

Akkodis Group Nordics

ESG Report 2024



Letter from the Sustainability Team

Shaping a sustainable future through responsible technology — safeguarding Europe's critical sectors for generations to come.

At Akkodis Nordics, our ESG vision is rooted in enabling a resilient, low-carbon future through responsible innovation. As we become more integrated into **Akkodis globally and The Adecco Group**, we are aligning our sustainability efforts to support shared targets and values.

In **2024**, we reported **13,496 tCO₂e**, with **Scope 3 emissions making up the majority** — driven largely by purchased goods, commuting, and freight from Asia. While we've reduced Scope 1 and 2 emissions through energy efficiency and renewables, our focus now is on transforming the supply chain and product lifecycle impacts.

In 2025, we conduct **Life Cycle Assessments (LCAs)** on key hardware and scale **circular economy pilots**. Our software business remains on track for net-zero by 2025, while our hardware segment targets 2030 through sustainable design and manufacturing.

Together, across Akkodis and Adecco, we are working toward climate-neutral operations that support Europe's critical sectors and the UN's global goals.

Contact the ESG team at Akkodis Nordics



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Executive Summary for 2024

Ebita¹

NOK 298 million

(381 in 2023)
EBITA margin of % 10,7

Employees

1101

(1136,4 in 2023)
including subcontractors

Revenue

Nok 2.780 million

growth of -9.5 %
(3.069 m in 2023)

Carbon emissions

13.496 tons CO₂

(8700 tons in 2023)

Sick leave

4%

Sick leave
(3.3% in 2022)

Turnover

19%

Turnover
(12.7% in 2023)

Women

25%

Women
(24% in 2023)

Women in Management

25%

(23% in 2024)

Nationalities

39

Average Age

42

AKKODIS

SYLOG

an AKKODIS company

Reshaping Our Business Roadmap to 2030 and 2050

Set GHG (greenhouse gas) reduction targets in line with Adecco AG's climate commitments, and ensure they are approved by the Science Based Targets initiative (SBTi).

Overall Net-Zero Target:

Reach net-zero GHG emissions across the value chain by 2050.

Near-Term Targets (2030):

Reduce absolute scope 1 and 2 GHG emissions 51.7% by 2030 from a 2019 base year.

Reduce absolute scope 3 GHG emissions from employee commuting 27.5% within the same timeframe.

Long-Term Targets (2050):

Reduce absolute scope 1, 2 and 3 GHG emissions 90% by 2050 from a 2019 base year.

Commit into a **climate policy** by identifying concrete action based on carbon footprint hotspots.

Measuring the Impact of Action:

- Evaluate CO2 emission reductions.
- Analyze the financial and human resources required.

Monitoring the Trajectory of GHG Emission Reductions

- Establish performance indicators to track progress.
- Link efforts made to the results achieved.

Decarbonization strategies

Decarbonize the supply chain

- Refine calculation using the supplier GHG inventory report / CA of each raw material (at least raw material suppliers)
- Optimize transportation of raw material (Supplier location and delivery frequency)
- Eco design products according to clients need
- Include decarbonization criteria in supplier assessment
- Engage suppliers along their net-zero journey

