



LANGIA
IT Solutions AB



LANGIA CSR REPORT

- 2022 -



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MESSAGE FROM OUR CEO



"At Langia IT Solutions AB, we are committed to doing our part in creating a better world. "

Langia IT Solutions recognizes the importance of sustainability efforts in achieving long-term success and growth. The company's top management is taking the lead and giving direction to the company's sustainability efforts by integrating sustainability principles into our core values and business strategy.

We recognize that sustainability and social responsibility are critical for building a resilient and successful business that creates long-term value for all stakeholders, including customers, employees, investors, suppliers, and the communities in which we operate.

CSR REPORT

Welcome to the annual Corporate Social Responsibility (CSR) report of Langia IT Solutions AB for 2022. As a responsible and forward-thinking organization, we recognize the importance of integrating sustainable practices into our business operations. Our commitment to sustainability and responsible business practices is reflected in our day-to-day operations, as well as in our strategic decisions.



This report outlines our approach to CSR and provides an overview of the initiatives we have undertaken to make a positive impact on society and the environment. It is a reflection of our efforts to continually improve our sustainability performance, reduce our environmental footprint, and uphold the highest ethical standards in all our business practices.

At Langia IT Solutions AB, we are committed to building a sustainable future and creating shared value for our stakeholders. We understand that our actions have an impact beyond our immediate business operations and that we have a responsibility to contribute positively to society and the environment. This report is a testament to our commitment to sustainability and our efforts to make a meaningful difference in the world.



LABOR & HUMAN RIGHTS

We believe that respecting and protecting the rights of all individuals, including employees, workers, and communities, is not only the right thing to do, but also essential for the long-term success and sustainability of our business. As a technology company operating in a global market, we recognize the need to take a proactive and responsible approach to labor and human rights issues.

EMPLOYEE SAFETY

0

incidents from company operations in 2022

100%

of employees trained on safety in 2022

HEALTH INSURANCE

Langia IT Solutions AB cares about the well-being of its employees and recognizes the importance of providing access to quality healthcare. That's why we offer **all our employees** comprehensive healthcare insurance that includes extra compensation for sick leave, access to online and physical medical care services, incident insurance, and life insurance.



CAREER & TRAINING

At Langia IT Solutions AB, we believe that investing in our employees' career development is crucial for their success and for the growth of our company. We provide our employees with opportunities for training and development, as we recognize that continuous learning is essential for their professional growth. Our commitment to providing training and development opportunities is an integral part of our culture and values.

Langia offers SAP training throughout the year

In 2022, Langia continued to prioritize the career development of its employees by offering various training opportunities. One of the major training programs offered was the SAP certification training, with full access to SAP LearningHub, which was made available to all employees.

Langia also encourages its employees to take any training or course they find useful for their professional growth, and the company covers all costs related to such training programs. In addition, two extra trainings were purchased in 2022 for employees based on their own initiatives.

Furthermore, Langia IT Solutions AB provided all its employees with personal development plans and individual dialogues with the CEO to discuss their career development goals. By prioritizing employee career development, Langia IT Solutions AB is committed to ensuring that its employees have the necessary skills and knowledge to achieve their full potential within the company.



100% of employees offered with personal development plans

DIVERSITY, EQUITY, INCLUSION

Langia recognizes the importance of diversity, equity, and inclusion in the workplace. We understand that the IT industry has traditionally been male-dominated, but is committed to increasing the number of women employees in its workforce.

As of 2022, Langia continues to work towards greater gender diversity. Langia also offers training on unconscious bias and ensures a fair and inclusive recruitment process. We believe that a diverse and inclusive workplace leads to better innovation and business success.



