



# **SUSTAINABILITY REPORT 2022**

**Sigma Connectivity AB**



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# FOREWORD



*Lund April 4th, 2023*

At Sigma Connectivity we strongly believe that sustainability is a corner stone in a successful company for it to be attractive to all stakeholders, society, and community. Therefor sustainability must be a part of everyone's daily work.

Sigma Connectivity took some exciting steps during 2022 to further strengthen our position when it comes to being a sustainable organisation that is operating our business with sustainability in mind. In this "Sustainability Report 2022", we describe how we have worked with improvements, from our values to concrete actions, within the Sigma Connectivity group.

A handwritten signature in blue ink, reading "Jesper". The signature is fluid and cursive, written in a professional style.

Jesper Larsson  
CEO, Sigma Connectivity AB

# INTRODUCTION

This sustainability report comprises all companies within the Sigma Connectivity group even though the regulations only apply to Sigma Connectivity AB.

## RESPONSIBILITIES WITHIN THE GROUP

The CEO is overall responsible for the Quality and Environmental Management in the Sigma Connectivity group.

The Quality Manager is authorized by senior management as representative for the management and day-to-day implementations of improvements to the organisations Quality and Environmental Management System, SCMS.

The Quality Manager has appointed the Quality Assurance Manager to act as Process Manager for Environmental Management ensuring that the organisation meets all applicable requirements as defined by ISO14001:2015. The Quality Assurance Manager is also tasked by senior management to act as Sustainability Catalyst driving the overall activities concerning sustainability with the help of the organisation.

All employees are responsible for notifying the Quality Manager or the Quality Assurance Manager about any quality or environmental improvement and/or incidents through SCMS Improvement & Incident Log.

Any changes required in the Management System as a result of new, or significant aspects no longer present, are implemented according to the SCMS Change Procedure.

## OUR VALUES

Our company culture is based on our values; engage, create and deliver. We believe that diversity, teamwork, and passion drive innovation – and that this naturally creates a creative, inclusive, fast paced environment which is constantly growing.

### *You Will Never Work Alone*

- » We **engage** with customers in a respectful and proactive way.
- » We **create** solutions through innovation and engineering craftsmanship.
- » We **deliver** true results through knowledge, dedication and structure.

Our values stand for how we relate to each other, to customers and to our business.

# SIGMA CONNECTIVITY BUSINESS MODEL



“Expect a Better Tomorrow” is the vision of Sigma, and it is a major part of our everyday operations where our goal is to contribute for a better tomorrow for our customers improving their business. It also forms the basis of the Sigma Connectivity Business Model.

Sigma Connectivity is a technology driven design house that executes projects in-house but also offers on-site connectivity experts on customer’s site. We offer knowledge as a service as we develop accessible and useful solutions with connectivity, solutions that improve life and business for our customers and end-customers.

Our complete in-house capability to innovate, create and develop connected solutions and devices makes us unique. We collaborate with clients from multifaceted industries and provide customized teams with all competences needed to help our customers bring connected solutions to market. Our services are ranging from hardware development to production technology and front-end development to back-end integration.

The business model is based on billable hours where we charge per hour worked or for value/results accomplished with the service.

Our strategic goals are:

- » Build a long-term sustainable company with profitable growth
- » Build a company that is attractive for employees, partners and customers as well as owners
- » Build a company that acts according to our values Engage, Create and Deliver in the spirit of “Never work alone“
- » Be a global company with an international diversified customer base



# CONNECTIVITY & SUSTAINABILITY

At Sigma Connectivity, we have identified the internal and external stakeholders relevant to our organisation and business as, in no particular order

- » Customers, their needs and requirements
- » Society, Laws and Regulatory requirements
- » Employees, their needs and requirements
- » Owners, their needs and requirements

During 2022 we at Sigma Connectivity has continued and further developed the initiatives launched in previous years concerning Diversity, Inclusion and the Environment. We sought to do this through a series of Sustainability Workshops with participants from various areas of our organisation, including our most senior management, as this responsibility concerns all of us. We discussed how to best strengthen our organisation as it relates to our stakeholders needs and requirements. We did this with the UNs Sustainable Development Goals (SDG) as a basis based on Agenda 2030 and the environmental goals set by the Paris Agreement.

