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OUR SUSTAINABLE VISION

1. Strategy and Analysis

Imego shall be a good example in all respects, including CSR.

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

We want:

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

CEO COMMENTS

GRI 1.1

Imego as an organization may at first glance seem to be insignificant when it comes to, in a pragmatic way, contribute to a sustainable society. That is wrong! Small organizations, 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 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. Our aim is to create value to our customers. 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 owners, Swedish ICT Research AB, 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. In 2009 we started such a project that will, in the end, contribute to a lower weight for vehicles and lower fuel consumption as a result. This project is still ongoing in 2010.

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 into research and development. The research element is financed either through annual state subsidies or through EU commission financed programs and the development 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.

Our business is divided into four business areas: Motion Sensors, Electromagnetic Sensors, Bio and Chemical Sensors and Wireless Sensors. We also have an area that work close together with SME (small and medium sized enterprises) .

Below we describe four projects that are currently ongoing and directly contribute to sustainable development.

- Epilepsy is the most common neurological disease and approximately 60,000 people in Sweden have epilepsy. Of these around 40,000 are successfully treated with medication. Of the remaining 20 000, many have a decent position with occasional seizures perhaps at night, but many people have also an unacceptable situation. In order to treat epilepsy it requires that the treating physician is informed of how many and what type or types of seizures the patient has had after the medication has begun. An epileptic seizure can take place without the patient being aware of it, which makes it difficult during the treatment to follow how it really goes. For children with severe epilepsy the seizures could occur from a couple of times a day to maybe 100 times a day, with uncontrolled cases and injury cases. In particular, these children will also be restricted in their freedom and independence because of the need to constantly monitoring them.

Since 2008 Imego has together with the Sahlgrenska Academy worked on a project of developing a portable device to recognize seizures, store information about the attacks, and even, if necessary, alert the parents / guardians regarding their children. The aim is that the stored information in a meaningful way can be used by the treating physician to provide as good medical treatment as possible.

The research group consists of physicians who have the medical responsibility for all the current epilepsy patients, children and adults.

In this project we have developed the wireless device that records the patient's movement in three directions, and various software for reading, viewing and analysis of data. So far, data of 35 patients with severe epilepsy has been collected. In order to be successful, the unit must be trained to recognize seizures of very different character and it must then be an independent assessment of the interpretation.

At Sahlgrenska University Hospital video monitoring of patients is made. Our system has already been in use to achieve the preliminary results in this situation, and we can then compare against the continuous video and EEG recordings. The preliminary results show that we can distinguish different types of epileptic seizures, and the generalized type, ie, sharp muscle spasms, and impaired consciousness: first, a so-called non-epileptogenic seizures of psychogenic origin. For the future development there is a positive outlook to teach the system to recognize more subtle and complex seizures.

We will now test the system on patients in their daily lives. Therefore we are currently developing the first version of a portable logging device, the size and shape of a cell phone.



Sensor unit with three-axis accelerometer, and radio module.



Sensors with velcro for attachment to the patient and the portable data logger.

- Emergency Support System (ESS) is an EU-FP7 financed project (<http://www.ess-project.eu>) that enables improved control and management of major crisis events such as terror attacks, industrial accidents, natural disasters etc. The idea guiding the development of ESS is real-time fusion of various forms of field-derived data including audio-video, local weather, location tracking, bio-chemical, affected population reports and other information.

The data would be communicated via both portable and fixed platforms including wireless communication devices, UAV, air-balloon and field-vehicles. The fusion of the data is handled within a central system which performs information analysis and provides decision support applications for web based command and control systems. The ESS system is based on open architecture as open interfaces (API) and full interoperability (OGC standards).

- Total Airport Security System (TASS) is an EU-FP7 financed project aiming at research and development of advanced integrated approach to airport security. The system creates an entire airport security monitoring solution providing real-time accurate situational awareness to airport authorities.

The TASS concept is based on integration of different types of selected real time sensors & sub-systems for data collection in a variety of modes, including fixed and mobile, all suitable for operation under any environmental conditions. TASS divides the airport security into six security control segments (environmental, cargo, people, airplanes, vehicle-fleet & facilities) each of them being monitored by various technologies that are fused together, creating a multisource labyrinth fusion logic enabling situational and security awareness of the airport anytime and anywhere. These fused control segments will be accessed through the TASS WEB-based portal by running a suite of applications making the airport security control centralized to all airport authorities.

