2. STAKEHOLDER COMMUNICATION

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

Customer communication:

Communication with our customers takes place in many ways and on many levels. Our business managers, Key account managers and management have continuous communication with customers on different matters.

Customer satisfaction and quality are assessed through assignment 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.

In general, we work with customers who have a sustainability agenda in line with ours, and we have a regular dialogue on sustainability development required by our customers. Our customers are often at the forefront when it comes to sustainability and have high expectations and requirements on Nexer as a supplier. To be a leading supplier, we must meet the customers' compliance requirements. If we cannot comply, we risk losing that customer relation.

Employees Communication:

Communication is frequent through our internal channels, management on different levels, and union organisations. We also perform an anonymous employee survey every quarter, and for each survey, we continuously follow our Nexer quality index.

Our communication policy is described in Nexer Code of Conduct. It's mandatory for all employees to take part in Nexer Code of Conduct and e-learnings in environment policy, Information security and GDPR. This is part of the onboarding process coming to Nexer.

Our work within sustainability and CSR (Nexer Cares) are described and available on the Intranet. In addition, the employees are encouraged to the part of our sustainability forum and also suggest development areas and improvements within sustainability using either our suggestion box or dialogue with the manager.

Partner/supplier Communication:

We have a compliance requirement for all our partners/suppliers described in our Code of Conduct. This is available on the web and covers areas such as sustainability, diversity and equality, work environment etc. All partners/suppliers must comply with the Nexer Code of Conduct as a part of the supplier approval process.

Candidate Communication:

Candidates and potential new colleagues are essential for our success and growth.

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. Sustainability is one of the areas that we present to our candidates during, e.g. employment interviews.

Society communication:

We take great pride in our work within sustainability and social responsibility. With a vision of a Promising Future, we want to make a difference in society as a whole.

We have a CSR program called Nexer Cares with education, equality and diversity as the baseline. This is matched to UN 17 development sustainability goals.

In 2022 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 international aspects and also asked questions to a panel in US, UK and India. 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 something living and relevant in the day-to-day business where our goal is to contribute to a better future for our customers and improve their business and also for our employees and society at large.

The business model is based on providing business value to our customers, bringing expertise in digital transformation, either as professional services, team delivery or managed services.

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 we provide expert competence or technical solutions. The deliveries take place as development work either under the customer’s 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, adapted to the customer’s choice.

We collaborate closely with our suppliers through a solid supplier selection process with clear requirements and subsequent follow-ups. For those targeted as key suppliers, we have steering committees and forums to follow up that we are in line with the supplier agreement.

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 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 sustainability, and we talk in terms of business, environmental and social sustainability.

Customer example:

One of Nexer's customers is Oatly and they wanted a scalable and capable master data management platform:

- to support their data quality strategy
- to increase data transparency
- to calculate, measure and manage their products' footprints
- to utilise the same platform for PLM processes
- for more efficient sustainability reporting
- to show their products' actual PCF numbers on the consumer packages

Oatly not only wanted a sustainable solution that could scale, but early on they adopted a "know your numbers to show your numbers" data management strategy.

Nexer continues to work with Oatly to get the most out of their solution and to inspire other companies to become more transparent in their sustainability work.

Together with our subsidiary, Kairos Future, we have an offering Sustainable Footprint which is a model to help customers deliver on their sustainability goals with a datadriven approach.

By supporting them all the way from strategy, scoping and how to work with their sustainability data like their other master data on a MDM platform.

A sustainable solution to analyse, calculate, report and ultimately access to better data, for better decisions with Footprint Data Management.

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 with 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.

With our international expansion, we have a higher risk of human rights violations. Therefore, we worked to create a higher level of awareness on management level and included international employees in the mandatory Code of Conduct awareness process.

Our management system is certified against ISO 9001 and ISO 27001, which secures our control and improvement work to fulfil the requirements on safeguarding information with technical measures and risk awareness. This is important for our ability to safeguard the integrity of the personal data of our employees as well as the integrity and confidentiality of our customers' information.

The policy for Equal treatment and the policy for Working environment safeguard equality at work and give directives in the working environment area.

