

# IMEGO AB – CORPORATE SOCIAL RESPONSIBILITY REPORT 2008

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## **OUR SUSTAINABLE VISION**

### **1. Strategy and Analysis**

Imego must set a good example in all respects, including within CSR.

Since the company started up, we have worked on issues concerning sustainable development. We have clear policies regarding ethics, the environment, equality issues and so on, and we conduct annual surveys to gauge both employee satisfaction and customer satisfaction. In early 2008 the company began a process in which we bring all these different elements together to create a more uniform and expanded report. By means of an internal group we have surveyed our current position and drawn up a plan for integration of CSR in our activities and the development of our system. This work follows the guidelines and requirements concerning external reporting of sustainability information by state-owned companies, which the Swedish government adopted in 2007.

Our aim is to be among the best in the country within the category of activities we pursue and for our employees to be kept up-to-date and engaged in issues concerning sustainability. This is achieved through a selected group regularly working on the issue and training, informing and motivating our staff. So, through collective commitment we establish challenging new goals that we work together to achieve. We consider that this strategy will lead in the long term to our achieving our long-term goals.

We want:

- to be number one for the customer, the economy, society and the environment by developing our customers' competitiveness through clever technical solutions.
- to set an example for the sector.
- to be an appealing employer that attracts a competent workforce and that recognises development in its work tasks.

## CEO COMMENTS

### 1.1

Imego as an organisation may at first glance seem to be insignificant when it comes to being able to reliably contribute to a sustainable society. That is wrong! Small organisations, just like small countries such as Sweden, have historically achieved an international impact as an example and inspiration. Therefore, small efforts can constitute an example that can lead to a real impact.

Since Imego started up in 1999, it has had a burning ambition, through our vision, business concept and policies, to contribute to sustainable development. An ambition that encompasses the keywords customer benefits, economy, society and the environment. Through increased customer benefits we create more business that generates value for our shareholders and creates conditions for value creation in the areas of society and environment. One example is that we receive an assignment that leads to technical innovation, which means that in turn our customer or client can make great efforts to contribute to a sustainable society. We can point to a number of such projects in which Imego has been involved.

Over the years, Imego has been involved in projects where the outcome has clearly contributed to a sustainable society. The future looks bright, as the proportion of our projects that contribute to a sustainable society is increasing steadily.

Through our new owners, Swedish ICT, part of our activities will focus on automotive technology (Fordonsteknik - FICT). This means that we will be working more for sustainable development for society and the environment, for example, through projects within road safety and fuel and emission efficiency.

Our report is an excellent tool for providing information on how we work to be a responsible company in society.

## **THIS IS WHAT WE DO**

Imego's activities are divided up into a research element and a business element. The research element is financed through annual state subsidies and the business element is financed by our customers and clients.

The research we focus on is in the areas or basic technologies we judge to be of commercial interest. Such investments help us to achieve uniqueness and a world-class status in terms of research.

The business element is divided into three multidisciplinary business areas: MEMS-based inertia sensors and navigation systems, electromagnetic sensors and systems, and our expert consultancy activities (industrial solution).

As mentioned previously, Imego is participating in a number of projects that directly contribute to sustainable development. Below we describe four such projects that are currently ongoing.

- The EPI project is a joint project with a company in Varberg, Komikapp-Rehatek AB. The project was initiated by Halmstad University. The aim of the project is to produce a wireless log and alarm unit for patients with various types of motor disorders. The product will be able to distinguish between deviant movements and normal movements. The project started in 2006 with a preliminary study, continuing in three phases. The project is financed by three clients, MinST, Region Halland and Vinnova. Imego also has an agreement with Sahlgrenska regarding access to their premises, as well as permission to perform measurements on patients.

Phase 1 involved us performing a marketing survey on patients, relatives, care personnel and assistive technology centres in order to find out how many people have motor disorders, how it manifests, what the movements are like and how many people we can reach. During phase 2 we performed practical measurements on patients admitted to Sahlgrenska. The first measurements were taken using wires but patients perceived these as a nuisance, so soon after we produced a wireless measurement device with our triple-axis accelerometer.