Information will be shared and synchronized between all of them in order to generate a comprehensive, real time, security overview for the airport. The integration will include the use of in-place technologies, ie motion and gas sensors developed at Imego, that will result in a cost-effective solution.

- During 2009 we started a Vinnova financed project (Doctor's office diagnostic instrument for detection of *M. tuberculosis*) together with University of Delhi South Campus in India. Our vision is to develop a system that will enable diagnostics under field-like conditions and be performed by unskilled personnel. This would substitute conventional microscopic analyses that are normally not available in areas most affected by the disease. An efficient and disseminated diagnostic service, in combination with immediate treatment, has the potential to limit spreading of the disease and on a longer term improving health as well as economy of affected regions.

The Swedish side of the bilateral project will focus on development of methods and equipment for simplified diagnostics of the acute phase of the disease, when the risk of spreading the infection to healthy individuals is high. The Indian side of the project will develop antibodies and reagents needed for the specific detection of *M. tuberculosis*.

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 third sustainability report Imego has produced and 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, goals and means. The key figures have been produced for 2010, 2009, 2008 and 2007. The financial information, and similar parts 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.

Calendar 2010

- The management decided on participation in the Climate Initiative West (Klimatinitivet Väst). We adopted three challenges - reducing our paper consumption, eating vegetarian once a week and invite people to telephone and video conferences. The last two issues we measures through our internet.

- Half day activity for our staff with with a person from SMMI (Svensk mat- och miljöinformation) who talked about meat production and its impact on the environment.
- Staff and customer surveys taken during autumn.
- CSR Group made proposals on targets in 2012 for management review.

This is what we will do during 2011

- Report to the Group our key figures
- Publish Imego third sustainability report
- Climate Compensate for our air travels
- Cardiac and pulmonary resuscitation
- Possibly some further lectures or training in the field
- Extend recycling capabilities to also include glass, metal and hard plastic. Electronic and chemical waste is handled separately.
- Continued activity with Climate Initiative West (Klimatinitiativet Väst) and the sustainable work within our group

Sustainability work at Swedish ICT

Swedish ICT is not a product owning company producing goods which are offered to the market. Being a Research & Technology Organization (RTO), Swedish ICT is influencing society and environment more by the research results provided than by its own operations. ICT is to a large extent an enabling technology providing possible solutions to the grand challenges and therefore sustainability questions are naturally a focus in our research projects.

Swedish ICT has been a part of the CSR report provided by RISE 2008 and 2009. As Swedish ICT AB has limited operations the CSR work is predominantly done in the daughter companies. As the daughter companies are working with different aspects of ICT ranging from hardware to software operations and customer relations vary the relevant CSR issues have to be handled largely on the local level.

To provide more leverage Swedish ICT has appointed a CSR responsible person from 2010 to coordinate a CSR committee with representatives from each of the daughter companies. Besides work with collecting indicator data, goals has been declared on the group level.

2011

- Swedish ICT disclose its first independent sustainability report
All employees should be aware of social, economical and environmental sustainability issues. Each of the daughter companies shall have a detailed plan for the work.
Swedish ICT shall have a group policy for environment and traveling.

2012

- The group shall see CSR as a natural and important part of the customer offering. CSR aspects shall be a clear part of goals and business plans for the daughter companies.

The daughter companies of Swedish ICT annually run separate employee surveys where sustainability questions are included. This is also a way to increase the awareness of sustainability issues and see how it develops. Some of the daughter companies make customer interviews to establish a customer satisfaction index providing input for improvements of the operations. The need to develop the customer dialogue to better map customer expectations concerning sustainability issues has been identified.

PROFILE

Organizational profile

GRI 2.1-2.9

Since 1st of January 2009 Imego AB is owned by the Swedish ICT group, which is in turn part of RISE Holding AB, 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 their commercial applications.

Imego works within four business areas: Motion, Bio & Chemical, Electromagnetic and Wireless. 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 35 employees and a turnover of SEK 48,6 million in 2010 and has a balance sheet total of SEK 30,4 million.

