

# SUSTAINABILITY REPORT 2023

**Rohde & Schwarz Sverige AB**

## **About this report**

The sustainability data and information presented throughout this report covers Rohde & Schwarz Sverige AB, henceforth Rohde & Schwarz Sweden, with corporate identity number 556243-2863 and relates to the financial year 1 July 2022 - 30 June 2023. The sustainability report has been prepared in accordance with the requirements in the Swedish Annual Accounts Act. Published 2023-11-27.

**ROHDE & SCHWARZ**

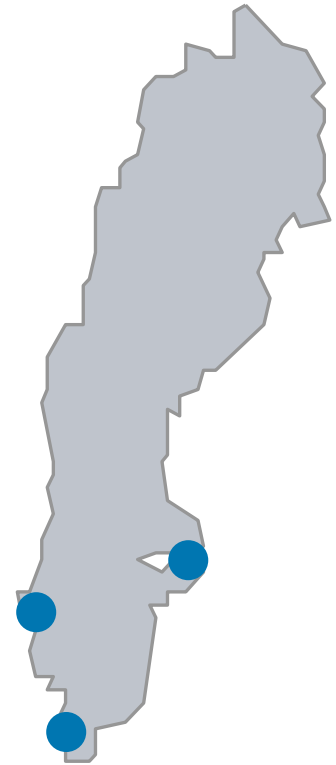


## This is Rohde & Schwarz Sweden

Rohde & Schwarz Sweden is an independent sales and technical support provider to customers in the mobile radio and radio communication, test and measurement, TV broadcasting and IT security space.

Rohde & Schwarz Sweden is a fully owned subsidiary to Rohde & Schwarz GmbH & Co KG, henceforth Rohde & Schwarz, and has been established on the Swedish market since 1984. Niels Frandsen is Managing Director since 1st January 2020. As a private owned company, Rohde & Schwarz can plan in the long run without having to think in terms of quarters. The resulting entrepreneurial freedom allows us to orient all our business processes toward sustainability, from product planning and employee loyalty to building partnerships with our customers based on trust. We offer our customers the best of both worlds – access to extensive local capabilities and expertise, and the ability to tap into the knowledge and resources of a global organization.

With sales teams in Stockholm, Gothenburg and Lund, Rohde & Schwarz Sweden continues to invest in employees so that wherever our customers are located in Sweden, we can support their needs. Technically competent and with high level applications engineering expertise, our local employees specialize in solving customers' problems, both small and large. For many of our existing customers, we have become a long-term partner who understands their business and helps them take advantage of new business opportunities. We take pride in our ability to build long-lasting relationships that achieve customers' short and long-term goals. Rohde & Schwarz Sweden has built a solid reputation as a trusted partner and has a proven track record of delivering successful results.



## Material sustainability aspects for Rohde & Schwarz Sweden

Rohde & Schwarz Sweden has assessed together with our parent company what sustainability means for our organization and what areas that are most relevant for us as a sales and marketing division. The material areas for Rohde & Schwarz Sweden were identified through a peer benchmark analysis and further validated in a workshop during the spring 2022. Rohde & Schwarz Sweden is solely a sales and marketing division which limits our impact on product development and production. The following topics were identified as material: data protection, diversity, human rights, occupational health and safety, greenhouse gas emissions and anti-corruption. Given that Rohde & Schwarz Sweden's operations are limited to sales and marketing, matters related to anti-corruption and data protection were considered the most material. However, we also take our responsibility for environmental and social matters, although no material risks related to these topics have been identified. These topics are managed through group level policies and processes and described briefly in this report.

## **Governance**

Rohde and Schwarz's Code of Conduct covers laws and regulations for all the individual countries where Rohde & Schwarz operates in. All individuals at Rohde & Schwarz are equal in standing and we have zero-tolerance for discrimination or harassment in the workplace. The Code of Conduct primarily addresses anti-corruption and bribery related to handling of criminal offenses, giving and receiving gifts and fair competition for suppliers. It also addresses integrity for our employees, conflict of interest and handling of confidential information and assets. Rohde & Schwarz promote a culture of learning and adhere to the 10 principles of the UN Global Compact.