Phase 3 involves us producing a portable log unit the size of a mobile phone and developing signal processing. This last phase is due to be completed during 2009.

- ID-Industriell Dynamik is a network and project directed at small and medium-sized companies in the industrial sector in Västra Götaland, primarily outside the Göteborg area. The aim of the project is for companies to be able to expand their development efforts in order to increase their competitiveness, thereby benefiting growth. Through cooperation, the ID network will be able to offer companies in all parts of the catchment area easily accessible and high quality research and development resources. Imego joined the project in 2008 and our input consists of carrying out a number of company visits each year, the purposes of which are to:
  - Collect information on the company, its activities, products, future plans, etc.
  - Give the business owner an image of ID and promote trust in ID as a partner
  - If possible, jointly identify one or more areas where a development in the company could take place through ID's efforts.

A number of overall quantified goals are set for each project period. These can be found in the project plan, together with decisions for the period in question. Imego undertakes around 35 visits each year.

- Waste Refinery is a cooperative association financed by the Swedish Energy Agency and a number of companies. One of their projects deals with developing robust online measurement methods. Imego is involved in this project, which started in 2006 and is due to finish during 2009. The aim of the project is to investigate, both in the laboratory and in production, as well as in close cooperation between research and application, online measurement methods suitable for the biogas process environment. The aim is to produce and apply measurement methods online that can provide quantitative and qualitative information on important process variables that can be used to support decisions when running biogas plants. Another aim is to collect process data in order to be able to develop suitable management strategies later. Borås Energi och Miljö AB is the project manager and it is at their biogas plant in Borås that the studies are being conducted.

Imego's role in the project is to investigate the potential for using online sensors to control the introduction and monitoring of bacterial flora and the speed of fermentation. Through this we can make the process of decay more efficient and thereby increase the supply of waste per unit time and get more methane out per unit time.

- The Swash project is a project that Imego is participating in, together with Swerea, Chalmers and IVL and four other companies, Electrolux AB, Unilever, Asco Cylinda AB and Akzo Nobel AB. This three-year project started in 2008 and is being financed by Mistra and by the four companies named above.

The aim of the project is to reduce water and energy consumption in washing machines for large households and industry through such measures as reusing the rinsing water. The aim is to reduce energy consumption by 50% and water consumption by more than 50% while at the same time avoiding excessive use of detergent. Imego's role in the project is to make it possible via biofilm to measure bacterial growth in the tanks where the rinsing water is stored. In this way you get an indication of when new water should be added to the system.

## **THIS IS WHAT WE HAVE DONE**

According to the guidelines for state-owned companies adopted by the government on 29 November 2007, Imego's sustainability report follows the guidelines drawn up by GRI (Global Reporting Initiative). GRI's guidelines are internationally normative guidelines for sustainability reporting. This is the first sustainability report Imego has produced. This report follows the indicators drawn up by GRI. References to the indicators are provided for each key figure.

Financial, environmental and social sections have all been introduced with essence, aims and means. The key figures have been produced for 2008 with comparison for 2007. The financial information, and similarly part of the social key figures in this report, have been obtained from Imego's annual report. The accounting principles for the financial information are described in the annual report.

