



# **Sustainability policy**

Version 2.0

**Advania Group**



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<b>Title</b> Sustainability Policy	<b>Classification</b> Official document		
<b>Standards</b> ISO14001/GRI	<b>Document type</b> Policy		
<b>Reviewed by</b> CEO Advania Group	<b>Written by</b> Head of Compliance and Corporate responsibility Advania Group	<b>Version</b> 2.0	<b>Last saved</b> 2022-12-07
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## Sustainability Policy

The IT and tech industry has a major impact on society and the environment. As a fast growing industry it is responsible for a large and increasing consumption of materials and energy, both during manufacturing, supply and usage. It also impacts millions of people in the global supply chain, both workers involved in raw material extraction, manufacturing and waste management and people living in areas where minerals are extracted or production facilities are located.

Simultaneously, the IT and tech industry is an important actor in the ongoing digital transformation which is essential for creating a sustainable society. An increasingly important competitive advantage for the industry will be the ability to provide expertise and digital solutions that contribute to social inclusion and equality, or to enable drastic reductions in climate emissions in all sectors of society.

As a guideline for our sustainability efforts, we follow international frameworks such as the United Nations Global Compact's ten principles about human rights, labor, environment and anti-corruption and the 17 Sustainable Development Goals (SDGs).

### Our Responsibility

The starting point for Advania's sustainability efforts and a prerequisite for Advania to become a long-term sustainable company is to take responsibility for both the negative impacts from our business and the positive effects of opportunities offered by digitalisation. Advania strives to prevent and reduce the negative impact our business might inflict on the environment, people and society as a whole. We also aim to constantly develop our sustainability efforts and to improve our performance.

All environmental, social and governance (ESG) legislation applicable to Advania shall be adhered to. Other binding requirements from our stakeholders should be followed or surpassed.

We will proactively engage with our customers to help them take advantage of the positive impacts that an increased digitalisation of their business can bring about. We want to contribute positively to the development of a sustainable society. Proactive sustainability efforts are important components of our business strategy of reaching customer intimacy with the ultimate goal of having the most satisfied customers in the industry.



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## Material Sustainability Aspects for Advania

Advania’s material sustainability aspects are grouped in four different focus areas that reflect our business and where impact occurs. Working in partnership with suppliers, customers, peers and governmental organisations on both global and local levels, is a prerequisite for success in all focus areas and is therefore a common foundation for all areas.

Once the material sustainability aspects were identified, 9 out of the 17 sustainable development goals (SDGs) were selected as being most relevant based on our negative and positive impact.

OUR COMPANY	OUR VALUE CHAIN	OUR OFFERINGS	OUR SOCIETY
Attractive workplace  Diverse, equal and inclusive workplace  Ethical and transparent company  Climate smart operation	Responsible supply chain management  Responsible e-waste management	Personal integrity and information security  Circular economy  Digitalisation and Innovation for a sustainable society	Act as a positive force in the society
<b>Partnership</b>			

### Our Company

*Attractive workplace* where we strive to maintain healthy employees and a low turnover of people by investing in our employees’ career development as well as in preventive health care.

*Diverse, equal and inclusive workplace*, with zero tolerance of discrimination and harassments and where we strive to offer all employees equal rights for development within the company. With a systematic approach to counteract discrimination and directed efforts to increase the number of employees from underrepresented groups, we constantly improve the equality in the company on all levels.

*Ethical and transparent company*, where employees are trained in and guided how to comply with anti-corruption and other business ethics regulations in their daily work.

*Climate smart operation* with constant improvements to reduce our Green House Gas (GHG) emissions. We set reduction targets and focus on emission reductions within all scopes 1-3 in accordance with the GHG-protocol.



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## Our Value Chain

*Responsible supply chain management.* In cooperation with our major suppliers we monitor performance in the global supply chain to reduce the risks of human rights violations and corruption, and we continuously work to improve working conditions and reduce the environmental impact of our supply chain. Advania's membership in the world's largest industry coalition dedicated to responsible business conduct in global supply chain, Responsible Business Alliance, is the foundation for our systematic work.

