



Sustainability Report



Change work for the future

The change of our name does not change our ambitions. We firmly believe that it has strengthened us by being able to create our own reputation.

We constantly strive to be excellent in all matter. We continuously improve, innovate empower, inspire and lead change. For our customers, employees and stakeholders.

To ensure that we achieve our long-term goals, we are developing a management system according to ISO 9001:2015 and following parts of ISO 26000 as a guide to control our processes and working methods. This is something we are very proud of. The steering model aims at an increased customer focus, better efficiency, open corporate culture and a great commitment. The focus is, among other things, to streamline our cross-functional collaborations for our offices in Zug, Gothenburg, Malmö and Hillerod.

In the coming year we plan to integrate the governance model with our vision, strategies and code of conduct in a concept to become a natural part of daily work and our way of working. We continuously focus on increasing clarity on objectives and guidelines. The goal is to get the maximum effect of everyone's effort.



Customer satisfaction

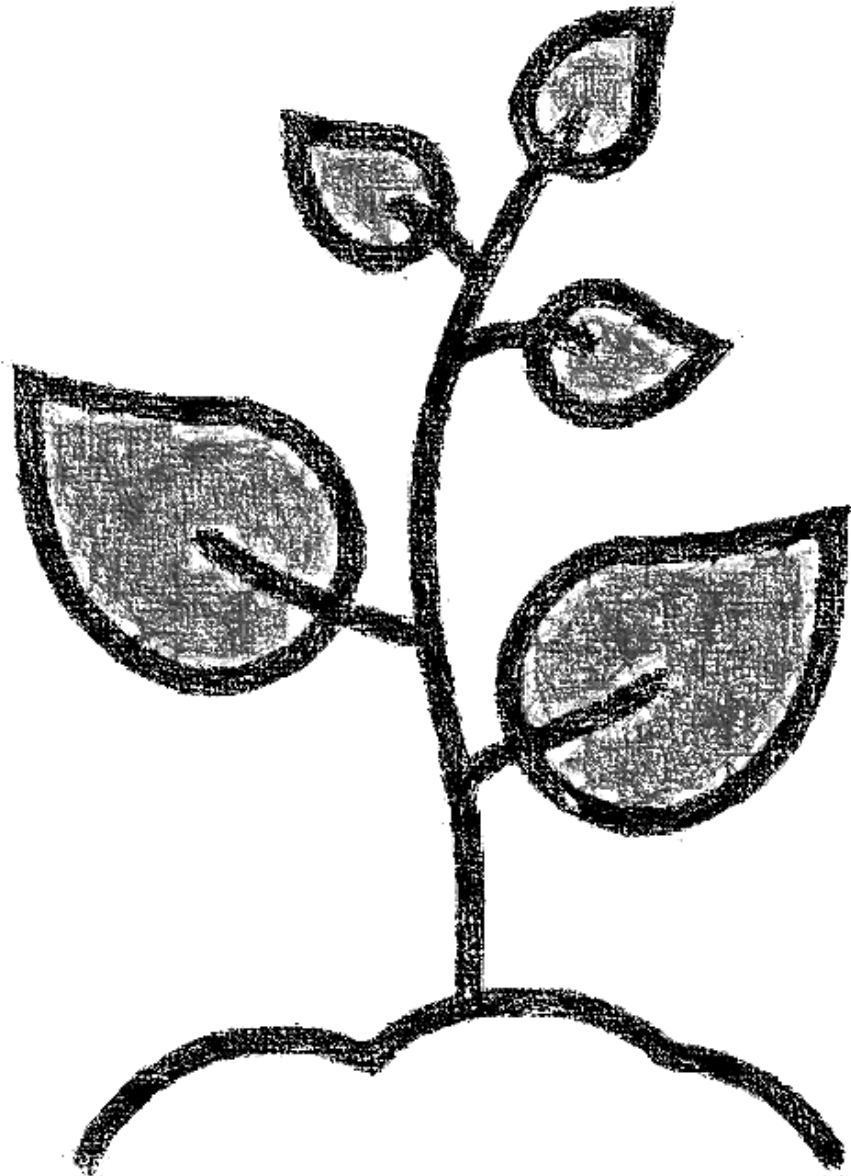
At Aptio Group we recognize the importance of customer satisfaction. We know, that our customer's loyalty arises from their satisfaction with our work. Their loyalty is the single most important factor in our company's growth and profitability.