## PROFILE

### Organisational profile

#### GRI 2.1-2.9

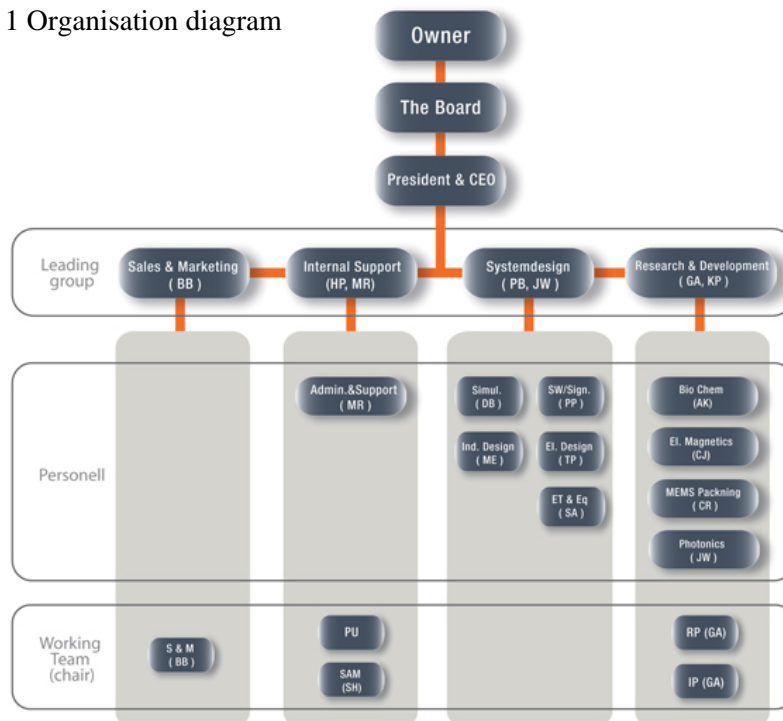
Until 31 December 2008, Imego was a corporation wholly owned by the Swedish state through the Ministry of Education and Research. Since 1 January 2009, Imego AB has been owned by the Swedish ICT group, which is in turn part of RISE Holding AB, which is administered by the Ministry of Enterprise, Energy and Communications. Activities are closely associated with Chalmers University of Technology in Göteborg. Imego has specialist expertise within micro and nanotechnology sensor systems and commercial applications.

Imego works within three business areas: Dynamic Inertial Measurements, Electromagnetism and Industrial Solutions.

Imego is developing sensor systems within the fields of MEMS, IMU, photonics, electromagnetism, nanoparticles, biology and chemistry. The overall aim of the research is to integrate nano and microtechnology sensors and materials in complex systems that can provide considerable advantages in industrial applications.

Imego has 37 employees and a turnover of SEK 41 million in 2008 and has a balance sheet total of SEK 23.7 million.

Illustration 1 Organisation diagram



## **Report parameters**

GRI 3.1-3.12

The reporting period is for the calendar year 2008 and this is the first sustainability report drawn up by Imego.

Imego follows GRI's principles and guidelines when drawing up the report, the so-called 2006 GRI guidelines ver 3.0. When we selected the key figures presented in the report, we based this on what can essentially be measured on the basis of the type of organisation Imego is. The report is thereby limited to our activities, which are all located at our office in Göteborg. Imego carries out research and consultancy activities without any comprehensive production.

The measurement methods and calculations are based on information from our landlord, Chalmers Fastigheter, as well as our internal systems.

## **Governance, Commitments and Engagement**

GRI 4.1-4.4, 4.14-4.15

During financial year 2008, Imego has been led by a board consisting of seven members. The board also includes two employee representatives and one deputy for these two members. During the year, the board has met on six occasions. In order for the board to operate and be monitored in accordance with the tasks that are its responsibility, the important strategic issues during the year have been:

- Business plan and strategy
- Follow-up of results and cash flow
- Development/follow-up of technical platforms
- Ownership issues

Imego is certified in accordance with ISO 9001:2000. In quality management our performance with regard to the customer is of fundamental importance, and this is followed up every year in our customer survey. Financial management is undertaken via our two supplementary systems, the intranet's hourly, project and customer module and our business system.

Imego is a member of a number of national and international organisations associated with technology. The institute is also part of the IRIS trade organisation for Swedish research institutes. There are currently ongoing cooperative projects with Chalmers, SU, LTH, Ångström, IVF, SIK, IVL, EARTO, the West Sweden Chamber of Commerce and Industry, Halmstad University, VGR BRG, etc.

## **ECONOMIC PERFORMANCE**

Imego's plan for long-term profitability is based on confidence and good relationships with our customers - the people we are really here for.

Profitability in our external development projects is one of our most important quality measurements. The customer survey tells us what our customers really think of our technical expertise, our ability to manage projects and keep to schedules, communication in the projects and reporting of results.

