



Sustainability Report

2024



About Aptio group

Aptio Group is the leading company that delivers highly qualified services to customers with regulatory or industry requirements. With deep industry experience, excellence and a unique delivery model with collegial engagement, the company increases the customers' competitiveness.

Our team consists of expert consultants and engineers, who provide pharmaceutical consultancy and services within: quality & compliance services, pharma engineering services, biotech and medical device services and project management.

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

“At Aptio Group, we continue to build a strong culture where everyone's participation is very close to our heart. It is part of the employment 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.

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



Our History

Now more than 7 years have passed with fantastic growth, and much has happened along the way.

Our consulting company was founded in Malmö in 2017 by a group of colleagues and friends that shared the same vision of how a real consulting company should look like.

The consulting company established under the name of Sigma Quality & Compliance which formed with Sigma IT as parent company in Sweden.

In 2018 a subsidiary was established in Denmark with similar pharmaceutical services and after one year in 2020 we established a new office in Gothenburg serving primarily the automotive industry.

In 2021, Sigma IT transferred their holdings in Sigma Quality & Compliance directly to Danir Group AB.

Danir is a Swedish, privately owned holding company with a long-term strategy to run the business without exit plans.

The purpose of this change of ownership was, among other things, to create space for new concepts, services and markets, and thus even greater growth.

To grow at the desired pace, with expanded services and greater international presence, we have decided to rename ourself from Sigma Quality & Compliance to Aptio Group, a consulting company that focus on effective solutions tailored to customers' challenges and needs.

The company name officially changed to Aptio group in 2021.

In 2023 a new subsidiary was established in Switzerland called "Aptio Group Switzerland SA" located in Zug.

Today we are more than 200 expert consultants and engineers working in projects for our customers within regulated industry.

Aptio Group AB is part of the [Danir Group AB](#) consisting of more than 80 operating subsidiaries and groups, with more than 12000 employees in 26 countries

2017 Sigma Quality Compliance is founded in Malmö, Sweden

2018 Sigma Quality Compliance was established in Hillerød, Denmark

2020 Established Gothenburg office in Sweden

2021 The company renamed to Aptio group after it has becoming part of Danir Group AB

2023 Aptio Group Switzerland SA was established in Zug



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 Gothenburg, Malmö, Hillerød and Zug.

In the coming years 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

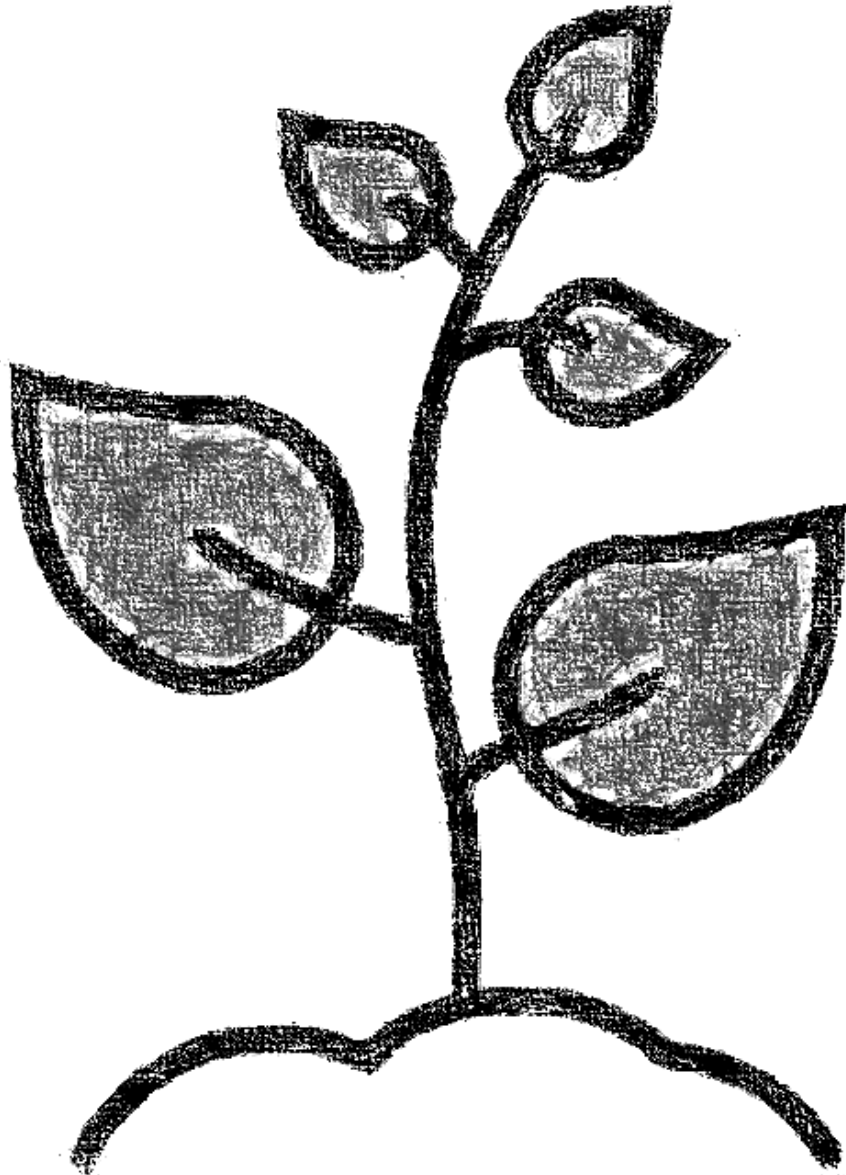
At Aptio Group we recognize the importance of customer satisfaction. We know, that our customer's loyalty arises from their satisfaction with our work. Their loyalty is the single most important factor in our company's growth and profitability.