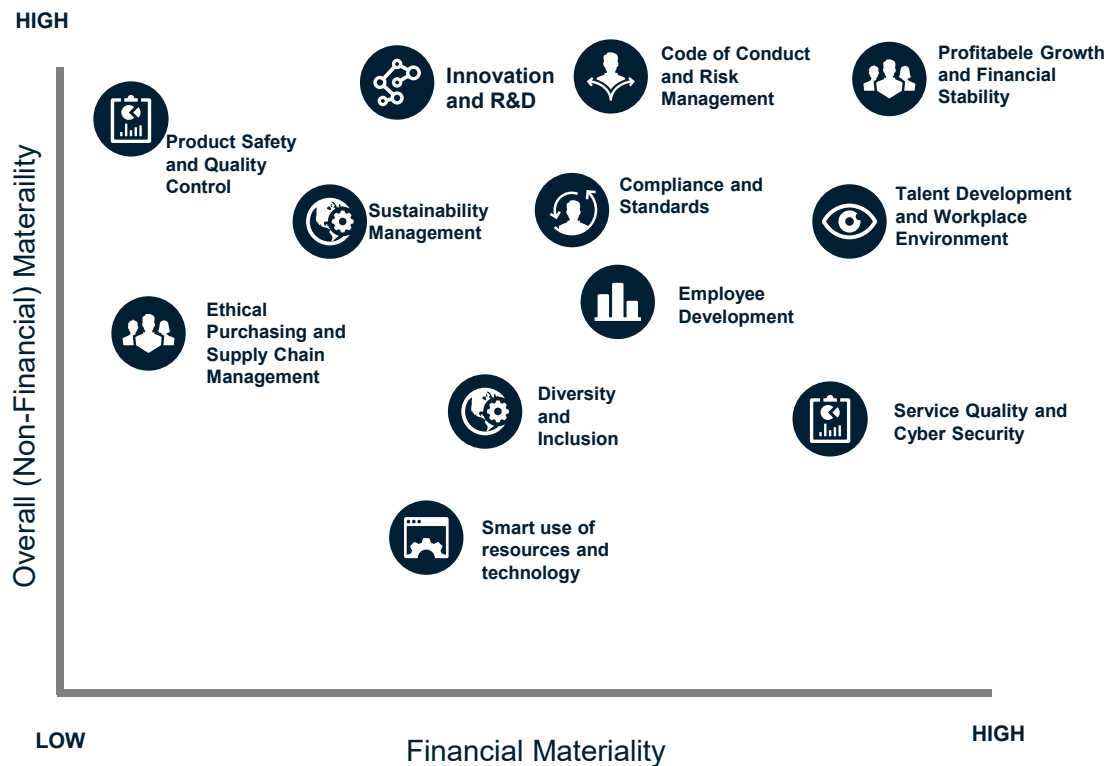
Reduce employee commuting impact

- **Commuting Statistics from survey**
We have defined a framework/ toolbox to enable each country/location to identify the most efficient actions
- **Promote sustainable commuting**
(communication campaigns, internal challenges, ..)
- Empower locations and employees to integration carbon reduction into company processes / professional journey

Akkodis Group Nordics Double Materiality Assessment



Results: 2024 Double Materiality Matrix



Materiality Survey Results (2024)

In 2021, our first materiality analysis confirmed key sustainability topics, evaluating external impacts and stakeholder priorities—especially those of employees and clients.

In 2024, to align with the **Corporate Sustainability Reporting Directive (CSRD)**, we conducted our first **double materiality survey**, assessing both financial impacts and broader effects on stakeholders and the environment. The survey topics were informed by competitor analyses and previous assessments.

Key Findings

- **Profitable Growth & Financial Stability:** Highly significant.
- **Code of Conduct & Risk Management:** Critical for ethics and strategy.
- **Compliance & Standards:** Important for human rights, environmental, and safety compliance.
- **Talent & Workplace Environment:** Strong emphasis on skills and employee satisfaction.
- **Diversity & Inclusion:** Recognized as moderately important.
- **Customer Relations & Service Quality:** Vital for stakeholder satisfaction.
- **Data Privacy & Cybersecurity:** High digital priority.
- **Innovation & R&D:** Crucial but varied responses.
- **Resource Efficiency & Tech Access:** Consistently valued.
- **Employee Development:** Key for ongoing adaptability.
- **Ethical Procurement & Supply Chain:** Important; varied ratings.
- **Sustainability Commitment:** Strongly emphasized.
- **Product Safety & Quality Control:** Highly important for stakeholders

Overall, stakeholders strongly prioritize ethics, compliance, talent development, and sustainability—critical areas for Akkodis Nordics' continued success.