### **What has happened during 2008?**

We had a number of interesting projects that ran during the year, such as the crash test project for IVSS and the development of an alcohol sensor in the KAIA project. In other respects the year was characterised by discussions concerning the change of ownership. However, Imego's turnover was negatively affected by two events during 2008. One involved a customer deciding to cancel a project that had been ongoing since 2006, and another was that we set aside a reserve to cover a bad debt loss. This had a negative impact amounting to SEK 7.7 million on our result for the year. At the start of 2008 a cost-savings programme was also introduced.

The outcome of the customer survey was positive (see the illustration under financial key figures) and compared with earlier measurements for 2006 and 2007, the outcome was better within all areas.

### **Priorities 2009**

We are continuing to work on our 12-point programme, which involves focusing on income within twelve areas, such as finding external projects

within automotive ICT (information communication technology) together with the automotive industry.

### Quality policy

We must constantly improve our processes so that we are able to offer competitive services and products. We strive for a high level of customer satisfaction by always performing our assignments according to the agreed project description within the stated schedule. We must be able to keep the promises we make.

### Financially sustainable

Essence	Aims	Means
<ul style="list-style-type: none"> <li>•Sustainable financial result</li> <li>•Strive for a high level of customer satisfaction that leads to long-term business relationships</li> </ul>	As an institute, to be able to support individual companies and thereby contribute to the growth of society	<p><b>Finance</b></p> <p>That we have an up-to-date management process</p> <p><b>Customer</b></p> <p>Quality policy and that we deliver according to the schedule and project description and that we have close contact during the course of the project. The customer survey must show "Good" within all areas.</p>

### EC1

#### Direct economic value generated and distributed

	<u>2008</u>	<u>2007</u>	<u>2006</u>	<u>2005</u>	<u>2004</u>
TSEK					
Net turnover	18,665	25,819	26,209	19,983	13,016
Result after financial items	-8,705	-2,717	-6,213	-7,400	-12,044
Balance sheet total	23,690	34,679	35,249	40,146	51,482
Number of employees	37	40	40	40	34
Debt/equity ratio %	74	74	82	88	83
Return on total capital %	-37	-8	-18	-17	-23
Return on equity %	-49	-10	-21	-21	-28

Kundernas bedömning av Imego - genomsnitt 2008, 2007 och 2006

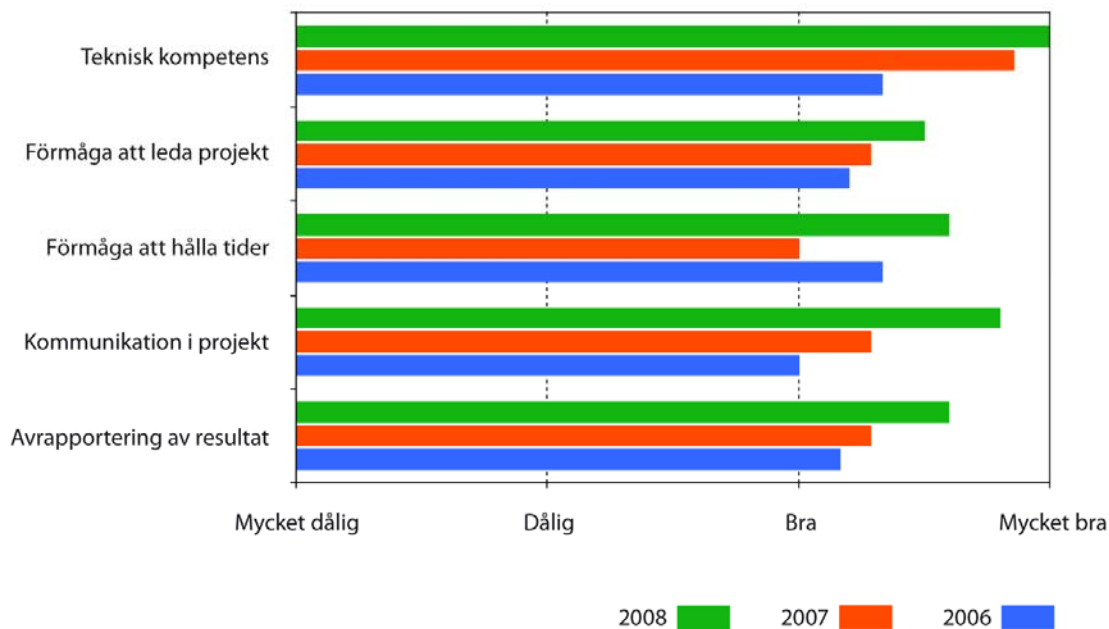


Illustration 2 Customer survey based on completed external projects during the year