Through analysis of the SDGs and how they apply to our organisations business model and value chain as well as a materiality analysis of some of our major customers, we defined 5 out of the 17 goals in the SDGs as our main focus for our organisation.

After completion of the workshop and its follow-on activities, we will be ready for verification in accordance to ISO26000.

## MATERIALITY ANALYSIS


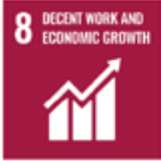



Smart, connected technologies are unleashing a new era of opportunity and competition which includes sustainability aspects such as energy consumption, waste and working environment conditions. With this in mind we are performing an annual materiality analysis of our organizations stakeholders to gain valuable insight regarding their needs and requirements for our sustainability activities.

- » An investigation of some of our most important customers to see where their biggest engagements regarding sustainability are.
- » Laws and regulatory requirements of the societies we operate in are continuously monitored.
- » Sustainability Survey and Annual Survey among our employees to gauge their areas of focus and interests.

This helped us define our sustainability strategy that includes the global development goals that are most vital to Sigma Connectivity's business as well as our local communities and environments all over the world.

# OUR CHOSEN DEVELOPMENT GOALS

Our Materiality Analysis resulted in us choosing five of the SDGs to focus on. These 5 goals are,

	<p><b>SDG 7 - AFFORDABLE &amp; CLEAN ENERGY</b></p> <p>Business can accelerate the transition to an affordable, reliable and sustainable energy system by investing in renewable energy resources, prioritizing energy efficient practices, and adopting clean energy technologies and infrastructure.</p>		<p><b>SDG 8 - DECENT WORK &amp; ECONOMIC GROWTH</b></p> <p>Businesses are engines for job creation and economic growth and foster economic activity through their value chain. Decent work opportunities are good for business and society. Instituting non-discriminatory practices and embracing diversity and inclusion will also lead to greater access to skilled, productive talent.</p>	
	<p><b>SDG9-INDUSTRY, INNOVATION &amp; INFRASTRUCTURE</b></p> <p>By committing to sustainable industrialization and promoting innovation across company operations, businesses can contribute to development efforts in the regions in which they operate through upgrading local infrastructure, investing in resilient energy and communications technologies.</p>		<p><b>SDG 12 - RESPONSIBLE CONSUMPTION &amp; PRODUCTION</b></p> <p>A better understanding of environmental and social impacts of products and services is needed,. Businesses can use its innovative power to then design appropriate solutions that can both enable and inspire individuals to lead more sustainable lifestyles, reducing impacts and improving well-being.</p>	
				<p><b>SDG 13 - CLIMATE ACTION</b></p> <p>Climate change is caused by anthropogenic emissions of CO2 and other greenhouse gasses. Businesses can contribute to this by decarbonizing their operations and supply chains through continuously improving energy efficiency, and setting ambitious emissions reductions targets in line with climate science.</p>

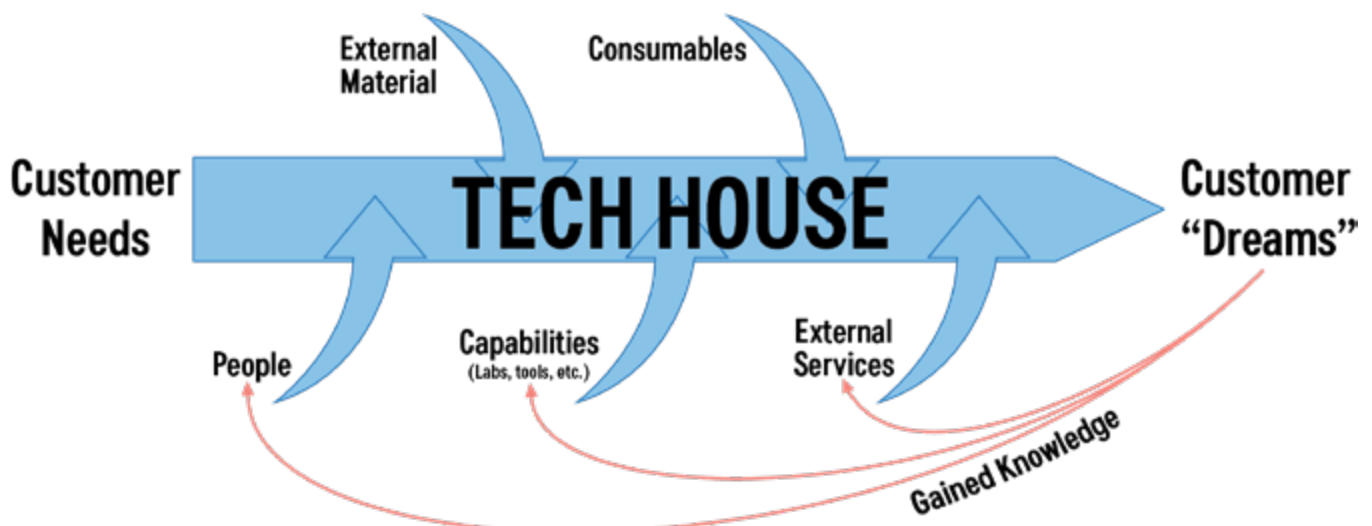
These five goals complement our Business Model and are applicable to our Value Chain.

