

# ADDTECH'S CSR WORK

---

Addtech runs long-term Corporate Social Responsibility (CSR) work that covers all subsidiaries in the Group. Addtech's overarching goal is to fulfil the requirements and expectations of customers, shareholders and employees regarding sustainable enterprise. CSR therefore means that Addtech takes long-term responsibility for the sustainable development of employees, the environment and profitability. Our CSR work strengthens us in this area, making us a better choice than our competitors.

In recent years, the Addtech Group has increased its ambitions in matters regarding working terms and conditions, the environment and ethics. We have had a Code of Conduct for several years that covers all subsidiaries, and each year a sustainability report is produced to present the results of our CSR work. Our reporting complies with the guidelines for Application Level C of the Global Reporting Initiative (GRI).

Addtech's corporate structure and operations, with about 130 operating companies, is a challenge when it comes to achieving rapid results in CSR work, and many units will introduce completely or partly new processes. At the same time, this work paves the way for creating greater value, for example through more attractive customer offerings, larger cost reductions and improved quality and HR work.

## Sustainable development at Addtech

At Addtech we aim to continue to create value for our shareholders, employees, society and the environment. We summarise it into three categories - economic, social and environmental value creation.

- **Added economic value.** Economic strength is a cornerstone for investing in sustainable development, and Addtech is dedicated to ensuring that we are both competitive and cost-efficient.
- **Added social value.** A fundamental factor in Addtech's sustainable development is taking account of all the people affected by our operations. This includes our customers, suppliers, employees, collaboration partners and the communities in which we operate. Addtech's Code of Conduct acts as a compass for each employee and our suppliers are encouraged to work in line with it.
- **Added environmental value.** More than half of the electricity used in the Group comes from renewable sources. Our goal is to constantly increase this proportion. The Group's companies are primarily involved in technology trading, so our operations have a limited direct environmental impact. The Group continuously works on improvement measures in the areas where we can make a difference.

## Code of Conduct

Addtech's CSR strategy is based on the Group's Code of Conduct. The central concepts of CSR are the environment, ethics and morality and they have long been part of the Group's operations. The Code applies not only to all employees in our own operations but also to our relationship with our suppliers of products and services. Our ambition is that our subsidiaries will work with suppliers towards achieving positive change. The Addtech Group's Code of Conduct is based on the UN's Global Compact, ILO's Core Conventions, and the OECD Guidelines for Multinational Enterprises. Read more at <http://www.addtech.com/code-of-conduct>.

## Sustainability report

The Addtech Group publishes a sustainability report that provides customers, employees, owners and other stakeholders with the opportunity to read about the development of our CSR work. The Group published its first sustainability report in 2011. The reports form the basis of the Group's further development in CSR. Reported topics include the Group's use of energy, climate impact, employee turnover and occupational health and safety.

### Key events during the year

- During the year, Addtech followed up on and took action based on the Group's previous employee surveys and further enhanced the procedures and tools available to its companies. The aim is to increase the percentage of employees that have annual performance appraisals to provide them with the good opportunities for professional development. Addtech has also actively encouraged more managers in the Group to use the employee survey as a tool to develop the Group's companies. During the year, the percentage of performance appraisals increased from 57 percent to 61 percent.
- Addtech has continued to improve the tool used by the Group for supplier surveys in order to undertake a large-scale survey in the coming financial year. The overall aim is to perform a structured evaluation of Addtech's suppliers with the aim of ensuring that they comply with decent standards with respect to their employees and the environment. Addtech wishes to actively encourage suppliers to integrate CSR work into their business models so that we are heading in the same direction together in terms of value creation. We hope to implement a thorough supplier survey which is both relevant to Addtech's objectives and to the industry as a whole.

Read more in the sustainability report for 2013/2014 on [www.addtech.com/csr](http://www.addtech.com/csr).



Download the PDF version of this sustainability report