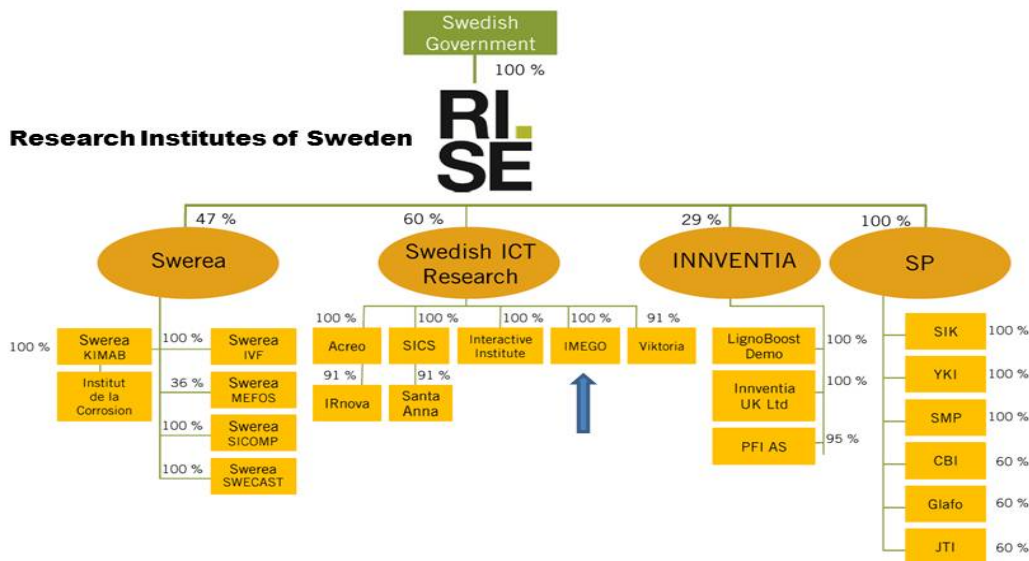


Illustration 1 Organizational chart for the holding company RISE

Report parameters

GRI 3.1-3.12

The reporting period is for the calendar year 2010.

Imego followed GRI's principles and guidelines, the so-called 2006 GRI guidelines ver G3, when writing the report. 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 organization that 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.

In some cases the measurement methods and calculations are based on information from our landlord, CF (Chalmers Fastigheter), as well as our internal systems.

Imego sets goals every second year two years ahead. The goals set for 2012 were decided in January 2011. New goals for 2014 will be decided during 2012/2013.

Governance, Commitments and Engagement

GRI 4.1-4.4, 4.14-4.15

During financial year 2010, Imego has been led by a board consisting of seven members including two employee representatives. During the year, the board has met on five 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 9001:2008. 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. We launched a new business system in January 2011.

Imego is a member of a number of national and international organizations associated with technology. The institute is also part of EARTO, an European organization for 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. Profitability in our external development projects is one of our most important quality measurements.

What has happened during 2010?

As earlier years we had a number of interesting projects that ran during the year, such as the EU FP7 project ESS, TASS, Marex, Lifeloop and Nano3T and the Vinnova financed Spitfire. We have also been part of the strategic group programme, Automotive ICT (information communication technology).

EC1; Direct economic value generated and distributed:

<i>(Amount in tkr)</i>	2010	2009	2008	2007	2006
<i>Income statement</i>					
Net turnover	48 641	49 855	40 934	55 359	51 913
Net income	2 665	67	-8 705	-2 717	-6 213
<i>Balance sheet</i>					
Total assets	30 400	27 882	23 690	34 679	35 249
Shareholder's equity	19 213	16 547	17 589	26 294	29 011
<i>Key Figures</i>					
Netmargin %	5,5	0,0	-21,3	-4,9	-12,0
Solvency %	63,2	59,3	75,0	75,8	82,3
Average number of employees	35	34	39	40	40

Financially sustainable

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

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 specified time. We must be able to keep the promises we give.

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. The outcome of the customer survey is shown below in comparison with earlier measurements for 2006, 2007, 2008 and 2009.