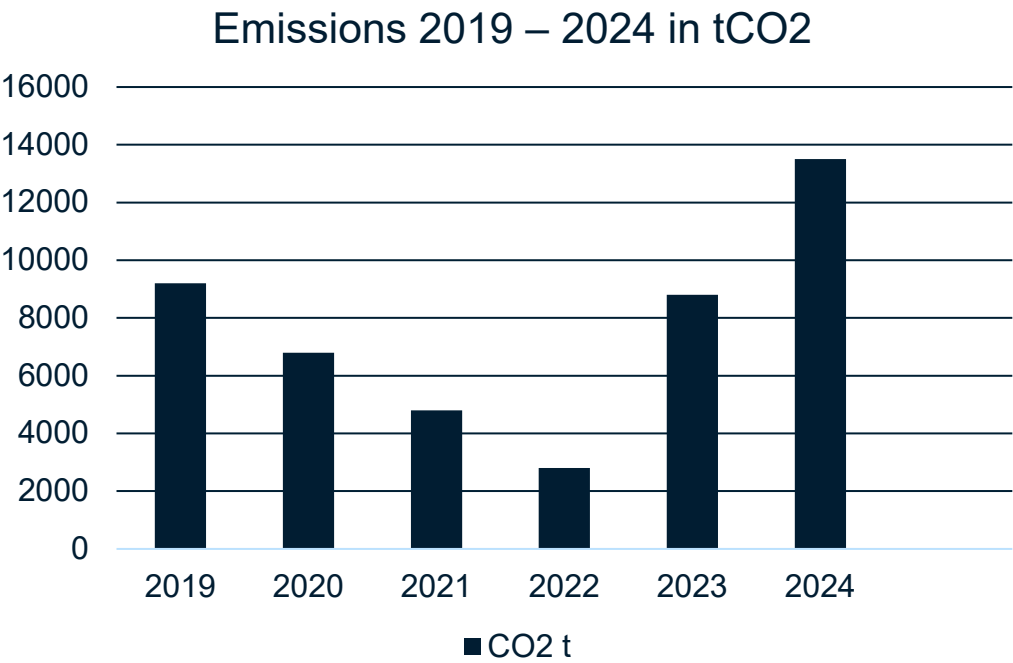
An update on our emissions

An Update on Our Emissions

While Scopes 1 and 2 are well-managed, Scope 3 remains our biggest challenge—especially due to global logistics instability and increased reliance on air freight.

In 2024, Akkodis Nordics reported 13,496 tCO₂e, with 78% linked to purchased goods and services. Technology production and shipping from Taiwan remain key drivers. Travel-related emissions made up 13%, mainly from employee commuting (10%).

We continue to improve freight efficiency, promote low-emission commuting, and reduce business travel through digital collaboration. Ongoing Life Cycle Assessments and circular economy pilots are helping us make smarter, lower-impact choices.



Emission Mapping

Over the past five years, **Akkodis Nordics** has significantly reduced **Scope 1 and 2 emissions** through renewable energy, reduced air travel, electric vehicle adoption, and improved emissions measurement methods.

However, in 2023, emissions increased due to normalized operations post-COVID, higher customer demand, and reliance on air transport driven by global conflicts.

We're actively refining our **Scope 3 emissions mapping**, now managed centrally by the **Akkodis Global team** starting in 2025, to improve accuracy. Emissions remain lower in our R&D subsidiaries focused on software, whereas our Solutions sector—due to hardware production and air freight—has a notably larger environmental footprint.

Method GHG Protocol Standard

Our carbon footprint and environmental impact are certified by the third-party auditor Cemasys, adhering to the widely recognized GHG-protocol standard. This report's GHG emissions calculations are derived from Akkodis Nordics' operational data, such as travel, energy use, and equipment procurement, using established emission factors from global databases.

Emissions are categorized as follows:

Scope 1:

