



COMMUNICATION ON PROGRESS (COP) covering April 2016 - April 2017

STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE OFFICER

Gothenburg, Sweden April 5, 2017

To our stakeholders:

I am pleased to confirm that Sigma IT Consulting Sweden AB reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,

A handwritten signature in blue ink, appearing to be "Lars Kry", written over a faint, light blue circular stamp or watermark.

Lars Kry
Chief Executive Officer
Sigma IT Consulting Sweden AB

COMPANY PRESENTATION

Sigma IT Consulting is the largest company in the Sigma-group, exceeding a thousand colleagues, and growing. We are a leading IT-service company with a broad technological know-how and a constant passion for finding better digital solutions. We provide our customers with world-class solutions and specialist consultants. The working atmosphere is relaxed, we support each other and jointly create results that are ahead of change. This makes us proud and is appreciated by our customers. Personal development is one of our corner stones and is highly valued. We love what we do, and we get things done.

HUMAN RIGHTS PRINCIPLES

ASSESSMENT, POLICY AND GOALS

Sigma IT Consulting Sweden AB signed up for UN Global Compact in 2015 and We think it is important to support the Universal Declaration of Human Rights.

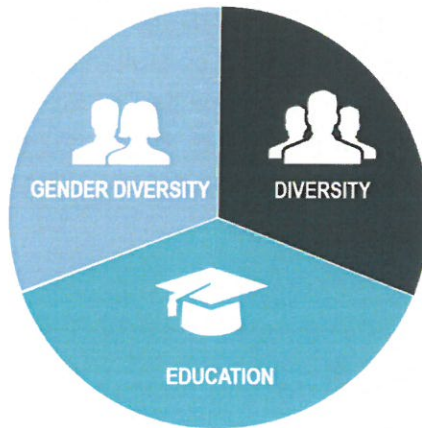
Our business and our staff are all in Sweden, with strong traditions and regulations in the human rights area. Risks are assessed to be low in general in Sweden. The business of Sigma IT Consulting Sweden AB requires highly skilled personnel in IT consultancy and management competencies, which make the risks for our business even lower. For our company, the most relevant aspects of human rights are gender and ethnicity.

To support and protect human rights our Ethical policy is published on our external website.

The business vision for all Sigma Group, communicated externally as well as internally is "Expect a better tomorrow".

IMPLEMENTATION

Sigma's vision is Expect a better tomorrow and with this we have an overall initiative called @Careoftomorrow where we are partners with different organizations and promote inspiration, knowledge sharing and coaching.



To do this we are focusing on three main areas; education, gender balance and diversity.

Our actions in the human rights area are:

Gender Balance

IT industry is dominated by men and we take actions to impact the gender balance. Sigma IT Consulting is the main sponsor of *Pink Programming*, a non-profit organization working for women who want to enhance their programming skills but also women who are beginners and want to become programmers. See further: <http://www.pinkprogramming.se/en>. We are also engaged in the yearly event IGE day (Introduce girl to engineering) where we open up our offices to meet girls in the age from 12 to 19 and show them what's a career as an engineer might look like. With this we hope that young girls can find female role models and encourage them to pursue an education within IT.

At the present Sigma IT Consulting has 24% female employees and 28% female managers. Our long-term goal is 40% female employees and managers.

Sigma ITC is the organizer of *Smart Women Society*, a network for women within the IT-business. We arrange networking events 2-3 times a year in some of the main cities in Sweden. 100-300 women usually attend and listen to inspiring talks from other women in the local business community. We also encourage female young talent at university supporting and coaching them in a yearly mentoring program.

Education and sharing knowledge

Every year Sigma ITC invites customers to *Inspiration days*, where experts from our own, as well as partner's organizations, give talks over an interesting matter, it may be in technical,

communication or strategic area. Last year we had 2 inspirations days inspiring around diversity. This was very appreciated and we had over 600 visitors.

We find it important to secure IT competence and knowledge in the younger generation to make sure that we have a continuous competence growth in the country. One way to do this is to introduce IT and digital creation in early ages and Sigma is one of the main sponsors to *Kodcentrum* (Code Center) that is a non-profit organization providing education in IT and programming to young learners from age 6 to 13, see further <https://www.kodcentrum.se/>

Diversity

Sigma IT Consulting is from 2016 partner to *Mitt Liv* (My Life), a social company working with integration of immigrant academics. Via this partnership, Sigma employees become mentors for immigrants for one year. See further: <http://www.mittliv.com>

Sigma IT Consulting is also a partner with *Jobbsprånget* (Job Leap) that is run by The Royal Swedish Academy of Engineering Sciences (IVA). *Jobbsprånget* is the leading internship programme for academics who have recently arrived to Sweden, see further <http://jobbspranget.se>

Since many years, Sigma IT Consulting is a sponsor of *Star for Life*, a non-profit organization working for prevention of HIV and AIDS in South Africa, by encouraging school children to work for realizing their dreams. *Star for life* was started in 2005 by Sigma's founder and owner, Dan Olofsson. See further: <http://www.starforlife.org>

To ensure correct handling in all aspects of human rights, we have, on basis of our ethical policy, implemented a policy for equality of treatment and a recruiting policy in our management system. Information about whistleblowing is published in our employee handbook and we have a workflow function in our intranet to gather suggestions for improvement in any aspect from all employees.

Our supplier and partner agreement template refers to our published Quality, Ethical, and Environmental policies, and all suppliers and partners must agree to them all, by control of our management system.