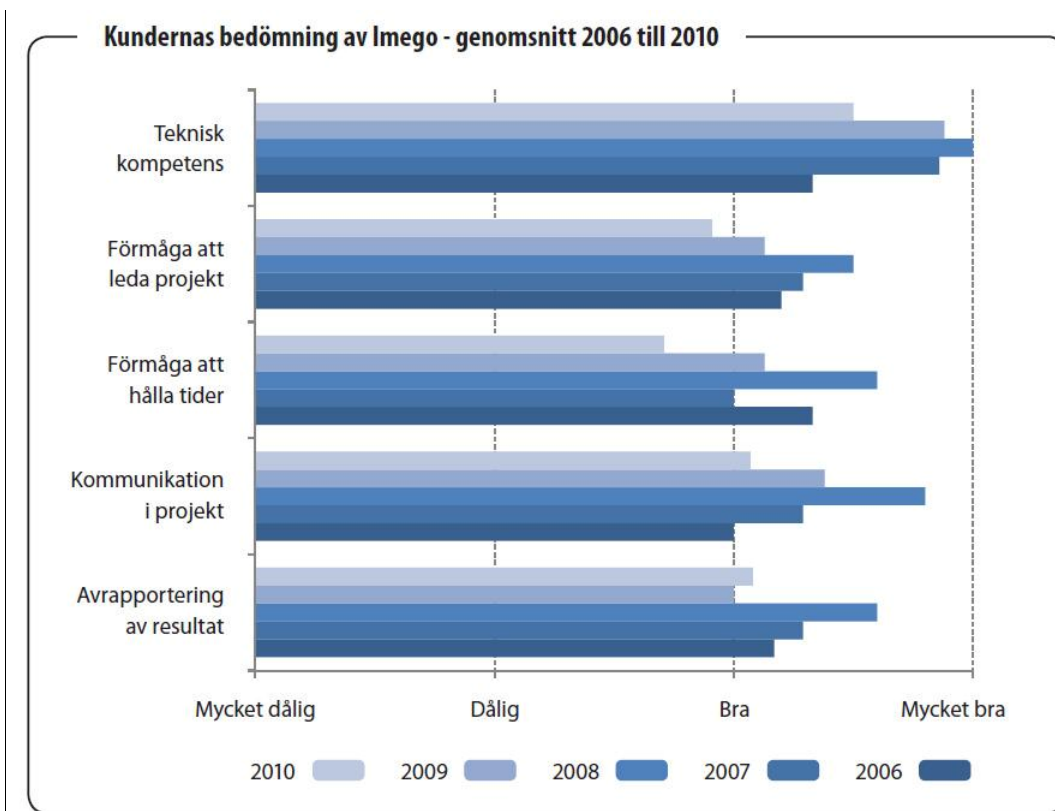


Illustration 2 Customer survey based on completed external projects during the year

EC3; Defined benefit plan for organisation

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

EC4; Considerable financial support from the community

Imego received SEK 7,6 million in state subsidies in 2010.

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 purification. In order to achieve long term prosperity it is necessary for us to 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:

- Have an open dialogue with customers and authorities.
- Follow applicable environmental laws and regulations in the strictest manner.
- Be sparing with resources, minimize 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 2009

We have identified the Imego activities with the greatest environmental effect: travel and electricity use (for indoor lighting, computers and laboratory equipment). During 2009 we have updated our travel policy regarding inland travel and car rental. We have taken actions in respect of consumption of printing papers.

Events and actions during 2010

Imego have synchronized internal services for telephone, web and video conferences, an important tool for minimizing travel. We appointed one CSR person to represent Imego in the Swedish ICT CSR group. We had a half day activity for our staff with a person from SMMI (Svensk mat- och miljöinformation) who talked about meat production and its impact on the environment. We measures through our intranet how our staff eat vegetarian food and use telephone conferences.

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	Goals	Means
•Minimal own impact on the environment	That we continually minimize our environmental impact and that of our customers	Environmental policy and travel regulations. Employee survey. Information and education.

EN1; Materials used

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.

Actions taken:

Double sided printing is now the default setting and information and a CSR work shop has improved awareness.

Board meeting material is no longer printed and sent from Imego.

We have decided not to copy all incoming supplier invoices from 2011.

Discussion on the outcome 2009: The actions taken has had an effect far better than expected.

Paper consumption (kg/person/year)				
2007	2008	2009	2010	Goal 2012
16.6	15.1	7.7	7	6

EN3; Direct energy consumption

Imego use electricity mainly for indoor lighting and laboratory equipment. District heating is used for heating of the Imego localities. Imego aims to follow the goal of the European Union to reduce the electrical use with 20% until 2020. The electricity use 2008 is the starting point for the reductions since this was 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 (Chalmers Fastigheter AB) 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.