Another important perspective is to identify and manage climate related risks in our supply chain that could cause major impact both on the locally affected community and on Advania's ability to deliver products and services to our customers.

*Responsible e-waste management.* In our efforts to promote the circular use of IT hardware, Advania handles both used products and e-waste from our customers. Used products can be re-sold on the secondary market and that process also includes a responsibility to, further down the value chain, prevent e-waste from being illegally exported to countries where insufficient legislation and infrastructure for responsible recycling are in place.

## Our Offerings

*Personal integrity and information security.* Advania strives to comply with applicable legislation in the fields of personal integrity and information security, both in our internal operation and in our services to customers. We guide our customers through the increasingly complex geopolitical situation, the risks of cyber security threats and the challenges when it comes to protecting data and privacy.

*Circular economy.* We proactively help our customers to shift their IT-hardware purchases to more circular usage, focusing on repair services and take-back to extend the usage cycle. This includes guiding customers to more sustainable ways of managing their hardware, services to prolong the usage time and offering "as a service" models in order to reduce carbon emissions in the value chain. Moving our customers' operation of IT from in-house management to Advania's managed services in shared data centers is also an important step towards a resource efficient circular economy.

*Digitalisation and innovation for a sustainable society.* To enable the transformation to a sustainable society, the most important contribution from Advania is working together with our customers to find innovative digital solutions. Our knowledge and services can help our customers to reduce their environmental footprint by using technology in a smart way or by creating a more inclusive digital society.

We also acknowledge our responsibility to act on any illegal use of our products and services, and manage the risk of a potential negative impact on people and the society.



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## Our Society

Having taken responsibility for both our direct impact from our operations and our indirect impact in the value chain, Advania can also *act as a positive force in our society*, both locally and globally.

Examples of where Advania acts as this positive force are taking a stand for the need of ambitious global climate goals, providing skills, qualifications and well-paid jobs for traditionally excluded groups and communities or educating children towards safe online behaviour.

## Governance

This policy has been decided on and approved by the Board of Ainavda HoldCo AB and applies to all companies in the Advania Group. The CEO of Advania Group is ultimately responsible for implementation of and adherence to this policy.

Each local company's CEO is responsible for implementing and communicating this policy to the local business and setting targets tailored to local conditions as well as securing adherence to the policy by Advania's staff. The targets are followed up annually on group level by the CEO of Advania Group.

To successfully implement and secure adherence to this policy in the local companies, a high level of competence within sustainability is important throughout each local company, from board level to employees in operational roles. It is encouraged that all employees have a good understanding of the impact Advania has on our environment and society through our business.

The result of the implemented policy is communicated in the annual sustainability report, which is publicly available on Advania's website: [www.advania.com](http://www.advania.com)

For questions or comments on this policy or Advania's sustainability performance, please contact [hallbarhet@advania.com](mailto:hallbarhet@advania.com).

To report breaches of this policy or any general misconduct, both employees and external stakeholders are encouraged to use the Advania Whistleblowing channel that can be accessed via: <https://www.advania.com/about/integrity/whistleblowing>

## History of Revision

Version	Date	Changed by	Comment
0.1	2017-08-02	Helena Nordin	First draft
0.2	2017-09-12	Helena Nordin	Changes after revision
0.3	2020-02-28	Lilja B. Skuladottir	Minor updates
0.4	2020-03-13	Helena Nordin	Expand the number of priority SDG's and other minor changes
0.5	2020-03-16	Póra R. Jónsdóttir	Review phrasing and minor changes in wording
1.0	2020-04-30	Helena Nordin	Version approved by the board
1.1	2021-05-12	Helena Nordin	Minor updates to include the concept of circular economy
2.0	2022-12-02	Helena Nordin	Update based on a group wide materiality analysis