### EC3

#### Defined benefit plan for organisation

Collective agreement: Development & services/Salaried employees' agreement (Utveckling & tjänster /Tjänstemannavtal). The agreement applies between Almega, the Ledarna and Unionen trade unions, Sveriges Ingenjörer 2007-2010.

### EC4

#### Considerable financial support from the community

Imego received SEK 20 million in state subsidies in 2008.

## **ENVIRONMENTAL PERFORMANCE**

At Imego we are aware that our activities may have a large impact on the environment and thus it is important that we to the largest extent possible strive to minimize our environmental effect.

We understand that the Earth provides us with a limited amount of resources and ecological services such as air and water cleaning. In order to achieve long term prosperity it is necessary for us use our resources in a sustainable manner.

Imego strives to develop products and services that will make the transition to sustainability possible and will as well influence customers, suppliers and the society as a whole to work in this same direction.

We shall achieve this by:

Following long-term environmental plans and continually adapting these in the light of new findings and experiences in the environmental field. All employees must be kept informed of the company's environmental work and take an active part in it.

- Have an open dialogue with customers and authorities.
- Follow applicable environmental laws and regulations in the strictest manner.
- Be sparing with resources, minimise and sort waste.
- Make use of goods and services that have the least damaging impact on the environment.
- Take environmental responsibility for our products, throughout the product's life cycle.
- Participate in active and future-oriented environmental research.

### **Events and actions during 2008**

We have during the year identified the Imego activities with the greatest environmental effect: travel and electricity use (for indoor lighting, computers and laboratory equipment). They both contribute to the green house effect, acid rain and NOx-emissions. They are also among the few Imego activities large enough in volume for any statistical measurements from year to year to be applicable.

## Planned events for 2009

The Imego personnel will be directly involved in finding ways to reduce mainly our environmental effect of travel and our electricity usage. All of the personnel will have a half day of education in environmental theory followed by a work shop with a focus on reducing Imego's environmental impact. The idea is to implement a set of actions sprung from the work shop.

### Environmental policy

At Imego we are well aware that our activities can have a major impact on the surrounding environment, so it is important that we do our utmost to ensure that our activities damage the environment as little as possible.

## Environmentally sustainable

Essence	Aims	Means
<ul style="list-style-type: none"> <li>Minimal own impact on the environment</li> </ul>	That we continually minimise our environmental impact and that of our customers	Environmental policy and travel regulations. Employee survey

## EN1 Materials used

Imego develop sensor solutions and prototypes but has no volume production and hardly any consumption of materials. Still there is a steady use of print out paper and we have chosen to measure and set a goal on paper consumption. The yearly purchased volume of print out paper is, after normalization with the number of Imego employees, our key number. The number of Imego employees during the recorded years is reported in Section organisational profile.

The strategy for reducing paper consumption will be developed in detail during 2009 but will mainly focus on creating awareness and a changed behaviour in Imego employees.

<b>Paper consumption (kg/person/year)</b>		
<b>2007</b>	<b>2008</b>	<b>Goal 2010</b>
16.6	15.1	14.0

EN3

### Direct energy consumption

Imego use electricity mainly for indoor lighting and laboratory equipment. District heating is used for heating of the Imego localities. Measurements of both electricity and heat usage over the year are made by the property owner Chalmers Fastigheter (CF). The measurements are made for the building as a whole and not for Imego's facilities exclusively. Imego occupies 2.750m<sup>2</sup> (68%) out of total 4.055m<sup>2</sup> and has no influence over the energy consumption of the other tenants in the building which makes the use of this key number complicated. However, a measurement of energy consumption is deemed vital to report in order to appreciate the environmental effect of Imego's business. Strategies for reducing the electricity consumption will be developed in detail during 2009 but will mainly focus on creating awareness and a changed behaviour in Imego employees. Imego aims to follow the goal of the European Union to reduce the electrical use with 20% until 2020. The electricity use 2008 will be the starting point for the reductions since this is the first year of Imego's CSR work.