Actions taken during the start of our CSR work:

Imego staff has participated in a half day environment course where power saving was one of the topics.

Power saving behavior has been up for discussion with general recommendations to the Imego staff to switch of computers, equipment and lights when not in use.

Discussions are ongoing between Imego and CF on power saving. CF has informed that about half of the electricity consumption is building specific rather than tenant specific and related mainly to ventilation. CF has a goal to decrease the building specific electricity consumption with 20% but it is not yet decided over which time span.

Discussion on the outcome 2010:

The total electricity consumption for the building has increased from 431 MWh in 2007 to 393 MWh in 2008 to 367 MWh in 2009 and 473 MWh in 2010. The start of 2010 was colder than normal and also the end of 2010 was colder than in general. The density of other tenants has increased during the same time, adding to the total consumption and thus to the estimation of the average Imego employee's electricity usage. This result has made it apparent that Imego include the other tenants in the efforts to save power.

Electricity consumption (MWh/person/year)				
2007	2008	2009	2010	Goal 2012
7.3	6.9	7.1	8.9	6,5

Heat consumption (MWh/person/year)			
2007	2008	2009	2010
6.1	8.3	8.0	10.0

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, rail travel within Sweden using data from SJ (miljökalkylator), rental cars according to data from Europcar for each model of car and personal cars according to a standardized emission of 1.80 kg CO₂/10 km. Travels by taxi has been collected from Taxi Göteborg and 54% of the travels were made by environment certified cars. Local transport services are not included in the calculation.

The electricity use in MWh was converted to kg CO₂ by using a tabulated value for CO₂ emissions from "Nordisk Mix", an average production mixture on the Nordic electricity market. The value, 90.6 kg CO₂ /MWh, was retrieved from energihandbok.se.

A value of 27 kg CO₂/MWh for direct heating was retrieved from Gothenburg city administration.

The main steps forward towards lower emissions are

1. Choosing the train instead of plane for domestic travel.
2. Use telephone or video conferences to decrease travelling.
3. Decrease electricity consumption through power saving behavior.

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

Actions taken:

Imego has updated the travel policy so that it states that the train is recommended for travel within Sweden and cars rented should be environment certified.

Imego has encouraged the property owner Chalmers Fastigheter (CF) to convert to "Bra Miljöval-el", green electricity with a minimum of CO₂ emissions. CF has replied that they prioritize investments in decreasing electricity consumption.

Discussion on the outcome 2010:

Travel by car and plane has dropped significantly in 2009 and 2010 compared to the two previous years. A change of travel policy, an increased use of telephone conferences and a general awareness are likely parts of this change but a general strive to minimize costs in a time of global economic regression has had a major effect. Domestic travel to Stockholm was 74% made by rail and 26% by air travel.

Total CO₂ emissions[kg]					
	2007	2008	2009	2010	Goal 2012
Tåg	<1	<1	<1	<1	Öka andelen tågresor för inrikes resor
Taxi	N/A	N/A	306	318	
Hyrbil	1 675	1 877	555	1 581	
Privatbil	1 275	1 050	3 539	2 088	
Inrikesflyg	9 600	7 201	3 420	4 500	
Utrikesflyg	99 600	91 540	28 660	45 080	
Electricity	38 842/andel av hus	35 409/andel av hus	33 241/andel av hus	42 781/andel av hus	
Heat	8 208/andel av hus	12 825/andel av hus	11 210/andel av hus	14 348/andel av hus	
Total	~159 200	~149 900	65 279	91 272	
Total per employee	~3 980	~4 160	1 933	2 608	

EN28; Monetary value of fines

There are no fines to report

SOCIAL PERFORMANCE

A condition for a successful organization 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, the means required and knowledge of the results achieved. Imego conducts annual employee surveys, and each employee has an annual employee and salary review with his or her immediate manager.

Every organization has a social responsibility in addition to laws and ordinances. However the organization and its employees must also 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 specialty. A modern company is built upon knowledge, pride, community, 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 behaviors 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 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 the improvement of the working environment. Imego must be an attractive employer and its employees must feel they are developing in their work tasks.