This is however no indication that we, as an organisation, doesn't concern ourselves with the remaining SDGs nor that we greatly limit our Sustainability Scope. This is only a reflection of where the nature of our business and organisation lies in comparison to the SDGs.

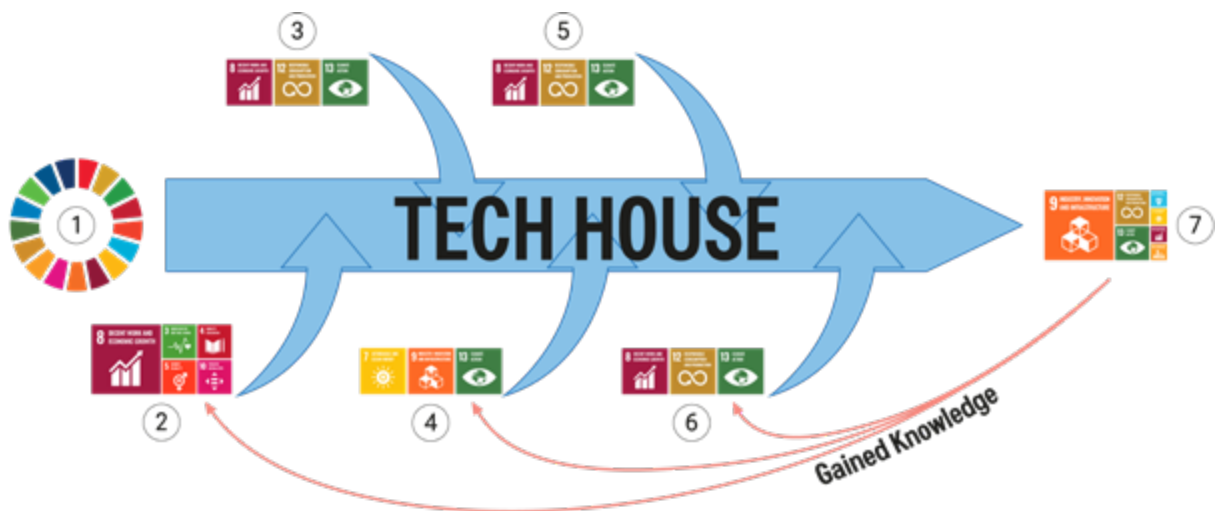
# OUR SUSTAINABLE VALUE CHAIN

Establishing a sustainable business model requires that we adapt our value chain into a sustainable one. This was one of the major activities in our Sustainable Work Shops during 2021 and 2022.

Using this graphical presentation of our Value Chain, as shown below, as a starting point;



Using the knowledge acquired during our Materiality Analysis and the resulting focus on the five chosen SDGs we applied this to our Value Chain. The result is our Sustainable Value Chain with the emphasis on the five main goals but also demonstrating where we see influences from other SDGs as well.



### CUSTOMER NEEDS

Our customers needs can vary across all of the seventeen Sustainability Development Goals set forth by UN. We also see it as our mission to influence and aid our customers towards a sustainable future using our world class people and capabilities.