To support and protect human rights, our Ethical policy and Working environment are included in the Nexer Code of Conduct and published on our external website.

All employees must take part in the Nexer Code of Conduct. The compliance is monitored in our HR system, CatalystOne.

IMPLEMENTATION

Our **Code of Conduct** describes our way of working and policies.

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 easily accessible to all employees on the starting page of our Intranet and our external website.

Our commitment

- We provide equal employment opportunities to all qualified candidates.
- We do not discriminate based on age, gender, ancestry, color, 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 benefits. Employees on parental leave are welcome to actively participate in information, courses, attend meetings and social activities and so on.
- We offer flexible or individual working hours and the freedom to choose the location to perform the work whether it is remote from home or in any Nexer office. 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 meets the prerequisites, and the recruitment is based on qualifications and competence. However, individuals from minority backgrounds can be prioritized 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 individuals feel they have 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

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

All Nexer employees are expected to know, understand, accept and act according to the Nexer Code of Conduct.

Managers at all levels are responsible for ensuring that these policies are known and applied. If there are any unclear points, questions or uncertainty, this must be discussed with the line 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, it 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 retaliation against the reporter.


Whistle blowing

In the event of wrongdoing within our organization, we urge to report these through our whistleblowing channel. Our whistleblowing channels enable confidential communication with us where you can anonymously report misconduct without risking retaliation.

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

SUSTAINABILITY

- Environment, business & social

EDUCATION

- Star for life Africa
- Star for life Ukraine
- Motivationslyftet by Star for life
- Kodcentrum
- Nexer Network: Developer

EQUALITY

- WIT Venture Studio
- Nexer Network: Women

Navigation icons: back, forward, search, refresh, home, mail, share, print, zoom in, zoom out.

Caption: Nexer Cares with social initiatives in sustainability, education and Equality.

Our actions in the human rights area are:

Gender Balance

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

Nexer has identified that gender balance is essential 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.

Currently, Nexer has 31 % female employees and 35 % female managers. In the executive management team, 1 out of 7 is a woman.

This is an decrease when it comes to female managers but a increase when it comes to female employees.

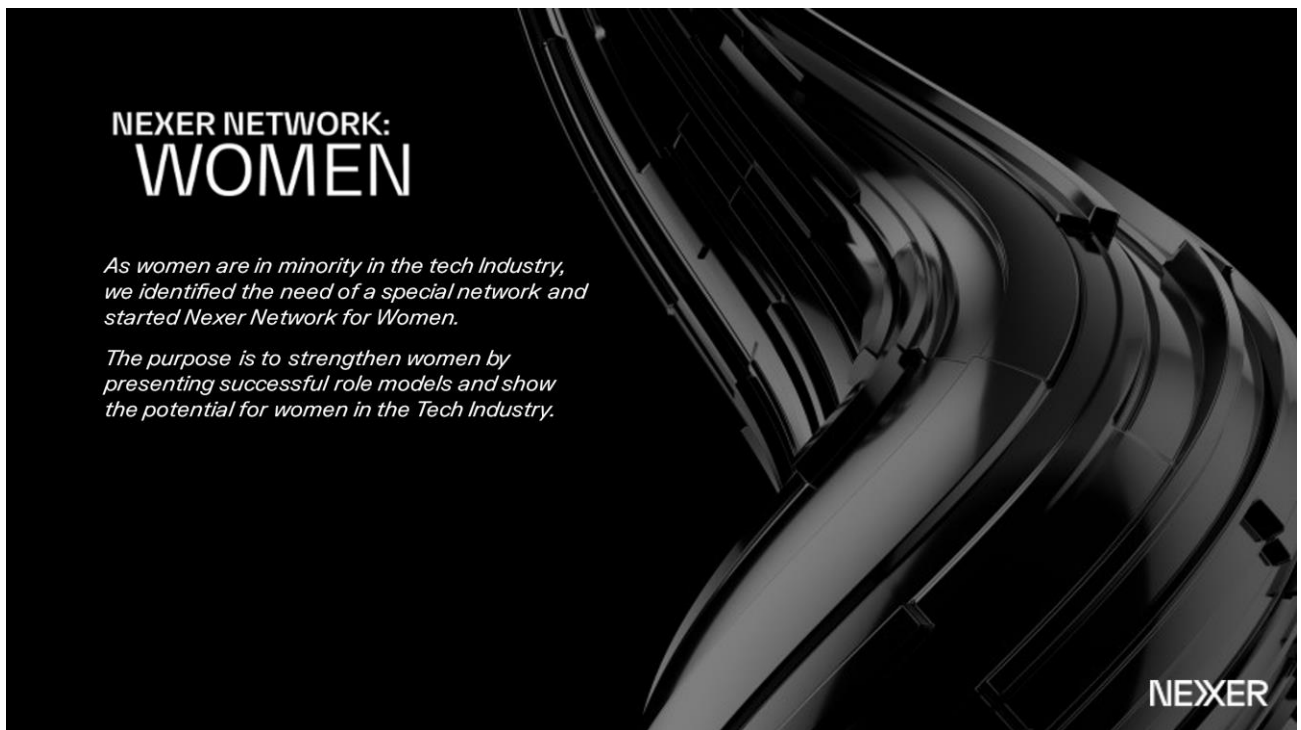
Another goal is always to have at least one woman on the short-list when recruiting new managers. However, the decision of who shall fill the position shall always be made based on competence criteria only. This is monitored regularly by HR.