All employees at Rohde & Schwarz Sweden have undertaken training related to the Code of Conduct, where data protection and anti-corruption are included in the training. This is controlled twice a year through a compliance report to Rohde & Schwarz. The compliance report also follows up on breaches regarding data protection and anti-corruption matters as gifts received and offered, sponsorships and donations. There have not been any reported cases of anti-corruption during FY23.

As Rohde & Schwarz Sweden provides sensitive products to the military and government authorities, ensuring secure IT systems and secure handling of customer data are of utmost importance. There have not been any reported breaches regarding IT systems or leaks of customer information during FY23.

Rohde & Schwarz's Mission statement on human rights is our group guiding policy that outlines the inalienable rights of all people. To ensure compliance with this principle, we apply the systematic approach set out in the German government's National Action Plan on Business and Human Rights (NAP) and draw on the principles of the UN Global Compact and the standards of the International Labor Organization (ILO).

As a private owned company with a global presence, Rohde & Schwarz sources services and materials from suppliers across the world. This is managed through our group policy CSR Procurement Strategy where labor and human rights, supplier relations, sustainable procurement and environment are taken into consideration. We strive to align our processes in procurement and supplier management with strict ethical, social and environmental principles. To achieve this objective, we request our suppliers to follow our Code of Conduct and to work with us to further develop in the area of corporate social responsibility.

## **Environment**

Sustainability is at the core of how Rohde & Schwarz manages its business. We are committed to making ecologically sound use of natural resources and minimizing the environmental footprint of our operations wherever we can. Besides reducing and avoiding greenhouse gas emissions, our efforts and initiatives toward sustainability include compliance with prevailing environmental laws, managed through our environmental management system based on the ISO 14001 standard. Rohde & Schwarz's approach and commitment regarding environmental responsibility, at group level, is described in Our commitment to the environment. Our material environmental topics are own production, optimized logistics and supplier management. Rohde & Schwarz also focuses on environment during the life cycle through energy efficient products, environmentally friendly materials, longevity and product recycling. The main sources of greenhouse gas emissions in Rohde & Schwarz Sweden's operations are related to the use of fossil fuels for transport.

### **Electricity use and emissions from offices**

The employees of Rohde & Schwarz Sweden are located in Stockholm, Gothenburg and Lund, with the majority based in the Stockholm office. During the financial year 2023, the electricity use in the Stockholm office amounted to 41 MWh. The electricity use for Lund and Gothenburg offices is excluded as Rohde & Schwarz Sweden does not own these facilities. Also, the electricity use for remote working is excluded. Rohde & Schwarz Sweden uses fossil free electricity which has zero greenhouse gas emissions (life cycle emissions excluded).

## Emissions from car fleet

Rohde & Schwarz Sweden has 16 cars in its fleet, including electric, diesel, gasoline as well as hybrid models. The cars are used for customer visits, marketing and sales meetings. During the FY23, emissions related to the use of the car fleet have been estimated to 77,1 tonnes CO<sub>2</sub>-equivalents. The emissions have been calculated based on distance driven, with emissions data obtained from the Swedish Transport Agency (Transportstyrelsen). Where possible the Worldwide Harmonised Light Vehicle Test Procedure (WLTP) mixed driving emission factor has been used. When WLTP have been missing the New European Driving Cycle (NEDC) mixed driving emission factor has been used instead.



## Social

Rohde & Schwarz has an Occupational Safety Policy at group level which addresses safety and environment related matters. The health and safety of all our employees, customers, partners and other individuals impacted by our company's business is a key priority. We also obligate our business partners, at group level, to comply with our principles in order to ensure the occupational safety and health of their employees to the extent we can influence these factors. As well as ensuring that all regulatory occupational safety requirements are complied with, this also means minimizing the risks of occupational accidents and illnesses.

Sickness-leave for Rohde & Schwarz Sweden totaled 0,98% during FY23, based on the number of hours sick-leave and scheduled time for the employees. There have not been any reported accidents during FY23 for Rohde & Schwarz Sweden.

During the financial year 2023 Rohde & Schwarz Sweden had in average 21 employees, of which 80 % were men and 20 % were women.