ENVIRONMENT

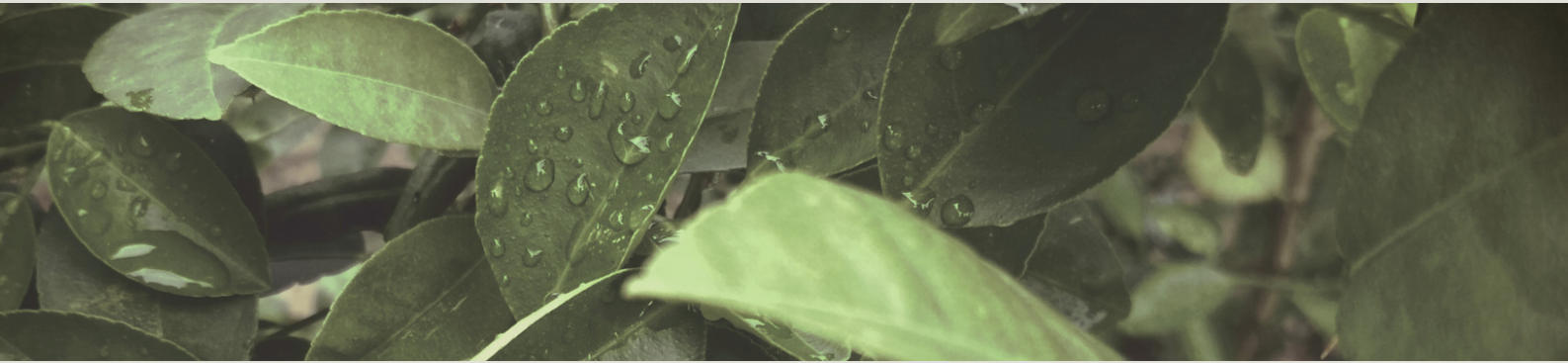
At Langia, we understand the importance of protecting the environment and reducing our carbon footprint. That's why we have taken several measures to improve energy consumption and reduce emissions. We encourage our employees to work remotely whenever possible, which not only reduces emissions from transportation but also helps to create a healthier work-life balance. At Langia, we believe that by taking responsibility for our environmental impact, we can make a positive contribution to the world around us.

As part of this commitment, we produce this annual report that includes key performance indicators (KPIs) related to the environment. The report includes data on greenhouse gas (GHG) emissions in all scopes, total energy consumption, total renewable energy consumption, total weight of waste, and other measures aimed at promoting sustainable energy consumption. By regularly reporting on these metrics, Langia is able to track its progress and make adjustments to its sustainability efforts as needed.

As a consultancy company, Langia IT Solutions AB does not have any direct control over emissions sources that fall under Scope 1. Therefore, we do not have Scope 1 GHG emissions. Similarly, since we do not produce any physical products, we do not have Scope 3 Downstream GHG emissions either. However, we still recognize the importance of monitoring and reducing emissions, and thus, we report on our Scope 2 emissions and other environmental KPIs every year to ensure that we are doing our part in promoting sustainability.

GHG Scope	Emissions in 2022 (tons CO2)
Scope 1	0
Scope 2	0.0054
Scope 3 Downstream	0
Scope 3 Upstream	19.71
Scope 3 Total	19.71

We recognize the impact of business travel and daily commuting on the environment, and we are committed to minimizing our carbon footprint as much as possible. One of the ways we are achieving this is by encouraging our employees to work remotely, which reduces the need for travel and commuting. We have established policies and provided tools that enable our employees to work effectively from anywhere, without compromising the quality of their work or the service we provide to our clients. By working remotely, our employees can reduce their carbon footprint and contribute to our sustainability efforts.



Energy Consumption

Langia is committed to minimizing its energy consumption and promoting sustainable energy practices in its office spaces. Employees are also encouraged to take simple actions to reduce energy consumption, such as turning off lights and electronics when not in use and using natural light instead of artificial light where possible. Langia understands the importance of responsible energy consumption in protecting the environment and is committed to doing its part to promote sustainable energy practices.