We have an ongoing goal to always strive to increase our customer satisfaction and make sure we have a high and consistent level of service and customer benefits. To ensure that our services are always of high quality, we measure satisfaction through ongoing communication, feedback and dialog with our customers.

Through implementation of our business strategy, we aim to create long-term stakeholder value.

That's why corporate sustainability are important to us.





Organization and sustainability work

Aptio Group has set up a local sustainability strategy based on an internal network of Green Ambassadors.

Our network of Green Ambassadors monitor environmental aspects, social responsibility and provide an extended arm to management, board and owners. Our Green Ambassadors also initiate team activities that both unite employees' and educate in how to contribute to a more sustainable world. The aim is to create greater environmental/social awareness among our employees and a space for knowledge exchange and development of the sustainability initiatives.

They transform strategy into direct activities.

Tools to achieve our goals

To ensure we meet our goals, we have implemented tools to work towards the 2030 Agenda for Sustainable Development that includes 17 Sustainable Development Goals (SDG).

Internal sustainability projects
 We develop management systems according to ISO 9001:2015 and following parts of ISO 26000 as a guide to control our processes and working methods.

Green Ambassadors
 Our Ambassadors monitor environmental aspects, social responsibility and provide an extended arm to management, board and owners.

Annual sustainability report.
 We evaluate the previous year in terms of business objectives, targets and strategy and prepare the forthcoming year

Communications with stakeholders
 We measure our customers satisfaction and develop through ongoing communication, feedback and dialog with our customers.

Sustainable customer experience
 We recognise our responsibility towards our stakeholders through continiously improving our corporate governance and transparent reporting .

Comitted employees
 At Aptio Group we believe in empowering our employees and providing the tools and trust needed to succeed. When our employees are successful, so is Aptio Group.



Strategic Sustainability Areas

We offer sustainability

We are a small player in the work of society and industry on sustainable development.

We continue our work to establish ourselves as an important player for society and business. Together with our stakeholders, we create innovations and offerings to achieve a more sustainable society. We are an arena for community development and collaborations.

A sustainable Aptio Group

Aptio Group continues to focus on sustainability. We bring sustainability into our business and show that it is a success factor for a modern consulting company.

Aptio Group is an attractive workplace where our employees thrive and can grow both for society and for business.

Together with our stakeholders, we create innovations and offerings to achieve a more sustainable society.

Aptio Group Goals

The business objective

We shall focus and be aware of how we can affect ours as well as our customers sustainability work.

Climate target

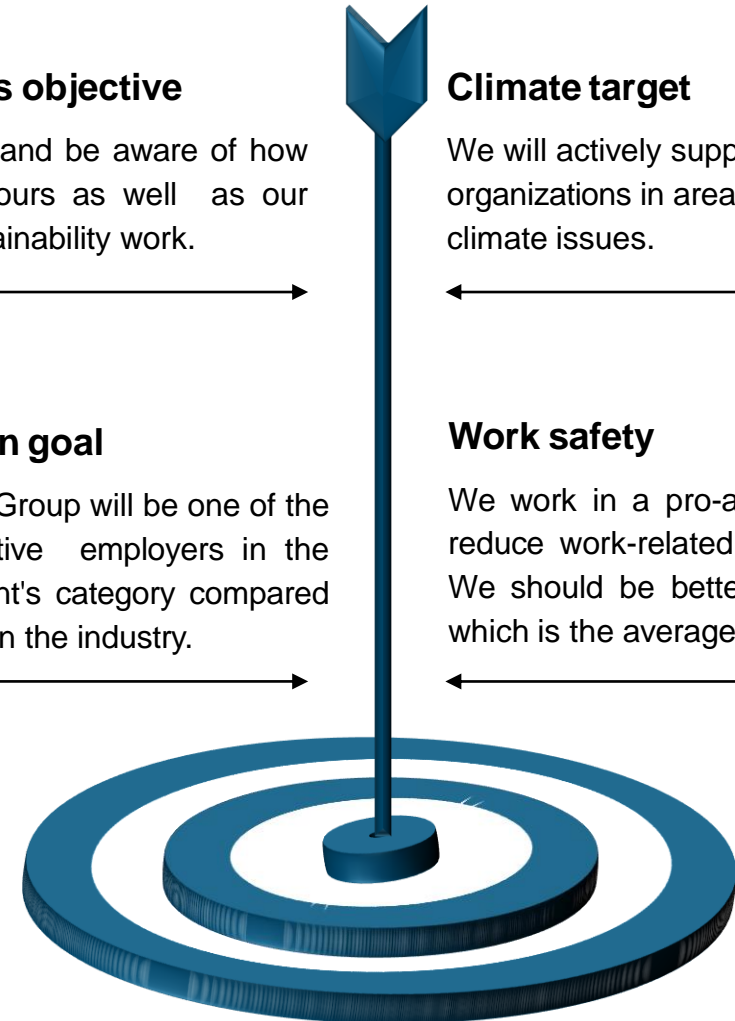
We will actively support voluntary organizations in areas supporting climate issues.