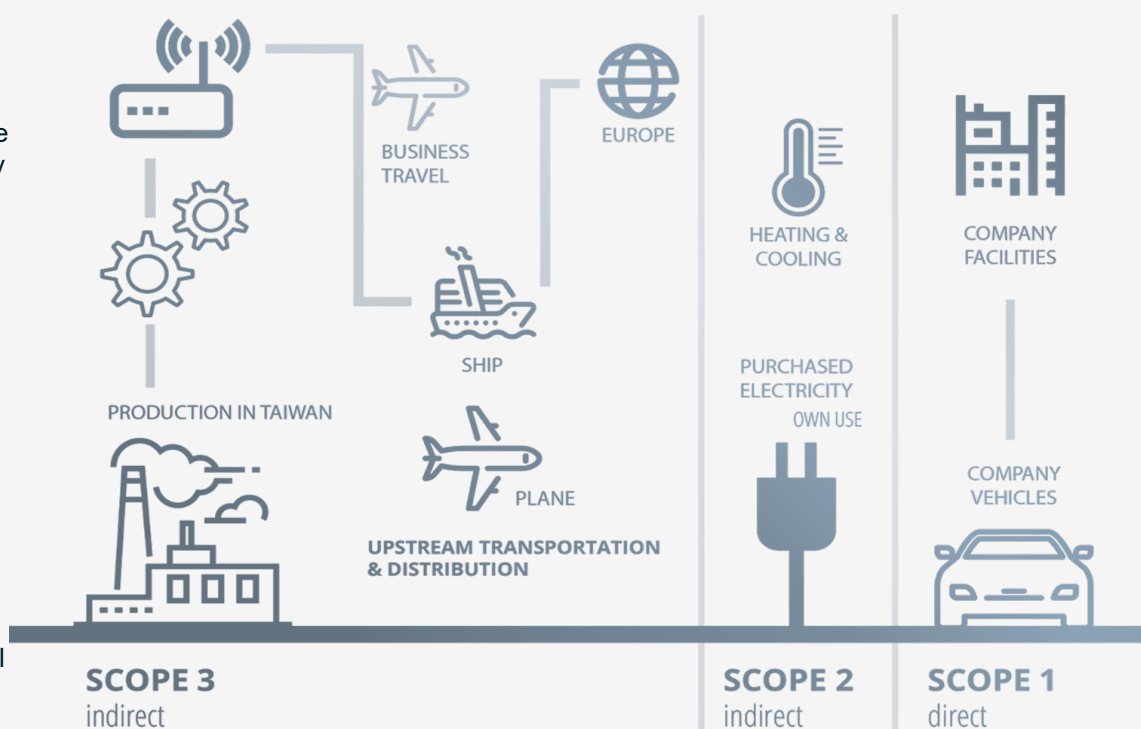
Direct emissions from the fuel used in our company vehicles.

Scope 2:

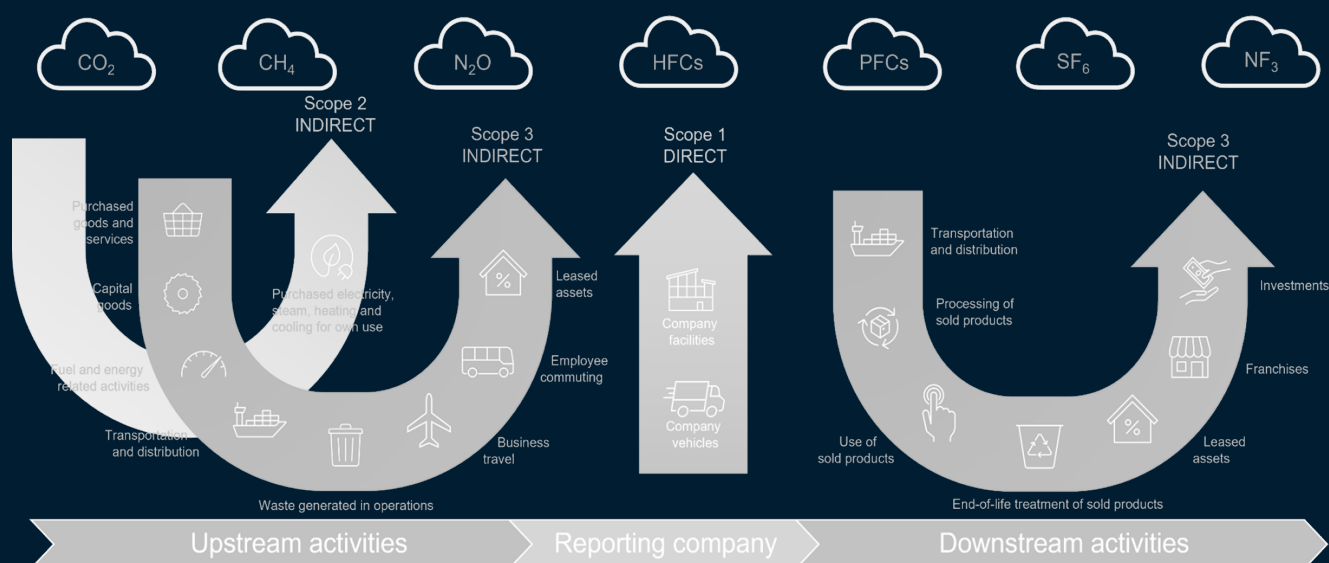
Emissions related to the energy consumption for our offices and storage facilities.

