



Sustainability policy

Version 1.0

Advania group



Title
Sustainability policy

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Reviewed by
CEO Advania group

Written by
Sustainability manager
Advania Sweden AB
Approved by
Board Advania group

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Sustainability policy

Advania is one of the largest Nordic IT companies. We help our customers with products and services in the areas of IT outsourcing, ERP, process automation, contact center, IT infrastructure and systems integration and data center services.

Advania traces its roots to three Nordic countries, Iceland, Norway and Sweden. Over a long period of time each country generated a crucial component of what eventually was braided into one company, Advania AB, in 2012.

Introduction

The IT industry has a major impact on society; both on the environment through a large and growing consumption of materials and energy throughout the life cycle but also on all the people working in the global supply chain with the manufacture of products and services.

Simultaneously, the ongoing digital transformation originating from the IT industry is essential for achieving the sustainable society we need to build globally by 2050.

The starting point for Advania's sustainability strategy and a prerequisite for Advania to become a long-term sustainable company is to take responsibility for both the risks and opportunities digitization brings.

As a guideline for our sustainability efforts, we have assumed the principles of the UN Global Compact, in which we became members of in 2019.

The UN's 17 global sustainable development goals are also an important guide. The goals that Advania has identified as the highest priority based on the materiality analysis performed by Advania are as follows:



To ensure that our work with the above goals are successful we acknowledge the importance of partnerships as described in goal 17:





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Our responsibility

Advania strives for prevention and reduction of the negative impact on people and the environment that our business might cause. We will constantly strive to develop our sustainability efforts and improve performance in terms of supply and quality of our services and products throughout the lifecycle.

The legislation and other binding requirements of our stakeholders to which we are concerned with shall be followed or exceeded.

We will proactively engage with our customers to help them take advantage of the potential for resource efficiency that increased digitization of the business gives, and thus contribute positively to the development of a sustainable society. A proactive sustainability effort is an important part of our business strategy which is based on customer intimacy and with the ultimate goal of having the most satisfied customers in the industry.

Based on a stakeholder dialogue our sustainability efforts are focused in three main areas:

Sustainable Advania

An attractive employer. We maintain healthy employees and a low turnover of people by investing in our employees' career development as well as in preventive health care.

An equal and inclusive workplace where no one is denied career development based on gender, ethnicity or any other causes of discrimination. With a policy against discrimination and directed efforts to increase the numbers of underrepresented groups when hiring, we constantly improve the equality in the company.

An ethical and transparent company where employees are trained in anti-corruption and with guiding policies how to act in common business situations.

A climate-efficient company with constant improvements to reduce our emissions. We set goals and focus on reducing the emissions in the fields of transportation and increasing the use of renewable energy in our facilities.

A responsible financial management. With competitive skills and offerings we keep the long-term profitability at a level that makes sure the company still exists in the long term to offer job opportunities in the Nordic market as well as paying taxes in the countries where we operate.

Sustainable offerings

All Advania services ensure information security and personal integrity. We fulfil all national legislation within the field of personal integrity and information security, both in our internal operation and in our services to customers.

Sustainable IT and Sustainable digitalisation. We proactively help our customers to integrate IT in their sustainability efforts. We do this partly by reducing the footprint from IT usage through energy



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efficiency management and a life cycle perspective, partly by helping customers in the process of digitization and thereby make their entire business more sustainable.

Partnership. To address many of the sustainability challenges described in this policy, Advania see the need for increased partnership. Both with our partners and colleagues within the industry but also cross sector with customers and governments, locally and globally. Advanias memberships in UN Global Compact and Responsible Business Alliance are examples of partnership on a group level.

Sustainable supply chain

A sustainable supply chain. In co-operation with our business partners we monitor performance in the supply chain to reduce the risks of human rights violations and corruption and continuously work to improve working conditions and reduce environmental impact. In 2019 Advania group joined Responsible Business Alliance to increase the focus on supply chain management.

Implementation and communication

This policy has been decided on and approved by the Board and the CEO of the Advania Group is ultimately responsible for the implementation and follow up.

Each country CEO is responsible for implementing and communicating this policy to each local business and setting targets tailored to local conditions. Every year the targets are followed up on Advania group level.

All employees should know this policy and what impact Advania has on our environment and society through our business. The result of the work is available to all stakeholders, both internal employees, customers and other external audiences.

History of revision

Version	Date	Changed by	Comment
0.1	2017-08-02	Helena Nordin	First draft
0.2	2017-09-12	Helena Nordin	Changes after revision
0.3	2020-02-28	Lilja B. Skuladottir	Minor updates
0.4	2020-03-13	Helena Nordin	Expand the number of priority SDG's and other minor changes
0.5	2020-03-16	Póra R. Jónsdóttir	Review phrasing and minor changes in wording
1.0	2020-04-30	Helena Nordin	Version approved by the board