### PEOPLE

As we strive to be a modern employer that keeps and attracts talent across the globe by being innovative. Our main goal here is SDG 8 and particular in the targets *Resource efficiency(8.4), Child/Forced Labour(8.7), Labour Rights & Safe Work Environment.*

*Influenced by SDG 3 Good Health & Well-being, SDG 4 Quality Education, SDG 5 Gender Equality & SDG 10 Reduced Inequalities*



### EXTERNAL MATERIAL

Ensuring a sustainable supply chain is vital to be a sustainable organisation. The targets in SDGs 8, 12 & 13 as directly impacting this in *Resource efficiency(8.4), Child/Forced Labour(8.7), Labour Rights & Safe Work Environment, Sustainable management of resources(12.2), Reduce waste generation(12.5) & Climate Action(13.1).*



### CAPABILITIES (Labs, Tools etc.)

Our world class capabilities are what drives us so the main SDG goal is 9 Innovation. We support this by goals SDG 7 & 13. The targets we see as applying to us are *Develop sustainable infrastructure(9.1), Promote inclusive & sustainable industrialization(9.2), Support Technology Development, Research & innovation(9b), Renewable Energy(7.2) & Climate Action(13.1)*



### CONSUMABLES

Similar to #3 ensuring a sustainable supply chain is vital to be a sustainable organisation. The targets in SDGs 8, 12 & 13 as directly impacting this in *Resource efficiency(8.4), Child/Forced Labour(8.7), Labour Rights & Safe Work Environment, Sustainable management of resources(12.2), Reduce waste generation(12.5) & Climate Action(13.1).*



### EXTERNAL SERVICES

Like #3 and #6 external services greatly affects the sustainability of our supply chain and is vital to be a sustainable organisation. The targets in SDGs 8, 12 & 13 as directly impacting this in *Resource efficiency(8.4), Child/Forced Labour(8.7), Labour Rights & Safe Work Environment, Sustainable management of resources(12.2), Reduce waste generation(12.5) & Climate Action(13.1).*



### CUSTOMER "Dreams"

We provide world class innovative services, so choosing SDG goal 9 as the most important as to what we deliver was an easy choice. This is supported by SDG goals 12 & 13 to really emphasize our capability to deliver sustainability to our customers. SDG goals 6, 7, 8 & 11 are where we have been able to have a sustainable impact through our deliveries during 2021 and before.



# OUR SUSTAINABLE ACTION PLAN AND STRATEGY

To help us form a Sustainability Strategy based off of the already established information from our Materiality Analysis, our chosen SDGs and our Sustainable Value Chain, we again reviewed the SDGs and setup an action plan covering our organisation, our customers and our employees.

We keep aligning our sustainability goals and objectives into three activities:

- » Diversity & Inclusion
- » Environmental Vision 2030
- » Sustainable Technical Solutions

These three activities will drive their respective area to meet the established organisational goals and objectives.

## VISUALIZING OUR SUSTAINABILITY STRATEGY

In order to create awareness and understanding of our sustainability strategy we needed a simple way to show it to our stakeholders. We developed a circular diagram of how our sustainability activities ties in with our business plan, value chain, organisational values, goals and vision as well as our three sustainability activities.



- 1 SIGMA CONNECTIVITY**  
At the center, there is us. We are the organisation better known as Sigma Connectivity.  
The global tech company that "Can Do"
- 2 CREATE, ENGAGE, DELIVER**  
Our company culture is based on our values; engage, create and deliver. We believe that diversity, teamwork, and passion drive innovation – and that this creates a creative & inclusive environment which is constantly growing.
- 3 DIVERSITY & INCLUSION**  
All areas of sustainability control related to our business are important and relevant to us. We strive to be a modern employer that keeps and attracts talent across the globe by being innovative – and being innovative means being diverse and inclusive.
- 4 ENVIRONMENTAL VISION 2030**  
Sigma Connectivity will be climate neutral in our operations by 2030. This is an ambitious goal, one that we will achieve together with our customers, with our communities and, of course, together as an organisation.
- 5 SUSTAINABLE TECHNICAL SOLUTIONS**  
The focus on working with our customers is not a new one, but we need to do this in a sustainable way now and going forward. Repair, Reuse and Recycle shall guide our way forward to the future.
- 6 VISION & VALUES**  
And we've now come full circle, to our vision and values as a company and organisation. And we want to deliver on the promise of *Expect a Better Tomorrow*. One where we *Never Work Alone*, but together with our customers and with our organisation.