The attraction goal

By 2025, Aptio Group will be one of the 10 most attractive employers in the senior consultant's category compared to competitors in the industry.

Work safety

We work in a pro-active way to reduce work-related sick leave. We should be better than 2.1% which is the average in Sweden.



Key sustainability areas – our contribution to Agenda 2030

3 GOOD HEALTH AND WELL-BEING




Impact on Aptio Group	How	Follow up
Work Environment	We work with systematic work environment	Yearly individual discussions
	Work environment policy	Open communication between manager and employee
	Occupational health	Yearly preparation of workplace assessment
	Healthiness contribution (Swe)	

5 GENDER EQUALITY



Impact on Aptio Group	How	Follow up
Gender equality	We hire based on competence and experience	Hiring process includes cross-functional work on several levels where competence and experience is our focus
	Equality policy	

8 DECENT WORK AND ECONOMIC GROWTH



Impact on Aptio Group	How	Follow up
Decent work and economic growth	Regulated work-hours	Every manager follows up employee working hours every week
	To grow organic through providing our customers the best and most competent resources	Management team follows customer satisfaction

Key sustainability areas – our contribution to Agenda 2030

9 INDUSTRY,
INNOVATION AND
INFRASTRUCTURE



Impact on Aptio Group	How	Follow up
Impacting our customers footprint	Our consultants will suggest innovative and sustainable technical solutions, when working on customer projects	Continuously evaluate and discuss customer impact.

13 CLIMATE
ACTION



Impact on Aptio Group	How	Follow up
Decent work and economic growth	Travel policy followed to prefer train for domestic travel	Managers follow up on every occasion via authorization.
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	To increase digital solutions for communication internally and externally	Promotion of digital solutions

Social responsibility

In today's time, urbanization, globalization and digitalization are examples of some of the greatest social challenges. That is why, our employees are our most important resource. Here at Aptio Group we strive to be one of the most attractive employers in our industry and size.

Everything we do starts with our employees and their experience of us both as an organization and as an employer. We want to create a creative, dynamic and innovative workplace where our existing and future employees thrive, feel good and develop. We believe, in empowering our employees and providing the tools and trust needed to succeed. The mutual respect we show each other, our clients' as well as our uncompromised quality is what enables us to create novel and differentiation solutions.

That is why we always work to create and improve the conditions at Aptio Group, so we continue to be acknowledged as a healthy, attractive, inclusive and sustainable workplace.





Competence development and human resources care

Aptio Group's business concept and operations are based on the high competence of each individual employee. At Aptio Group, we know the importance of our employees, that is why we make it the utmost priority to offer continuous, planned and effective training, courses and competence development to all personnel within the company.

Through ongoing communication, feedback and dialog we ensure our employees are content, satisfied and their needs are met. Furthermore, the manager, annually, invites each employee to participate in a dialog about their development.

Our human resource plan is monitored continuously and adjusted if necessary.

Human resources demographics

Aptio Group is proud to be considered as a workplace characterized by openness and honesty. A place where everyone is accepted regardless of gender, age, ethnic or social background, disabilities or other factors unrelated to competence or commitment. We believe that diversity benefits our competitiveness and contributes to a better outcome.

We truly believe that we can create more when uniting everyone.

Our Policy Statement

At Aptio Group, we strive to make a difference for our employees and our customers. We always work to be at the forefront of knowledge as well as behavior.

With passion, all our employees share their knowledge and experiences with customers and colleagues. They help and support each other in their respective assignments, so customers always have direct or indirect access to diverse expertise and experience. The mutual respect we show each other, our clients' as well as our uncompromised quality is what enables us to create novel and differentiation solutions.

We take pride in having an entire organization that supports the necessary skills and guidance needed to succeed. We always strive to be excellent in all matters, and we take great responsibility for delivering the best possible solution, whether it is for a customer or for a colleague.

