



Sustainability report 2021

2021 - Sigma Quality & Compliance became Aptio Group

After 4 years of fantastic growth, we decided to take the next step in our development. To develop and grow at the desired pace, with expanded services and greater international presence, Sigma Quality & Compliance took the next step for further developing the consulting company of the future and forming - Aptio Group, a consulting company that focuses on effective solutions tailored to customers' challenges and needs.

In 2017, the specialist consulting company Sigma Quality & Compliance was formed with Sigma IT and Sigma Industry as parent company and currently has around 100 consultants in Sweden and Denmark. When the Danir Group is being restructured, Sigma IT and Sigma Industry transferred their holdings in Sigma Quality & Compliance directly to Danir. The purpose of this change of ownership is, among other things, to create more space for new concepts, services and markets, and thus even greater growth.

With group headquarters in Malmö, the company plans to continue its strong growth in the coming years. Within 5 years, group CEO Ola Ejnarsson aims to multiply the company through sustainable establishments in new markets and with new service areas.

Aptio Group has since the start been a strategic partner for several companies in quality-related services, which is now strengthened with new far-sighted and innovative concepts and alliances in quality, compliance and efficiency.

- With Aptio Group, we continue to build our strong culture where our great focus on everyone's participation is very close to our hearts. It is part of the employment at aptio group to be involved not only in all our deliveries but also in the company's development and activities for a more sustainable business. We will continue to be a responsible company that works for a better future, both for our customers and for our staff, concludes Ola Ejnarsson and his Danish CEO Dan Juncker.

Aptio Group is part of Danir AB. Danir is a Swedish, privately owned holding company with a long-term strategy to run the business without exit plans. In total, the Danir Group's sales in 2020 amounted to Euro 650 million with 8,000 employees in 16 countries.

The majority of Aptio Group is owned by Danir and the rest is owned by management.





Change work for the future

The name change does not change our ambitions, rather is strengthened by being able to create our own reputation and stand on our own two feet under our own name!

At aptio group, we constantly strive to get a little better. For our customers, employees and stakeholders.

To ensure that we work to achieve our goals in the long term, 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.

The steering model aims at an increased customer focus, better efficiency, open corporate culture and a great commitment.

The focus is, among other things, on streamlining our cross-functional collaborations for our offices in Gothenburg, Malmö and Hilleröd. We also want to increase clarity on objectives and guidelines. The goal is to get the maximum effect of everyone's effort.

The plan is that in 2021 the governance model will be integrated with our vision, strategies and code of conduct in a concept to become a natural part of daily work and our way of working.



Customer satisfaction

An important goal for increased customer satisfaction is a high and consistent level of service and high customer benefit.

Customer loyalty is the single most important factor in a company's growth and profitability. To ensure that through our work we have loyal customers, we measure this through ongoing communication with our customers.

The overall image of aptio group as a company is important, not only what we deliver to our customers in terms of services, but also our credibility, our reputation.

That's why Sustainability issues are important to us.



Organization and sustainability work

To ensure that our sustainable strategy is locally based, we have an internal network of Green Ambassadors.

The network creates the basis for knowledge exchange and development of the sustainability strategy. They transform strategy into direct activities.

Our Green Ambassadors monitor environmental aspects, social responsibility and provide an extended arm to management, board and owners. They also initiate team activities that unite employees' commitment to environmental/social commitment to contribute to a more sustainable world.





Tools to achieve the goals



Strategic Sustainability Areas

Our offer is sustainable

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

We are a workplace with a focus on sustainability.

We continue to bring sustainability into our business and show that sustainability is a success factor for a modern consulting company.

We are an attractive workplace where our employees thrive and can grow for society and 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.

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 Life science, automotive and other industries.

Climate target

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

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.

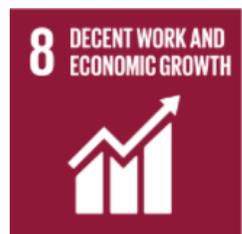
Key sustainability areas for Aptio Group – our contribution to Agenda 2030



Impact on aptio group	How	Follow up
Work environment	<p>We work with systematic work environment management.</p> <p>Work environment policy</p> <p>Occupational health</p> <p>Healthiness contribution (Swe)</p>	<p>Yearly individual discussions</p> <p>Open communication between manager and employee</p> <p>Yearly preparation of workplace assessment</p>



Impact on aptio group	How	Follow up
Gender equality	<p>We hire based on competence and experience</p> <p>Equality Policy</p>	<p>Hiring process includes cross-functional work on several levels where competence and experience is our focus</p>



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

Key sustainability areas for Aptio Group – our contribution to Agenda 2030



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.



Impact on aptio group	How	Follow up
Emissions to air	<p>Travel policy followed to prefer train for domestic travel</p> <p>When leasing company car - to prefer hybrid / electric car</p> <p>To increase digital solutions for communication internally and externally</p>	<p>Managers follow up on every occasion via authorization.</p> <p>Promotion of digital solutions</p>

Social responsibility

Urbanization, globalization and digitalization are examples of some of the greatest social challenges of our time.

aptio group's employees are our most important resource and 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 as an organization and employer. Together with our employees, we want to create a creative, dynamic and innovative workplace where our existing and future employees thrive, feel good and develop.

We therefore work continuously to create the conditions for being 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. It follows that it is of the utmost importance and a condition for future survival that there is continuous, planned and effective further training of all personnel within the company.

We offer competence development of our employees where the employee's own needs and the company's strategy are synchronized. This is done at least once a year through development talks between the manager and the employee.

The plan is monitored continuously and adjusted if deemed necessary.

Wellness is an important factor for aptio group to offer its employees.

Human resources demographics

Our workplaces should be characterized by openness, where everyone is accepted regardless of gender, age, ethnic or social background, disabilities or other factors unrelated to actual competence or commitment. We believe that diversity benefits our competitiveness and contributes to a better outcome.

Statistics on occupational injuries and incidents/incidents

Year	Number of occupational injuries with sick leave	Main cause of occupational injury	Number of incidents / incidents	Main reasons for incidents / incidents
2020	0			
2019	1	Stress		

Statistics work-related mental illness

Year	Number of cases of reported work-related ill health	Number of employees on sick leave related to mental illness
2020	0	0
2019	0	0

Turnover

We are a young company that is growing. Our focus means that we offer our customers competence solutions of documented talented consultants with long experience.

New hires	Women	Men	Average age	Total
2020	4	7	48	11
2019	6	5	47	11
2018	11	14	44	25
Total turnover	21	26		



Our Policy Statement

Aptio Group will make a difference, both for our employees and for our customers.

We should 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 that customers always have direct or indirect access to more than one consultant's expertise and experience.

We always take great responsibility for doing everything we can to deliver the best possible solution, whether it's for a customer or for a colleague.

If necessary, we have an entire organization that supports the necessary skills and guidance.





Initiative aptio group 2021

In June, we accepted the challenge to walk 200 km as a joint movement called “Dream Challenge”.

Dream Challenge 2021 is rolling Dream Challenge – a virtual charity event that takes us through 15 countries on the way to South Africa.

[Empowering young people | Star for Life](#)

Charity walk to Prague

During the spring, the Gothenburg Office, of 3 employees, has walked together from Gothenburg to Prague. That is 999 km.

We gather our joint steps in a matrix and upon arrival in Prague we donate a penny to charitable causes to Barncancerfonden.

www.barncancerfonden.se