# OUR SUSTAINABILITY ACTIVITIES

## DIVERSITY & INCLUSION

We design and develop for everyone, and hence diversity is important for our ability to bring forth the knowledge and services we offer. In 2021 we engaged in a Inclusion & Diversity initiative, involving our employees, with the focus to further enhance and address our Inclusion and Diversity.

We have an Inclusion and Diversity vision, that states the following:

*We strive to be a modern employer that keeps and attracts talent across the globe by being innovative – and being innovative means being inclusive and diverse.*

Diversity and Inclusion is vital to us from several aspects, some of them being that:

- » *Innovation* - We innovative solutions with and for our Customers. With diversity and inclusion being foundations in creating an innovative environment, we are very much dependent on having a mix of people for various context and experiences in order to find new innovative solutions.
- » *Global Context* - We are in a global context with Customers and Partners from all over the world and it is therefore important for our organization to resemble that. It is of value in our Customer relations as well as our Partner relations.
- » *Wellbeing* – We strongly believe that the wellbeing of people - a work environment where people enjoy working and can develop and grow are best accomplished by a high level of inclusion and a mix of individuals.
- » *Design for Everyone* - We design and develop for everyone, so everyone must be represented.

Our 2023 figures are illustrated below. Our employees ranging in the age from 22 to 71 years, and we have over 35 nationalities represented in the organization. The gender distribution is male dominated with 17% female and 83% male employees (Managers: 30% female and 70% male).



We are operating in a male-dominated industry but see the gender balance as an important factor to achieve a creative and inspiring working environment and make us more competitive.competitive.

In 2023 we will formulate and set measurable objectives that we can monitor over time and work towards. Our target areas are: Gender balance, Age balance, Level of Inclusion and Nationality background.

# ENVIRONMENTAL VISION 2030

Environmental Vision 2030 (EV2030) is an activity that started during 2020 and that looks at how we, as an organization, can make choices to minimize our environmental impact both locally as well as globally. To do this we have defined our vision for the near future as,

*Sigma Connectivity will be climate neutral in our operations by 2030.*

To achieve this, we will focus on renewable energy, minimize consumption & maximize recycling. We will put all our strength into this ambitious goal to realize our environmental vision within the coming years.

Never work alone; only together we can achieve this ambitious vision, our employees together with Sigma Connectivity and Sigma Connectivity together with our customers.



To increase awareness regarding this we reported our CO<sub>2</sub>e emission to the Carbon Disclosure Project (CDP) where it is publicly available. During 2021 we reported our baseline to which we will measure our progress towards 2030 on. The baseline is set to our results in 2019 as that is the last full year without impact from the global Covid-19 pandemic. We are currently calculating our results from 2022. Scope 1 and 2 results are 0 due to the fact that our landlord use renewable energy sources for these activities. We will submit our calculated 2022 emissions soon and continue annually reporting CO<sub>2</sub>e figures going forward.

EV2030 also reports to our customers on our annual emissions, using our submission to CDP where possible. We also submit other information where required such as our plans on how to reach our set goals for 2030.

# SUSTAINABLE TECHNICAL SOLUTIONS

The third, and last, of our current sustainability activities is Sustainable Technical Solutions (STS) and here we will focus on how we as an organisation can work together with our customers to increase the sustainability of their products and solutions.

This activity started during the latter half of 2021 and is still under development with regards to its goals and objectives.



We will utilize the diverse experiences from our employees to drive and aid our customers in developing products and solutions focusing on three Rs,

- » *Repair*
- » *Reuse*
- » *Recycle*

This while still ensuring focus on minimizing energy consumption, environmentally friendly materials and a sustainable supply chain.

# OUR CODE OF CONDUCT



We cultivate an engaging multicultural environment where employees can share experience and improve their skills and responsibilities.

Sigma Connectivity is a member of Almega Employers' organization and has collective agreement with the unions active on our market. Two local unions are present in our company cooperating with us in this area. We consider this as a solid ground for minimizing the risk of employment and/or work environment malpractice.

Our business and our staff in Sweden have strong traditions and regulations in the labour principles area. Risks are assessed to be low in general in Sweden. The business of Sigma Connectivity requires highly skilled personnel and management competencies, which make the risks for our business even lower. For our organisation we consider gender and ethnic aspects of labour principles to be most relevant, together with quality of working life such as workload and stress.