Scope 3:

Emissions from purchasing services and products, travel, transportation, and digital infrastructure.



Carbon Footprint perimeter



GHG Protocol table_ 2024

Emissions Categories	Number	Emissions Scopes	Total (t CO2e)
Scope 1	1-1	Stationary Combustion	29
	1-2	Mobile combustion	200
	1-3	Other fugitive or process emissions	-
	1-4	Fugitive emissions from air -conditioning	112
		Total Scope 1	341
Scope 2	2-1	Purchased electricity	168
	2-2	Purchased heat and steam	55
		Total Scope 2	223
Scope 3		Upstream Emissions Scope 3	
	3-1	Purchased goods and services	10 588
	3-2	Capital goods	34
	3-3	Fuel and energy-related activities (not includes scope 1 and 2)	97
	3-4	Upstream transportation and distribution	341
	3-5	Waste generated in operations	-
	3-6	Business travel	67
	3-7	Employee commuting	1 314
	3-8	Upstream leased assets	0
		Other indirect upstream emissions	-
		Downstream Emissions Scope 3	
	3-9	Downstream transportation	47
	3-10	Processing of sold products	-
	3-11	Use of sold products	-
	3-12	End-of-life treatment of sold products	442
	3-13	Downstream leased assets	-
	3-14	Franchises	-
	3-15	Investments	-
		Other indirect downstream emissions	-
		Total Scope 3	12 931
Total			13 496

Scope of the study

Results 2024

Perimeter Organizational

Year 2024: from 1/1/2024 to 12/31/2024

Legal entities :

- FTE : 2 010
- Revenue : 151 M€
- Data Respons AS (NO)
- Donat (GE)
- Epos Cat (GE)
- Frobese (GE)
- IT Sonix (GE)
- InContext (SE)
- Microdoc (GE)
- R&D Service (NO)
- Solutions(NO,DK,TW,SE,G)
- Sylog (SE)
- Techpeople (DK)

Perimeter Operational

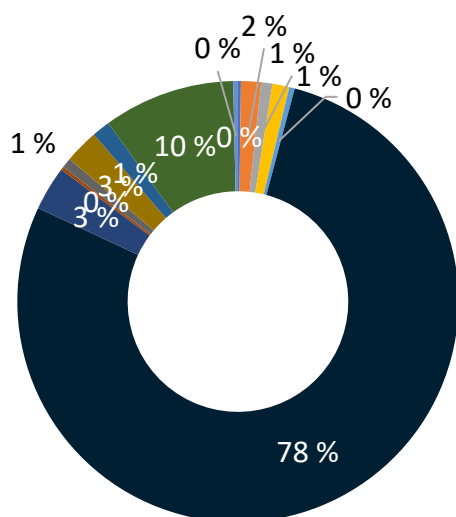
- Scope 1: Direct Emissions
- Scope 2: Indirect emissions linked to energy
- Scope 3: Business travel, Employee commute, Purchased goods and services, Capital Goods, upstream and downstream transportation, end of life of sold products

Method and tools

- GHG Protocol standard
- Emission factor databases : EcolInvent, Base Carbone (french database) aligned with EF from Adecco AG

Total Emissions breakdown Akkodis Nordics 2024

13. 496 tCO₂e (6.7 tCO₂e /employee)



- 1.1 Stationary Combustion
- 1.2 Mobile combustion
- 1.4 Fugitive emissions from air-conditioning
- 2.1 Purchased electricity
- 2.2 Purchased heat and steam
- 3.1 Purchased goods and services
- 3.12 End-of-life treatment of sold products
- 3.2 Capital goods
- 3.3 Fuel and energy-related activities (not includes scope 1 and 2)
- 3.4 Upstream transportation and distribution
- 3.6 Business travel
- 3.7 Employee commuting