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 *Women in tech – Venture Studio* that is a startup-centric tech house that is working to advance the Femtech industry. Through the studio WIT Venture studio

deliver support to Femtech startups, initiate Femtech projects and work to build a global Femtech community. See further: <http://www.pinkprogramming.se/en>. With this, we hope that women can find female role models and encourage them to pursue an entrepreneurship in tech.

Nexer is the organiser of Nexer Network: Women a network for women within the IT/Tech business.



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


During 2022 we have had inperson network meetings for women in several locations in Sweden. We also have a LinkedIn group for women with over 4600 members. This group is used as a forum where women can share experiences, network, and work as a good platform for Nexer to share job advertisements to reach out to more women.

Nexer is a proud sponsor of FC Rosengård, an all-female football team that has won the Swedish national league for several years. FC Rosengård is one of the most competitive women's football teams in 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 to assist young people in raising their level of competence and competitiveness in the labour market and Football for Life, strengthening the self-esteem and awareness of young women at hundreds of schools in South Africa.

Education and sharing knowledge

Every year, Nexer invites customers and other stakeholders to Nexer Summits, where experts share knowledge and talk on interesting topics in technical, communication, or strategic areas. We have also implemented a strategy of being thought leaders within specific areas, such as retail and tech talent. Being a market thought leader means that we have a knowledge base leading in the market and that we share this knowledge with others.

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 at 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.

In 2022 we arranged digital “kodstugor” for young people to learn more about programming. We expanded with new locations in Alingsås and Lidköping. We also participated in the jury for “Kodutmaningen” for 5th-grade school classes.

In 2023 we started a new program called Nexer Future Leader Program consisting of 20 participants between the ages of 18-23. They all have different backgrounds and experiences. The program is an extension of our vision – A Promising Future. We want to give young talents the opportunity to learn more about entrepreneurship at an early age. The program rests on four pillars.

1. Network, Value everyone you meet, make them a part of your valuable network.
2. Mentorship, Someone guiding you from an early point in life.
3. Insights Open the door to an interest in entrepreneurial leadership. Get an idea of what work life is and different roles. Increase your leadership toolbox.
4. Society & Sustainability Understanding how you are a part of the society as a business owner or entrepreneur

For many years, Nexer has been a sponsor of *Star for Life*, a non-profit organisation working to prevent HIV and AIDS in South Africa, by encouraging school children to work for realising their dreams and focusing on 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 supports 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 get help to improve their 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.

In 2022 Nexer also started to support Star for Life Ukraine as a partner. We also contributed with 100 laptops for children to be able to learn more about digital creation and programming.



CHILDREN IN UKRAINE BELIEVE IN THE FUTURE

The future in which children receive quality IT education and take care of their own mental health, realizing their ambitious dreams. Promoting IT education among schoolchildren, inspiring young people to acquire new knowledge and skills necessary for productive work and care for their future.