Socially sustainable

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

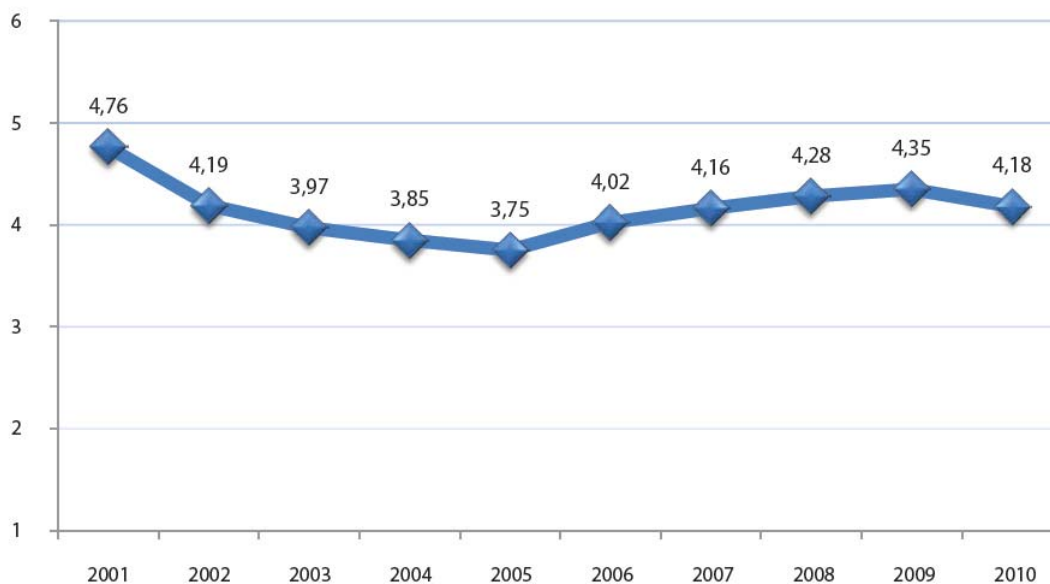


Illustration 3 Results of employee index assessed on a scale of 1 to 6

LA1; Total workforce

Total workforce			
2007	2008	2009	2010
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	The average number is 34, of which 7 are women and 27 men. As of 31/12 there are 33 of us, of which 7 are women and 26 men	The average number is 35, of which 7 are women and 28 men. As of 31/12 there are 36 of us, of which 11 are women and 25 men

LA2; Total number and rate of employee turnover

Total number and rate of employee turnover				
2007	2008	2009	2010	Goal 2012
6 left the company, 15%	4 left the company, 11%	5 left the company, 14%	4 left the company, 11%	10%

LA4; Percentage of employees covered by collective agreements

Percentage of employees covered by collective agreements				
2007	2008	2009	2010	Goal 2012
All except CEO, 97%	All except CEO, 97%	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	2009	2010	Goal 2012
Injuries – none, diseases 1.9%	Injuries – 1, diseases 1.6%	Injuries – none, diseases 1.6%	Injuries – none	Injuries – none

LA8; Education, training, counseling, prevention programs to assist employees

Occupational health service to prevent work-related illness and to help with rehabilitation. Health controls depending on age, further assistance if 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	2009	2010	Goal 2012
485 hrs, 12 hrs per employee	516 hrs, 13 hrs per employee	656 hrs, 20 hrs per employee	1 455 hrs, 40 hrs per employee	>20 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	2009	2010	Goal 2012
100%	100%	94%	100%	100%

LA13; Composition of governance

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

Composition of governance bodies			
2007	2008	2009	2010
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: 25 men and 7 women	Board 9 in total, of which 2 are women Management 7 in total, of which 2 are women Others: 21 men and 6 women	Board 7 in total, of which 2 are women Management 7 in total, of which 2 are women Others: 21 men and 6 women
Diversity			
2007	2008	2009	2010
Of 40 employees, 8 originate from other countries	Of 39 employees, 8 originate from other countries	Of 34 employees, 8 originate from other countries	Of 35 employees, 9 originate from other countries

HR4; Discriminations

Total number of incidents of discrimination and actions taken

Total number of incidents of discrimination and actions taken				
2007	2008	2009	2010	Goal 2012
0%	0%	0%	0%	0%

SO1; Community

Nature scope and effectiveness of any programs and practices that assess and manage the impacts of operation on communities, including entering, operating, and exiting.

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.

2009: 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.

2010: 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; Significant fines

Monetary value of significant fines for non-compliance with laws and regulations. There are no fines to report

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