Imego has very little or no influence on the energy spent on heating since this is regulated by CF and so no goal for heat consumption is set.

The reported values are the weather normalized values on the heat consumption. The normalization removes the effect of untypically warm or cold weather from the measured consumption so that numbers can be compared over the years.

<b>Electricity consumption (MWh/person/year)</b>		
<b>2007</b>	<b>2008</b>	<b>Goal 2010</b>
7.3	6.9	6.6

<b>Heat consumption (MWh/person/year)</b>	
<b>2007</b>	<b>2008</b>
6.1	8.3

EN16

Total direct and indirect greenhouse gas emissions by weight

The main sources for green house gas emissions from Imego's business are travels, electricity use and heat consumption.

Emissions from travel include travel by air, train and car. Emissions from air travel have been calculated according to [www.atmosfair.de](http://www.atmosfair.de), rail travel within Sweden using data from SJ (0.000087 kg CO<sub>2</sub>/10 km) where the distance is calculated using Google maps directions, rental cars according to data from Europcar for each model of car and personal cars according to a standardised emission of 1.80 kg CO<sub>2</sub>/10 km.

Travel by taxi and local transport services are not included in the calculation.

The electricity use in MWh was converted to kg CO<sub>2</sub> by using a tabulated value for CO<sub>2</sub> emissions from "Nordisk Mix", an average production mixture on the Nordic electricity market. The value, 90.6 kg CO<sub>2</sub> /MWh, was retrieved from [energihandbok.se](http://energihandbok.se).

A value of 27 kg CO<sub>2</sub>/MWh for direct heating was retrieved from Gothenburg city administration.

The two main steps forward towards lower emissions are

1. Choosing the train instead of plane for domestic travel.
2. Imego will encourage the property owner Chalmers Fastigheter to convert to “Bra Miljöval-el”, green electricity with a minimum of CO<sub>2</sub> emissions.

Imego aims to follow Swedens national goals on 30% reduction until 2020. The reduction will be in respect to the emissions 2008 since this is the first year of Imego’s CSR work.

<b>Total CO<sub>2</sub> emissions[kg]</b>			
	<b>2007</b>	<b>2008</b>	<b>Goal 2010</b>
Train	<1	<1	Increase the proportion of rail journeys for domestic travel
Rental car	1 675	1 877	
Personal car	1,275	1 050	
Domestic flight	9,600	7 201	
International flight	99,600	91 540	
Electricity	26,413 (38,842 x 68% share of building)	24,078 (35,409 x 68% share of building)	
Heat	5,581 (8,208 x 68% share of building)	8,721 (12,825 x 68% share of building)	
<b>Total</b>	<b>144,145</b>	<b>134,468</b>	
<b>Total per employee</b>	<b>3,604</b>	<b>3,450</b>	<b>3,400</b>

EN28

Monetary value of fines

There are no penalties to report

## **SOCIAL PERFORMANCE**

One condition for a successful organisation is that each employee must feel trusted to carry out and develop his or her work tasks. Therefore, everyone must see their own role as part of the whole, have clear goals, and the means required and knowledge of the results achieved. The expertise of employees is necessary for the success and competitiveness of the organisation.

Therefore, each employee must be given the opportunity for improvement and further development in a way that strengthens both the individual and the organisation as a whole. Imego conducts annual employee surveys, and each employee has an annual employee and salary review with his or her immediate manager.

Every organisation has a social responsibility in addition to laws and ordinances. The organisation and its employees must view their processes and services as elements of a greater whole and actively work towards improvements in both society and the environment.

### **Vision**

The staff are Imego's most important resource. It is therefore important that the staff feel good, both physically and mentally, and that they develop within their area of speciality. A modern company is built upon knowledge, pride, community feeling, participation and job satisfaction.