“Purchased goods and services” represents **78%** of emissions
The “Travel” item represents **13%** of emissions including:

- 10% employee commute
- 2% for the vehicle fleet
- 1% for business travel

77% of emissions is linked with the life cycle of sold products

Driving Down Scope 3 Emissions Through Smarter Design, Procurement & Circular Innovation

Akkodis Nordics – Emissions Results 2024

In 2024, Akkodis Nordics reported total emissions of **13,496 tCO₂e**, averaging **6.7 tCO₂e per employee**.

The analysis covers direct emissions (Scope 1), energy-related indirect emissions (Scope 2), and broader indirect impacts (Scope 3), including procurement, commuting, travel, and product lifecycle.

A significant **78% of emissions** stem from purchased goods and services, highlighting the environmental footprint of our supply chain. Travel-related activities make up **13%**, primarily driven by employee commuting (10%), while **7%** is linked to the end-of-life treatment of sold products.

The results underline the importance of sustainable procurement, smarter commuting practices, and lifecycle-oriented product strategies in reducing our environmental impact.

In 2025, Akkodis Nordics is actively addressing Scope 3 emissions challenges, particularly those linked to purchased goods, employee commuting, and hardware production. With purchased goods and services accounting for **78%** of our total emissions and **13%** related to commuting and travel, we are prioritizing efforts that target upstream procurement and logistics. For our rugged hardware manufactured in Taiwan—where both air and sea freight contribute heavily to emissions—we've initiated **comprehensive Life Cycle Assessments (LCAs)** on three core products. These assessments offer actionable insights into the environmental footprint across the entire product lifecycle, supporting more sustainable choices in manufacturing and transportation.

In 2025, Akkodis Nordics is actively addressing Scope 3 emissions challenges, particularly those linked to purchased goods, employee commuting, and hardware production. With purchased goods and services making up **78%** of our total emissions and **13%** attributed to travel and commuting, our sustainability focus is shifting upstream—targeting suppliers, logistics, and product lifecycle impacts.

To support this, **Akkodis Edge has submitted two hardware products for comprehensive Life Cycle Assessments (LCAs):**

- **SimPad PLUS V07**
- **Link Box PLUS V07**

These assessments will provide critical insight into the embedded emissions from manufacturing, assembly, and global transport, helping us design smarter, lower-emission products.