New employees as well as existing employees are part of a training program that provides them with all necessary training including our Values, Code of Conduct, Policy against victimization, Work Environment Policy and Quality Policy.

## LEGAL COMPLIANCE

Sigma Connectivity abides by all relevant laws and regulations, business, labour and environment, in the countries where it has its bases of operation. In addition to this comes the controls and principles in our certified way of working according to the standards ISO9001 and ISO14001. Application of the previously mentioned with an adherence to our customers' requests and requirements Sigma Connectivity always applies the most stringent requirement.

## ETHICS

Sigma Connectivity complies with all laws and regulations concerning corruption, bribery, prohibited business practises and extortion in the countries where it has its bases of operation. We utilize a strict policy when it comes to financials and the approvals thereof to protect our organization from the risk of illegal financial activity.

## LABOUR

Sigma Connectivity complies with all laws and regulations concerning labour and employment in the respective countries where it has its bases of operations. This includes, but not limited to, minimum wage, maximum hours of work, days of rest, compensation, freedom of association, right to organize and collective bargaining.

Sigma Connectivity also expects and requires our partners and suppliers to adhere to the sentiments expressed in this document concerning labour and labour rights. The Terms & Conditions signed by all contracted partners stipulate compliance with Sigma internal instructions including an onboarding training session covering our Code of Conduct.

# CHILD, COMPULSORY OR FORCED LABOUR

Sigma Connectivity neither accepts nor supports the use of child<sup>-1</sup>, compulsory<sup>-2</sup> or forced<sup>-2</sup> labour.

*-1 by child labour Sigma Connectivity means employees under the age of 15 years old. For work that by its nature requires someone over the age of 18, child labour means someone that is under the age of 18 years old.*

*-2 regarding Compulsory or Forced labour Sigma Connectivity expects its partners and suppliers to voluntarily comply with our stance on this subject.*

## RESPECT AND DIGNITY

Our values are summed up in the phrase “You’ll never work alone” meaning that we shall treat each other with respect and support each other in our work. This to create an environment where we all help and take care of each other as colleagues and human beings.

Therefore, we have zero tolerance for any kind of insulting or abusive behaviour as this is a serious threat to our employees, their wellbeing and career development. For this purpose, we have documented policies regarding discrimination, harassment and victimization related to gender identity, ethnicity, religion, disability, sexual identity, expression and age in whatever form it may take.



## ANTI-CORRUPTION PRINCIPLES

Businesses should work against corruption in all its forms, including extortion and bribery. Our business and our staff in Sweden have strong traditions and regulations in the anti-corruption area. Risks are assessed to be low in general in Sweden (Transparency International).

Our management system contains a Table of Authority which stipulates the limit for approval of business quotations, investments as well as expenses.

Our internal Supplier Quality process stated that only suppliers that adequately fulfil our Code of Conduct shall be used.

External audits take place every year, 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.

Our Code of Conduct addresses the norm for how employees at, and representatives of Sigma Connectivity shall act regarding ethical matters. Each subsidiary is responsible for ensuring that their employees follow this policy.

# SUSTAINABILITY POLICIES

We have several organisational policies that have been long established, that are continuously monitored and updated when needed, concerning the area of Sustainability.

Some has already been listed under our Code of Conduct (Legal compliance, ethics, labour etc.) and they will not be repeated here.

## ENVIRONMENTAL POLICY FOR PROJECTS

All projects shall consider their environmental impact within, at least, the following areas:

- » The project shall consider the environment impact of the materials selected for the product.
- » The project shall seek to minimize the environmental impact of travel, for example through use of telephone conferences, carpooling and selection of more environmentally friendly forms of travel such as trains when possible.
- » The project shall seek to minimize the number of prototypes needed during the product development. Prototypes are generally waste at the end of the project execution, and measures should therefore be taken to minimize need through efficient planning and sharing of prototypes between team members whenever possible.

## WASTE AT SIGMA CONNECTIVITY

We utilize recycling where possible and for specific areas for waste disposal, such as batteries and other hazardous materials, we use specialized suppliers for waste handling and disposal to ensure it is done in an environmentally friendly way.

## CHEMICAL HANDLING AND CONTROL

Procedures for chemical handling and control are available according to regulations in printed copy at the place where the chemicals are stored and handled.