An important role is given to the psychological aspect of the education to help kids overcome difficulties and reach own life goals. For that, [Voices of Children charity fund](#) uniting 50 psychologists partnered with the project. Another partner, [IDF School](#) provided their teaching programs.



NEXER

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 is 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.



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
2021	29	37
2022	31	35

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. 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, employee handbook 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.

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 is part of Nexer's systematic quality work and is conducted according to 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.

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 98 percent of the men's salaries in the latest salary screening.

All health, discrimination 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 2022 it was only one 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

[Principle 9](#): Encourage the development and diffusion of environmentally friendly technologies.

ASSESSMENT, POLICY AND GOALS

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 optimization and rationalisation in our customers' business.

As part of our promise for a more sustainable future, we target to reach net-zero emissions. By 2025 we will only use renewable energy in all office locations worldwide, reducing scope 1+2 (GHG Protocol) emissions by 60% and scope 3 by 30% compared to year 2021. I, with efficient and sustainable energy usage, optimizing resource consumption, encouraging sustainable commuting, and reducing business travel. These ambitious goals were set in 2021 which was a pandemic year.

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; primarily we choose remote meeting solutions, e.g. telephone or web conferencing. If we require to travel, we do this as environmentally friendly as possible.

- Decarbonisation: we strive to reduce our CO2 footprint.
- Energy consumption; we strive to reduce our electricity consumption.
- Water consumption and quality; we strive to reduce water consumption and promote use of high-quality tap water.
- Resource consumption; we minimise the usage of consumables, recycle waste and handle environmentally dangerous waste responsibly.
- Air quality; by reducing travelling by fossil-based transportation we contribute to increase air quality and reduce pollution.
- Chemical management; we minimise use of chemicals in relation to delivered services as well as for services provided by our suppliers.
- Animal welfare; we do not mistreat animals in any way
- Noise emissions: we minimise travel by air.

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.

In 2022 we implemented a [supplier code of conduct](#) which is mandatory for all our suppliers to sign. It ensures that our entire supply chain shares our values regarding ethics, environment and diversity to name a few topics.

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.

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.

Regarding our emission data we publish this is calculated as with the GHG protocol

Scope 1 increased from 1,75 tons to 4,2 metric tons CO₂ in 2022. Nexer has a very low impact on Scope 1. Our leased company cars is our only emission point. The increase is explained by 2021 being a pandemic year and travel increased in 2022.

Scope 2 decreased from 170,2 metrics tons CO₂ in 2021 to 154,9 metrics tons in 2022. Nexer implemented renewable energy on all but 1 office in Sweden in 2022, which is what caused the decrease.

For Scope 3 there are a few categories which impacts Nexer, they are all disclosed below. Commuting increased from 120,1 metric tons CO₂ in 2021 to 367,5 metric tons in 2022. The reason for the increase is that 2021 was a year impacted by the pandemic, and that we the company grew with more than 500 employees in 2022.

Business travel increased from 160,4 metric tons in 2021 to 468,3 metric tons in 2022. The increase is due to 2021 being a pandemic year.

Purchased goods and services decreased from 487,8 metrics tons in 2021 to 218,4 metrics tons in 2022. The reason for the decrease is less electronic equipment purchased and more equipment has been reused.

So the grand total for scope 3 increased from 768,3 metric tons in 2021 to 1054,2 in 2022.

7. ANTI-CORRUPTION PRINCIPLES

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

ASSESSMENT, POLICY AND GOALS

At Nexer AB we have a zero-tolerance for corruption. Our commitment is to operate with transparency, trust and integrity continuously. Whether it is on a corporate or personal level, corruption, extortion or bribery is not acceptable in our organisation.

Our main risk in this area relates to our external stakeholders. To mitigate the risk, we have implemented a supplier code of conduct to ensure that all our partners and suppliers follow the same principles regarding anticorruption as we do.

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.

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 - 2022.

No corruption incidents have been found during 2022.

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

It's mandatory for all employees to take part of and accept the Nexer Code of Conduct.