

SWEDISH ICT GRI REPORT 2014

REPORT SCOPE AND BOUNDARY

Swedish ICT Research AB (Swedish ICT) has been a part of the CSR report provided by RISE AB 2008 and 2009. For the year 2010 Swedish ICT made its first independent CSR report, this is the fifth report.

This report has the aim to follow the GRI guidelines for Application Level C self-declared to the extent that is deemed reasonable. Indicators chosen are the same as reported 2013. The indicators were originally chosen in cooperation with RISE according to what was decided to be relevant for the character of the involved organizations but also according to what data could be collected with a reasonable effort. Indicator data has been collected with the help of a common report template and is assembled by the CSR manager at Swedish ICT.

Primary stakeholders are the owners with RISE AB representing the government and FMOF and FAV representing industry interest. Included are also all parts of society and industry that can benefit from the research results, development and innovations provided by the institutes. Other stakeholders for knowledge building are academia and RTOs, both nationally and internationally. And off course all employees as well as all prospective new employees are key stakeholders; the competence of the employees are the core of the activities within the institutes.

SUSTAINABILITY PERFORMANCE INDICATORS

Economic indicators

The economic dimension of sustainability concerns the organization's impact on the economic conditions of its stakeholders and on economic systems at local, national- and global levels.

The financial performance is fundamental to the sustainability of Swedish ICT. However, this shall be viewed considering that the articles of association of Swedish ICT state that no dividends shall be provided to the owners and that all profit should be reinvested in the operations. The evaluation of Swedish ICT is to a large extent based on other aspects of its contribution to industry and society.

Not. Swedish ICT group: The group comprises Acreo Swedish ICT AB, SICS Swedish ICT AB, Interactive Institute Swedish ICT AB, Viktoria Swedish ICT AB and the parent company Swedish ICT Research AB.

EC1- Direct economic value generated and distributed (KSEK)

SWEDISH ICT GROUP

		2014	2013	2012
Direct economic value generated	Revenues from operations and financial revenues	457 653	437 415	445 085
Distributed economic value	operating costs	-130 992	-147 946	-168 072
	employee compensations	-294 517	-291 884	-295 537
	payment to capital providers	-44	-42	-85
	payment to the public sector (tax)	-1 224	-680	121
Retained earnings		30 876	-3 137	-18 488

Note:

- This table refers to consolidated group figures for Swedish ICT, where internal transactions are eliminated.

EC4- Significant financial assistance received from government and authorities

SWEDISH ICT GROUP

		2014	2013	2012
Significant financial assistance				
R&D assistance	Research support national	238 350	215 291	213 519
EU assistance	Research support EU	59 743	51 637	62 131
Other types of assistance	Other research support			
Subsidies (diminution of rent)				
Tax relief (eg regional support)				
Total financial assistance		298 093	266 928	275 650

Note:

- Research support national refers to governmental funding, fully or partly, of R&D projects run by the institute. This is not regarded as a subsidy in the general sense as the institute views the funding as remuneration for commissioned R&D work to support industry and society.
- Governmental research support is provided by RISE, VINNOVA, The Swedish Energy Agency and others. R&D assistance provided by RISE Holding is offered with specific criteria for use and is followed up. The board of Swedish ICT is responsible for the spending of the financial assistance according to the directives.

Environmental indicators

Swedish ICT influences the environment via the research results provided, rather than our own operations. So far no systematic work on the environmental and sustainability impact has been done but the group has formulated a corporate environmental and travelling policy in 2012. And the energy consumption is measured throughout the institutes.

SWEDISH ICT TOTAL

	2014	2013	2012
Electric Energy(kWh)	2 308 351	2 455 525	2 513 806
CO2(kg)	406 733	394 612	481 043

Note:

- *Energy consumption declared is the electric energy consumed in the operations at the different facilities of Swedish ICT. Figures are unobtainable for part of the facilities run by Swedish ICT due the fact that energy consumption in some cases is included in the rent or the facility is shared with another part. Where possible the consumption is estimated based on the rented area.*
- *Relevant data for energy consumption from heating and cooling has been considered too difficult to obtain so the figures disclosed are restricted to direct electricity consumption.*
- *An effort to estimate the CO2 emissions has been made. The figures in the table for CO2 emission relates to business travel. Travel agencies have provided information on the estimated emissions. A new template for travel expense specifications has been introduced with a CO2-calculator to obtain information on travel not booked through a travel agency. (Viktorias Swedish ICT has no information available.)*
- *Teleconference equipment is to some extent, available in order to provide an alternative to travel for meetings.*
- *The figures are calculated in the same way 2014 as they were in 2013.*

Social Indicators

The social dimension of sustainability concerns the impact an organization has on the social system in which it operates.

The selection of indicators disclosed here reflects the priorities of Swedish ICT in this area. Prioritized issues are working environment, diversity and equal opportunity- and customer relations.

Below indicators LA1, LA7, LA12, HR4, S08, PR5 is presented.

LA1- Employment

SWEDISH ICT TOTAL

	2014	2013	2012
Employment type	Swedish ICT	Swedish ICT	Swedish ICT
Permanent	323	321	313
Full time	277	297	283
Part time	46	24	30
Temporary	85	60	73
Full time	49	36	31
Part time	36	24	42
Sum	408	381	386
# Managers	48	43	44
Managers/Employed	12%	11%	11%

Note:

- Number of employees is based on head count carried out on 31st December 2014.

LA7- Occupational Health and Safety

SWEDISH ICT TOTAL

	2014	2013	2012
	Swedish ICT	Swedish ICT	Swedish ICT
Employed	408	381	386
Fatalities	0	0	0
Injury	1	1	0
Occupational disease	0	3	1
Lost Days			
Absentee total	1824	1830	2096
Lost days due to injury or occupational disease	0	420	243
Total absentee as % of scheduled workdays	1,0	1,3	1,7
Part of total absentee with more than 60 days continuous absentee (%)	26%	30%	26%

Note:

- The number of employees is head count carried out on 31st December 2014.
- Programs to address health and safety issues are present in all subsidiaries and work is to harmonize policies. Different programs to encourage keep-fit activities are also provided to the employees.

LA12- Percentage of employees receiving regular performance and career development reviews

Swedish ICT	Total
2014	86%
2013	83%
2012	88%

Within the Swedish ICT Group there are different practices for performance and career development reviews. Acreo Swedish ICT is ISO 9001 certified with formal routines for reviews and follow up. Viktoria Swedish ICT, Interactive Institute Swedish ICT and SICS Swedish ICT have, but the subsidiaries SICS East Swedish ICT does not have formal practices implemented.

LA14- Ratio of basic salary of men to women by employee category

The Swedish ICT group works with composite compare salaries in a systematic way. In 2014, all companies within the Group agreed upon doing a salary survey with the support of a common commercially available tool.

HR 4- Total number of incidents of discrimination and actions taken

During 2014, no incidents of discrimination were reported.

SO8- Significant fines and other sanctions

Swedish ICT has not been subject to any fines or other sanctions in 2014.

PR5- Practices related to customer satisfaction

In 2014, all companies within the group conducted customer survey with the support of a common commercially available tool. The results were very good with high values on NKI, Lojality and NPS.

With 2014 as a base line the work will be continued to improve the survey results to be a relevant tool in the development of the operations.