### **Strategy**

In order to achieve its vision, Imego implements or supports the following:

- That as many as possible take part in Imego's development
- Annual development reviews with all employees in order to investigate the need for training, set targets and foster a sense of participation
- Regular coaching reviews
- Dissemination of all relevant information to everyone
- Cooperation between people and groups
- Sponsorship of keep-fit activities that suit most people in terms of time and content

### **Imego's equality policy**

It is an important success factor for Imego to work towards diversity and to safeguard the various experiences, characteristics and expertise of employees.

For employees at Imego, working conditions and development opportunities must be independent of gender, religion, ethnicity, age and sexual orientation.

Through actively preventing all forms of discrimination and harassment, we create a stimulating and creative working environment that increases the likelihood of achieving the best possible result.

### **Basic ethical values**

It is invaluable to Imego to have a good reputation as an honest and reliable company. Imego's reputation is shaped by the actions and behaviour of all its employees.

At Imego:

- We are straightforward, responsible and reliable in our dealings with customers, suppliers, the authorities and the general public
- We comply with laws, regulations and generally accepted norms
- We do not use our position for personal benefit
- We observe confidentiality rules and any professional secrecy obligations agreed with customers
- We are neutral with regard to politics and religion
- We accept social responsibility through offering project work and work placements

## **Working environment**

### **Responsibility**

The employer has principal responsibility for the working environment. The employer is responsible for undertaking all measures required to prevent risks of illness and accidents and also create a good working environment.

The CEO has overall responsibility for the working environment and must ensure that rights and responsibilities are dealt with in the company in such a way as to allow working environment work to be performed effectively. At Imego the SAM group works on working environment-related issues.

All employees are responsible for the working environment, for example, through following safety regulations and pointing out risks or deficiencies in the working environment to their immediate manager.

### **Working environment policy**

Imego must prevent industrial injuries and work-related sickness absence among employees. There must be clear rules on division of responsibility, planning, management and control of activities of importance for the working environment. Imego must also strive for a good working environment in terms of physical, psychological and social conditions. Cooperation between the employer and employee must function so that experiences and viewpoints on the working environment are taken into account and that everyone feels they are involved in working environment work. Imego must be an attractive employer and its employees must feel they are developing in their work tasks.

### **Socially sustainable**

<b>Essence</b>	<b>Aims</b>	<b>Means</b>
<ul style="list-style-type: none"> <li>• Safe workplace for staff and the general public</li> <li>• An attractive workplace for our employees</li> <li>• That we have an open and straightforward dialogue with interested parties</li> </ul>	<p>Imego must be a standard-bearer in its work for staff and the community.</p>	<p><b>Staff</b></p> <p>Working environment and equality policies. Employee survey</p> <p><b>Society</b></p> <p>Ethics policy</p>