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 continously 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

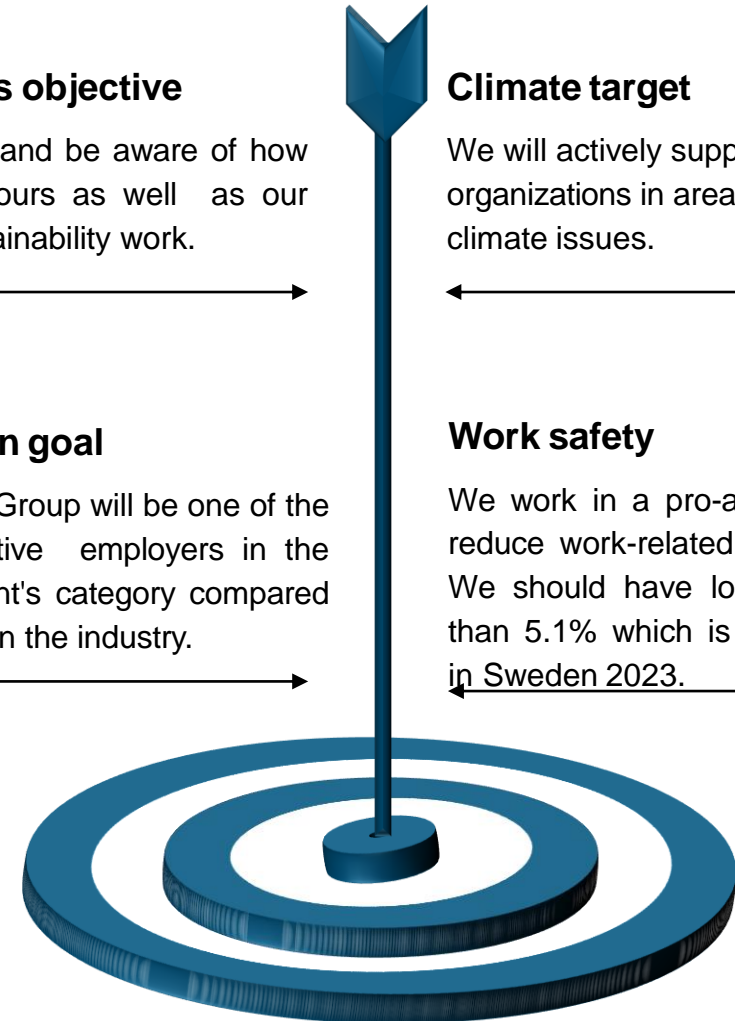
We will actively support voluntary organizations in areas supporting climate issues.

The attraction goal

By 2026, 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 have lower sick lev than 5.1% which is the average in Sweden 2023.



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.

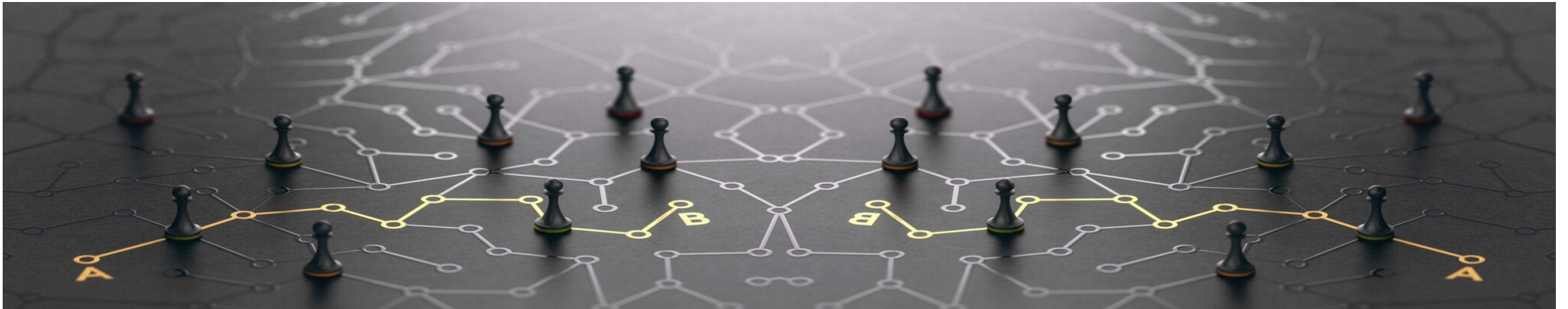
We truly believe that we can create more when uniting everyone.

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.



Initiative Aptio group

Sponsor of research in Sclerosis

We are proud to be part of the fight for a world without multiple sclerosis (MS) by supporting Cykelnerven. In June 2024, 300 Danes will be cycling the crucial Tour de France climbs in the French Alps. It happens just a few weeks before the actual tour field, and they do it to raise money for the research into multiple sclerosis.

We are proud and happy that our logo adorns the beautiful cycling clothing and thereby helps to ensure the vital research.

Support for ADHD Association

We support nationwide ADHD Association that aims to equip people with ADHD, so it is them and not the diagnosis that governs their choices in life.

The ADHD Association focuses on parent training, camps, lectures and networking groups that aim to create a free space among equals and thereby provide and find support for the challenges that exist in everyday life.



Social Responsibility

Sponsor of Nodebo IF, Hillerød Fodbold and Skurups AIF

We are proud sponsors of Nodebo IS soccer team, Hillerød Fodbold and Skurups AIF.