MEASUREMENT OF OUTCOMES

In the employee survey that takes place once a year, measurements are made on experienced treatment in the aspects of gender, ethnicity, sexual orientation, disability and age.

The percentages female IT consultants (24 %) and managers (28 %) are measured. During 2016 the number of female consultants and managers has increased.

LABOUR PRINCIPLES

ASSESSMENT, POLICY AND GOALS

Sigma IT Consulting Sweden AB is a member of Almega Employers' organization and has collective agreement with the unions active on our market. Two local unions are present in our company cooperating with us in this area.

Our business and our staff are all in Sweden, with strong traditions and regulations in the labour principles area. Risks are assessed to be low in general in Sweden. The business of Sigma IT Consulting Sweden AB requires highly skilled personnel in IT consultancy and management competencies, which make the risks for our business even lower. For our company, the most relevant of labour principles are gender and ethnic aspects together with quality of working life.

The management system of Sigma IT Consulting is certified according to ISO 9001, which guarantees we comply with the law as well as the competence management requirements. Our quality policy is published on our external web-site. One quality goal is to become the best employer (measured and benchmarked by employer surveys).

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IMPLEMENTATION

The actions taken in the labour principles area are:

To ensure working environment quality, we have implemented a policy for equality of treatment, a recruiting policy and a policy for working environment in our management system together with a more detailed routine for the operative work with safety incidents, safety inspections including psycho-social aspects. In spring 2016, a two day's internal education was undertaken for company and employee representatives together.

Information about whistleblowing is published in our employee handbook and we have a workflow function in our intranet to gather suggestions for improvement in any aspect from all employees

Our staff has access to contracted company health care and a generous wellness allowance.

MEASUREMENT OF OUTCOMES

In 2016, ad-hoc inspections were made by the Swedish Work Environment Authority at one of our offices, with no negative comments.

ISO 9001 external audits take place every year during 5 days on many of our offices, when auditors meet employees and interviews are performed with several quality themes according to the standard. No deviations were found within the labour principles area in 2015 or 2016.

Every year, a salary screening is made with the purpose to find any unjustifiable biases in which cases they will be addressed in the salary revision.

All health and safety incidents are registered and followed up.

In the employee survey that takes place every year, measurements are made on experienced working environment quality, psycho-social aspects as well as physical.

ENVIRONMENTAL PRINCIPLES

ASSESSMENT, POLICY AND GOALS

Our business and our staff are all in Sweden, with strong traditions and legal regulations in the environmental area. Sigma IT Consulting Sweden AB delivers IT and management services where the negative environmental aspects are mainly energy/travel and IT waste, whereas positive environmental aspects are the delivered benefits of IT supported optimization and rationalization in our customers' business. Thereby business goals are environmental goals. Besides this, our common environmental goal is to raise our virtual/distance meetings and bring down our travels.

Our Environmental policy, supporting Green/Sustainable IT, is published on our external website.

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IMPLEMENTATION

The actions taken in the environmental principles area are:

Sigma IT Consulting Sweden AB developed our management system in 2014 to include environmental control. The management system was then certified according to ISO 14001 and was externally audited in Gothenburg (our largest office) in 2015. In order to educate our staff an e-learning was launched dealing with environmental issues for our business which is now mandatory for newly recruited. In Gothenburg, as well as most other offices, all purchase of stationery, coffee, fruit etc are eco-friendly. Offices are cyclist friendly.

Our supplier and partner agreement template refers to our published Quality, Ethical, and Environmental policies, and all suppliers and partners must agree to them all, by control of our management system.

Information about whistleblowing is published in our employee handbook and we have a workflow function in our intranet to gather suggestions for improvement in any aspect, from all employees.

MEASUREMENT OF OUTCOMES

ISO 14001 external audits take place every year, when auditors meet employees and interviews are performed with several environmental themes according to the standard. No deviations were found in 2016.

Internal audits and management review of the management system take place every year.

Usage of web conferencing has been measured since 2014 and are growing fast: 2015-2016, by 50% per employee.

ANTI-CORRUPTION PRINCIPLES

ASSESSMENT, POLICY AND GOALS

Sigma IT Consulting Sweden AB signed up for UN Global Compact in 2015 and pay the recommended yearly amount to help financing the work that is done in this field. We think it is important to support the UN Convention against Corruption.

Our business and our staff are all in Sweden, with strong traditions and regulations in the anti-corruption area. Risks are assessed to be low in general in Sweden.

To communicate our zero-tolerance for corruption to suppliers, customers and other stakeholders our Ethical policy is published on our external website.

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IMPLEMENTATION

Our management system contains controls for attesting business proposals as well as orders. Attest levels are documented in attest regulations and automated in our business system. All key roles' role descriptions refer to the attest regulations document.

Our supplier and partner agreement template refers to our published Quality, Ethical, and Environmental policies, and all suppliers and partners must agree to them all, by control of our management system.

Information about whistleblowing is published in our employee handbook and we have a workflow function in our intranet to gather suggestions for improvement in any aspect from all employees.

Information security is in focus; Sigma IT Consulting is preparing procedures, controls and technical support in order to gain ISO 27001 certification during 2017.

MEASUREMENT OF OUTCOMES

ISO 9001 external audits take place every year during 5 days on many of our offices, when auditors meet employees and interviews are performed with several quality themes according to the standard. No deviations were found within the area of economic processes or corruption risks in 2015 or 2016.

No corruption incidents have been found during 2016.

Internal audits, both economical and quality, and management review of the management system take place every year.