

## **Corporate Social Responsibility**

SWECO's mission is to actively contribute to the sustainable development of society.

SWECO's vision is to be one of Europe's most respected knowledge companies in the fields of consulting engineering, environmental technology and architecture.

### **Responsibility and ethics**

SWECO's consultants serve as advisors to companies, public agencies, national governments and ministries in projects that have a direct impact on the development of society and quality of life, a fact that places rigorous demands on consideration to ethical and socioeconomic aspects in different cultures and countries. SWECO strives to uphold the highest standards of conduct and business ethics in all of its operations, with objective and independent employees who act professionally and in the clients' best interests. We respect basic freedoms and rights and comply with local and international laws and regulations. We are against corruption and give consideration to the religions, cultures, working conditions and traditions of different countries and regions.

SWECO supports the "Code of Ethics" formulated by the International Federation of Consulting Engineers (FIDIC), as well as other rules and recommendations issued by the UN, the World Bank, the OECD, the Swedish International Development Cooperation Agency (Sida), NORAD and other international organisations for assignments in different countries. We comply with the OECD's guidelines for multinational corporations and the principles in the UN's Global Compact. SWECO is a member of the Swedish government initiative Swedish Partnership for Global Responsibility (Globalt Ansvar).

To be a socially responsible corporate citizen in every way, SWECO works to continuously enhance employee awareness of the Group's attitudes towards ethical conduct.

### **Quality and environment**

Virtually everything SWECO does has some effect on society and the environment. As consultants we are often involved in projects at an early stage. This gives us the opportunity to exert an influence, but also the obligation to take responsibility for any aspects that are within our control. As a result, we carefully consider the possible consequences when faced with matters relating to the quality and environmental impact of our assignments. We also monitor and comply with all laws, regulations and requirements that are of relevance for our operations.

SWECO has a decentralised organisation with delegated responsibility for implementation of the assignments. Each individual consultant is responsible for delivering client-adapted

solutions with a high knowledge content, of the right quality and with the intended client benefit. Our business systems are centred around the assignment process and are accessible to the consultants at all times.

At SWECO we strive for continuous improvement and development of our working methods. Strategic skills development programmes are used to meet the consultants' need for ongoing education and training. The knowledge and experience gained by the consultants in the assignments is preserved and developed for future use.

## **Working environment**

SWECO strives to maintain a working environment where our employees can develop and thrive in a climate of physical and emotional well-being. Because a good working environment and business success go hand in hand, we take a structured approach to investigating, conducting and monitoring operations in such a way as to prevent illness and accidents on the job and otherwise achieve a sound working environment. At SWECO, performance reviews are an important component of the Group's systematic working environment activities.

Because we all contribute to the mutual working environment, it is vital that both managers and staff lead and participate in efforts to create a good working environment.

A good working environment means:

- active leadership
- clearly defined goals that create consistency and meaning for the group and individual
- opportunities for the individual to influence his or her own work situation
- a constructive dialogue within the group and between managers and staff
- effective communication in the organisation
- a good physical work environment with regard to ergonomics, noise, air quality and chemical health hazards

Achieving this working environment requires awareness, openness, ambition and planned development initiatives. Through systematic management of the working environment we can improve the quality of our services and increase the share of satisfied employees and clients.

## **Equality**

SWECO does not discriminate between women and men with regard to salary, career advancement or promotion. All employees are given equal opportunities for professional development both within their existing fields and in new areas.

Salary disparities may not exist for identical or similar work duties unless they can be motivated. Disparities that are not objectively motivated will be corrected immediately.

When choosing staff for projects and other tasks, SWECO strives for an even gender distribution.

SWECO's policy for recruitment of managers is to appoint the most qualified individual.

All employees shall be treated with respect. Sexual harassment is never acceptable.

SWECO takes the greatest possible consideration to the allocation of work duties and parenthood. Managers are obligated to ensure that employees on parental leave maintain contact with their place of work in an appropriate manner.

The commitment to equality is an active and integral part of SWECO's operations.

## **Diversity**

Within the framework of our operations, SWECO takes active measures to promote the equal rights and opportunities of employees in the workplace regardless of their race, nationality, ethnic origins or religious beliefs in order to create better conditions for an innovative and inspiring work environment.

SWECO strives to:

- create employee groups made up of diverse competencies, genders, ages and nationalities through the use of conscious hiring practices.
- maintain a work climate characterised by respect, understanding and knowledge about different people and cultures.
- effectively utilise the employees' knowledge of different cultures, languages and religions when assembling work teams, dealing with clients, etc.
- give all employees equal opportunities for professional development both within their existing fields and in new areas.