## TRAVEL POLICIES

Our Travel Policy states that before booking a trip, the factors of time, money and environmental impact shall always be weighed against each other. The most environmentally friendly way to travel should always be chosen.

Our Company car policy is focusing and promoting the use of environmentally friendly cars. One objective of Sigma Connectivity's Company Car Policy is to reduce the environmental impact attributable to car transport within Sigma Connectivity's operations, and thus only cars with CO2 emissions of <60 g/km (WLTP) may be chosen.

Sigma Connectivity and “Personalcyklar” have signed an agreement that gives our employees in Sweden the opportunity to order a bicycle that is paid for through gross salary deductions. Sigma Connectivity AB also owns several bicycles that can be borrowed for travels within the city.

## HEALTH & SAFETY POLICIES

Sigma Connectivity follows its Work environment policy for a safe and healthy work environment. The company board has delegated the responsibility for the systematic environment work to the CEO who in turn has distributed the work to relevant managers within the organization.

In the Work Environment Policy, we take into consideration all the environmental aspects we have identified as well as the legal and regulatory requirements on our work environment. Both the environmental aspects and the regulatory requirements are continuously monitored and reviewed annually.

In our employee survey that takes place at minimum once a year, measurements are made in the areas of teamwork, work environment, stress and health, life balance, culture and values, development opportunities, leadership, skills, motivation, communication, roles and responsibilities, victimization due to gender, gender crossing identity or expression, sexual orientation, ethnicity, nationality, religion or other faith/philosophy, social standing and background, role, knowledge, and age. These measurements show that our employees are safe and satisfied with our work environment and our working conditions. Below metrics show the aggregated outcome and objectives for the areas “Wellbeing”, “Engagement” and overall “Net Promoting Score” from the 2023 (2022) survey. Please note it as it is: 2023 (2022) survey

Employee Survey Summary	2018	2019	2020	2021	2023 (2022)	Goal
Employee Survey – Response Rate (%)	88	91	89	90	92	> 80
Employee Survey - <u>eNPS</u>	20	28	21	14	15	> 0
Employee Survey - Engagement	7,5	7,7	7,7	7,7	7,8	≥ 7
Employee Survey - Wellbeing	7,0	7,2	7,3	7,2	7,4	≥ 7

Other parameters and forums we use to monitor the wellbeing of the company and our employees are: Personnel Turnover, Overtime, Sick Leave, Work Related Injuries and Incidents, Safety Inspections, Personal Development at Sigma, First Impression Feedback, Exit Interviews with HR, Team Meetings and F2F, Incident & Improvement Log, Risk Assessments of Organisational Changes, Rehabilitation, Yearly Summary of our Work Environment, Customer Satisfaction, Training Compliance etc. Several parameters are monitored on a monthly basis together with the union representatives, the Safety representatives and the Safety Committee.

## FIRST AID

We train approximately 20 people out of 300 employees yearly to provide first aid at Sigma Connectivity AB. They receive yearly training and are selected to be in different parts of the organisation so that they're seated in different areas of our premises.

First Aid (S-XABCDE = Ex-sanguinated, Safety, free Airway, Breathing, Circulation, Disability, Exposure, Environment)



# SAFETY COMMITTEE

The safety committee is responsible for overall management and monitoring of the systematic work environment work and consists of representatives who are considered important for the Safety Committee to be representative of the entire organization (Facility & Security Manager, Union safety representatives, HR Manager, Quality Manager, QA Manager, Line Manager, Project Manager, Engineers etc).

## ENVIRONMENTAL ASPECTS



Environmental aspects are those parts of Sigma Connectivity's activities/business, products or services that can have an impact on the environment. The environmental aspects are a part of Sigma Connectivity's work with environmental impact and objectives.

The environmental aspects are continuously updated because of changes in business activities, or as a consequence of other changed preconditions, such as changes in legislation or similar.

Sigma Connectivity's environmental work is certified according to ISO 14001:2015. This means that it is reviewed and audited regularly by a third-party certification body.

Sigma Connectivity does not conduct business that entails a notification obligation according to The Swedish Environmental Code.

## ENVIRONMENTAL LAWS & REGULATIONS REVIEW

In order to effectively review the organisations Environmental Aspects the Laws & Regulations governing this area must be established and are used as an input to the review of the aspects.