Total Energy Consumption

3222 kwh



Total Renewable Energy Consumption

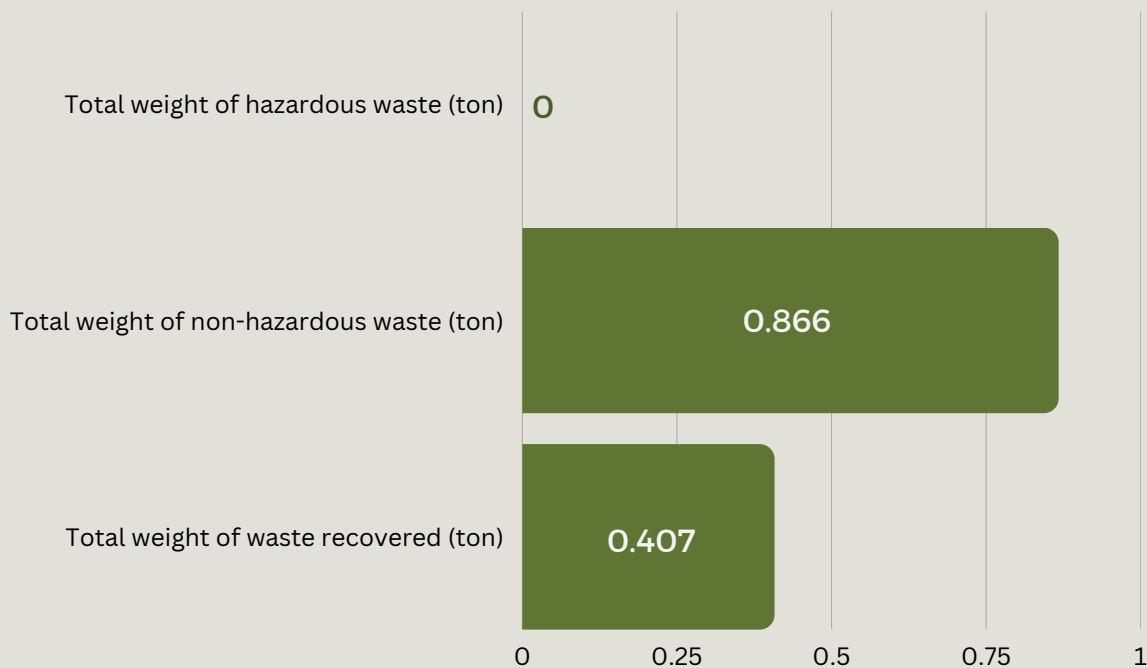
2980 kwh

Waste Management

Langia recognizes the importance of waste management, even as a consultancy firm without any physical production. With a remote work policy, the number of employees at offices every day is about 1.9 people, and the total estimated waste generated is 866.4kg per year. Langia ensures proper waste sorting and recycling at its office to minimize environmental impact. In addition, Langia encourages employees to reduce paper usage by digitalizing documents and opting for electronic communication whenever possible. By implementing these practices, Langia strives to minimize its environmental footprint and contribute to a sustainable future.



Langia has a strong commitment to minimizing its environmental impact, including its waste generation. The company's office policy requires all waste to be sorted on-site, and waste is either reused, recycled, or composted. The company has a recycling rate of around 47%. Langia understands the importance of responsible waste management and is continuously looking for ways to reduce its waste generation and increase its recycling rate.



Langia saves 138 tons of CO2 emission every year

Langia runs a remote work policy, encouraging its employees to work from home as much as possible. This has been done to minimize carbon emissions from daily commuting and business trips. With fewer employees commuting to and from work and fewer business trips, we have been able to significantly reduce our carbon footprint. This policy not only benefits the environment, but it also promotes work-life balance and flexibility for employees.





ETHICS

Langia is committed to upholding high ethical standards in all aspects of its business operations. We believe that doing business ethically is not only a moral imperative but also a key driver of long-term success. Langia's ethical framework encompasses a range of policies and procedures, including a code of conduct, anti-bribery and corruption policies, and a whistleblower policy. The company is dedicated to ensuring that its employees, customers, and partners act with integrity and transparency, and to continuously improving its ethical practices.



of employees trained on ethics



confirmed corruption incident



incident from whistle blowing procedure



confirmed information security incident



SUSTAINABLE PROCUREMENT

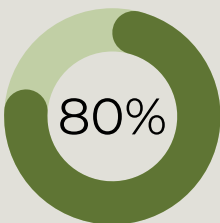
Langia understands the importance of sustainable procurement and is committed to working with suppliers who share our values and commitment to sustainability. We strive to identify suppliers who prioritize sustainable practices and consider environmental and social factors in our purchasing decisions. We also encourage our suppliers to adopt sustainable practices and engage in a dialogue to support and promote sustainable procurement in the supply chain.



targeted suppliers who have signed the supplier code of conduct



of buyers who received training on sustainable procurement



targeted suppliers covered by a CSR assessment



targeted suppliers with contracts that include clauses on environmental, labor, and human rights requirements



NEXT STEPS

As we look ahead to the future, Langia remains committed to advancing our sustainability efforts. We will continue to focus on reducing our environmental impact, promoting diversity, equity, and inclusion, and upholding ethical business practices.

To achieve our goals, we will be implementing the following steps in the coming year:

- Developing a framework to measure the social impact of our CSR initiatives and regularly reporting progress against our targets.
- Exploring innovative solutions to reduce our energy consumption and emissions even further, including the use of renewable energy and energy-efficient technologies.
- Continuing to provide training and development opportunities for our employees, with a focus on enhancing our diversity and inclusion efforts.
- Strengthening our ethics and compliance program, with regular reviews and updates to ensure that our policies and procedures align with best practices and ethical standards.

We are excited to take these steps and continue to make progress towards our sustainability goals. We believe that by working together, we can create a more sustainable future for all.

ACKNOWLEDGEMENT

We would like to express our gratitude to everyone who contributed to the development and success of our CSR initiatives and the preparation of this report.

We extend our thanks to our employees for their dedication and commitment to our sustainability efforts. We are grateful for their feedback, participation, and contributions that have helped us to enhance our CSR performance.

Thank you all for your valuable contributions and support.

Contact

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