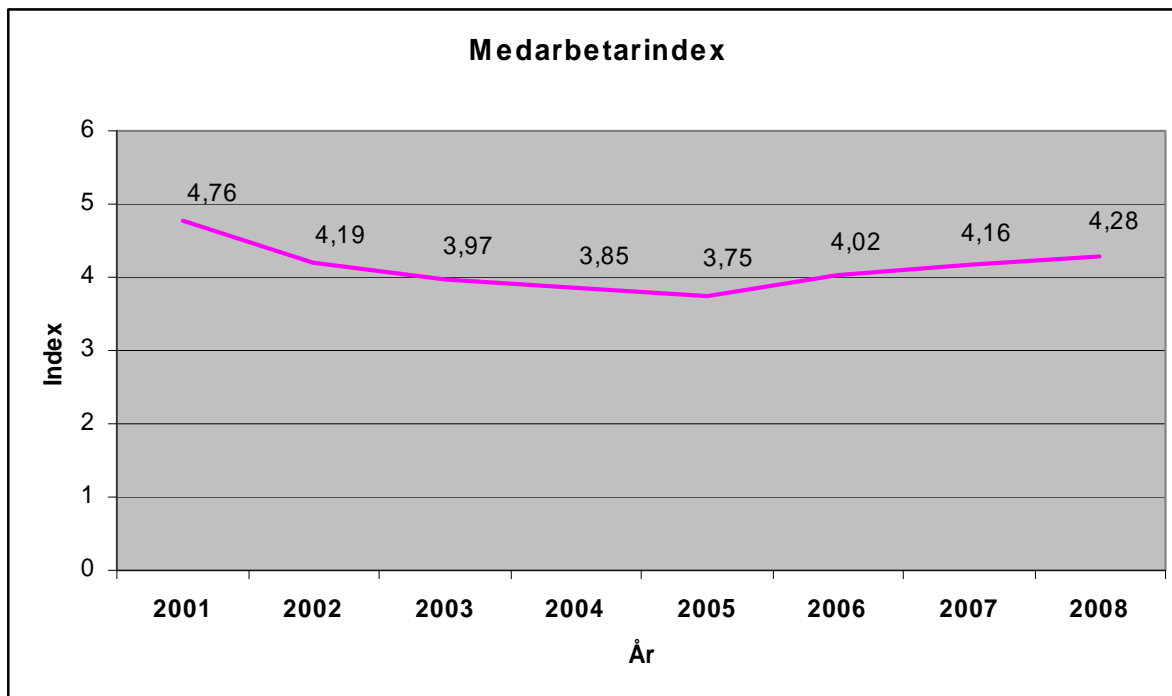


Illustration 3 Results of employee index assessed on a scale of 1 to 6

## LA1

### Total workforce

Total workforce	
2007	2008
The average number is 40, of which 10 are women and 30 men. As of 31/12 there are 40 of us, of which 10 are women and 30 men	The average number is 39, of which 9 are women and 30 men. As of 31/12 there are 37 of us, of which 9 are women and 28 men

## LA2

### Total number and rate of employee turnover

Total number and rate of employee turnover		
2007	2008	Goal 2010
6 left company, 15%	4 left company, 11%	~10%

## LA4

Percentage of employees covered by collective agreements

Percentage of employees covered by collective agreements		
2007	2008	Goal 2010
All except CEO, 97%	All except CEO, 97%	All except CEO, 97%

## LA5

Minimum notice periods

At least 1 month according to applicable collective agreement.

## LA7

Rates of injury and lost days for diseases

Rates of injury and lost days for diseases		
2007	2008	Goal 2010
Injuries – none, diseases 1.9%	Injuries – 1, diseases 1.6%	Injuries – none, diseases <3%

## LA8

Education, training, counseling, prevention programs to assist employees

Occupational health service to prevent work-related illness and to help with rehabilitation. With controls depending on age and further assistance as necessary.

We have a fitness allowance and people can exercise in working hours. We encourage health-promoting activities for the whole company.

## LA10

Average hours of training per year

Average hours of training per year		
2007	2008	Goal 2010
485 hrs, 12 hrs per employee	516 hrs, 13 hrs per employee	16 hrs per employee

## LA12

Employee reviews: Annual reviews, follow-up after a certain number of months. All employees are given assessment material in order to prepare themselves.

Percentage of yearly employee discussions		
2007	2008	Goal 2010
100%	100%	100%

## LA13

Composition of governance bodies and breakdown of employees per category according to gender, age etc.

Composition of governance bodies	
2007	2008
Board 8 in total, of which 3 are women Management 7 in total, of which 2 are women Others: 25 men and 8 women	Board 8 in total, of which 3 are women Management 7 in total, of which 2 are women Others: 23 men and 7 women

Diversity	
2007	2008
Of 40 employees, 8 originate from other countries	Of 37 employees, 8 originate from other countries

HR4

Total number of incidents of discrimination and actions taken

Total number of incidents of discrimination and actions taken		
2007	2008	Goal 2010
0%	0%	0%

SO1

2007: Imego has donated money to the city mission. We offer summer jobs, project work and work placements to students. We are willing to act as lecturers in various contexts. Imego supports local sports and child and youth activities.

2008: Imego has donated money to the city mission. We offer summer jobs, project work and work placements to students. We are willing to act as lecturers in various contexts. Imego supports local sports and child and youth activities.

SO8

Monetary value of significant fines for non-compliance with laws and regulations

There are no penalties to report

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## CONTACTS

### Imego in general

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### CSR reporting

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