For Sigma Connectivity AB the environmental laws & regulations are reviewed for updates twice per year by the Quality Assurance Manager as part of the roles environmental responsibilities. Supporting in this activity is the Facility Manager and the Quality Manager. Also other resources within the organisation may be called upon as Subject Matter Experts when and if needed.

# RISK MANAGEMENT

At Sigma Connectivity we take a risk-based approach to all our activities and Sustainability is no different. Our identified risks and how they are monitored and managed is shown in the table below:

Area	2021	Goal
Environment	» Emissions ( <i>to air, water and ground</i> )	Handled through our Environmental Aspects and EV2030. We will add climate change to our risk analysis in the future.
Work Environment	» Physical injury & damage to the health of people » Disease » Decreased mental health » Degraded social acceptance » Decreased well-being	There are several risk assessments that are to be performed as part of the Work environment processes, e.g., Safety inspection procedure, assessments prior to operational changes (MBL), Employee/Partner at Customer site, Hiring of Personnel, in the event of pregnancy or breastfeeding, crisis management etc.
Personnel - General	» Working conditions » Physical Safety	Working conditions is managed through the Work Environment Policy. Physical Safety is managed through Fire Safety procedure and Work Environment Policy.
Personnel - Social	» Victimization » Harmful Use	Handled through our Code of Conduct, Victimization Policy and Policy for Harmful use.
Personnel - Human Rights	» Labour Rights » Whistle-blower function	Labour rights is handled through our Code of Conduct as well as Swedish labour laws and regulations for Sigma Connectivity AB. A Whistle-blower function has also been setup with a 3 <sup>rd</sup> party supplier that guarantees anonymity for the user.
Ethics & Anti-Corruption	» Business interactions » Suppliers » Sub-Contractors	Handled through our Code of Conduct as well as the Business Risk Assessment process. Suppliers and Sub-Contractors are handled through our Supplier Quality Management procedure that mandates requirements related to our Code of Conduct and Environmental requirements. A Whistle-blower function

# OUR CSR INITIATIVES

In addition to the core business, Sigma is engaged in several projects aimed at creating positive development in society – both in Sweden and in developing countries. It's through drive and involvement real change can be achieved. Together everyone at Sigma can make a big difference.

## EDUCATION INITIATIVES

Sigma Connectivity regularly takes part in activities that contribute to a sustainable future, by supporting innovation and development through education. We do that in cooperation with universities by driving innovation, participating in master thesis. We open doors for students who want to learn about entrepreneurship or a specific industry, or simply want to acquire a competitive skill in a certain area.

## STAR FOR LIFE

Star for Life is a unique program aimed at preventing the spread of HIV and AIDS among young people in southern Africa. The vision is to inspire school children to believe in their own futures and their dreams and support them in their efforts to live a life without AIDS. Star for Life was founded in 2005 and now involves more than 100 000 young people and their families in South Africa and Namibia.

Sigma Connectivity is promoting Star for Life in different charity events, such as running competitions, and make fund raising via PET recycling and by other employee activities. In the context of Star for life Sigma Connectivity also sponsor 100 000 SEK per annum to the Dilanga High School in South Africa.



# FC ROSENGÅRD

FC Rosengård is one of the most competitive women's football teams in all of Europe. They are reigning Swedish Champions, for the second consecutive year, and renowned for their focus on social development and helping young people realize their dreams.

FC Rosengård is active in two large social development projects, Boost, aimed at helping young people raise their level of competence and competitiveness on the labor market and Football for Life, strengthening the self-esteem and awareness of young women at hundreds of schools in South Africa.

In 2011-2014, 723 participants have achieved their goal of employment or full-time education through Boost by FC Rosengård.



## EMERGING COOKING SITUATION

More people die from cooking smoke than from malaria. Swedish-Zambian Emerging Cooking Solutions has developed a system with pellets for use in clean burning cook stoves. The pellets come from biomass waste and therefore are renewable and sustainable. The system contributes to stop deforestation, save time, and improve health and household economy for the users.

## UPPSTART MALMÖ

Uppstart Malmö is partly a foundation that supports entrepreneurs in creating new job opportunities, and partly it is a source of investment capital from a group of experienced entrepreneurs in Malmö. Many partners support the cause with their own personal experience as well. Among the investors are Danir, the parent company of Sigma. Chairman of the board of Uppstart Malmö is Dan Olofsson the founder of Sigma.