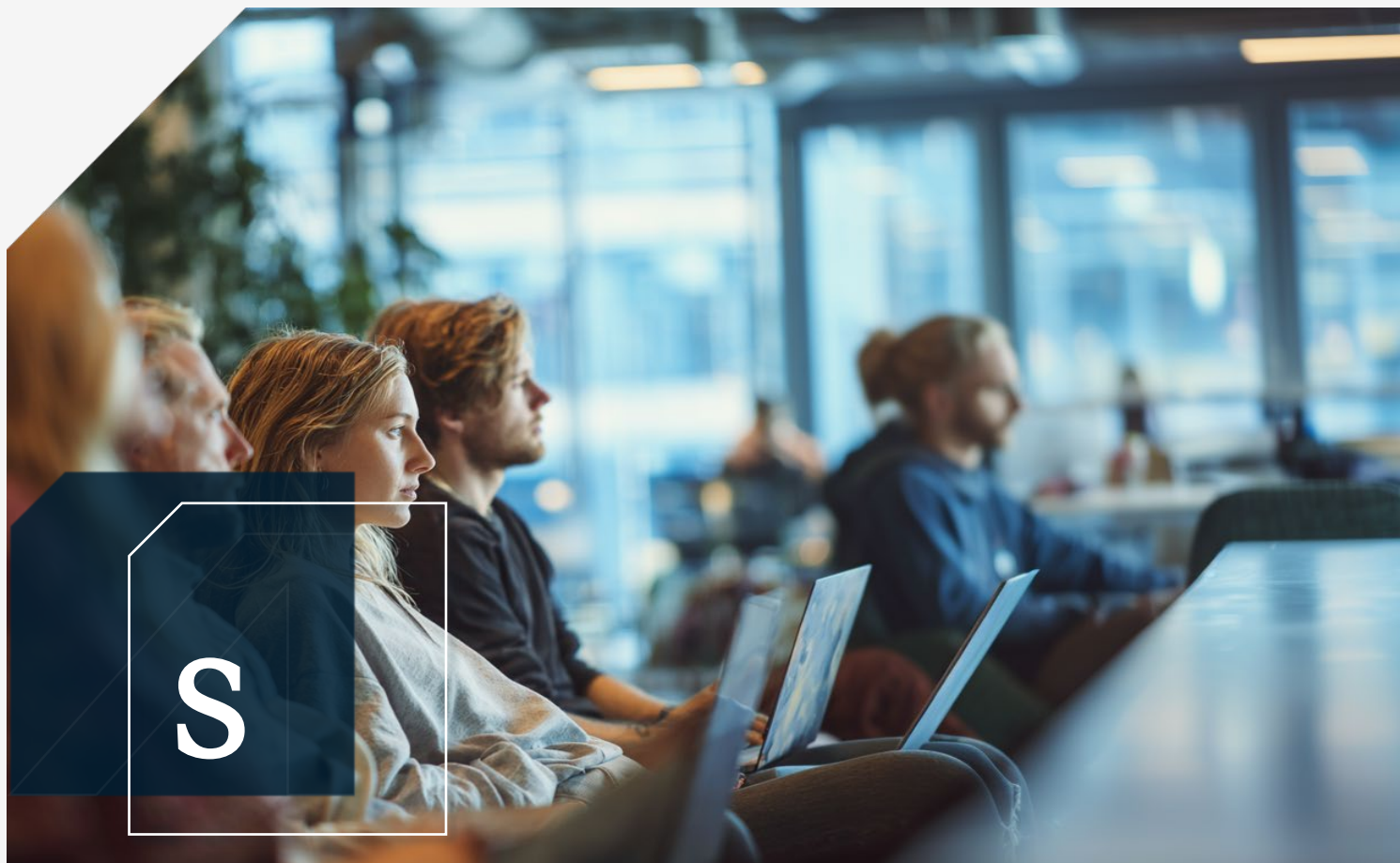
Additionally, we've completed two **circular economy pilot assessments** for customer-specific projects:

- **BaneNor Display** (transportation sector)
- **Nov Amphion Display** (maritime sector)

Both assessments are grounded in the **8 core principles of the circular economy** and offer guidance on how to reduce environmental impact throughout the product lifecycle. These initiatives reflect Akkodis' commitment to sustainable innovation and continuous improvement of Scope 3 performance.

Learn more about The Adecco Group's environmental policy by accessing the following document: [Environmental Policy](#).

Enabling People & Causes



Cultivating a Healthy & Safe Work Environment

12,7%

Turnover
In 2023

24%

Women
In 2023

3,3%

Sick leave

23%

Women in
leading positions

Employee Well-being

We are committed to employee health and well-being, recognizing that a robust working environment contributes to reduced sick leave, employee satisfaction, and enhanced performance—key elements of our high-performance culture.

Local Governance

Given the diverse needs of our subsidiaries, each is tasked with establishing its own working environment committee or appointing safety representatives to address their specific requirements.

Health and Safety Measures

Our primary health risks include repetitive strain injuries and stress-related disorders. We promote an active culture that encourages movement and varying work postures. To combat stress, we nurture an open, communicative culture and provide occupational health services tailored to individual needs, along with ergonomic tools. Notably, there were zero work-related injuries reported within the Akkodis Nordics group in 2023.

In 2024, the company experienced a slight increase in turnover, traditionally fluctuating around 15%, while sick leave significantly dropped from 5.9% to 3.3%.

Diversity and Inclusion

Diversity in gender and ethnicity is a competitive edge we continually strive for. Despite the challenges in the tech industry, efforts are ongoing to inspire young engineers, particularly women, to enter and lead in this field. Our diversity initiatives are integral to our culture, extending as we expand to include more companies, nationalities, and cultures.

Our Code of Conduct enforces fair employment, diversity, and zero tolerance for discrimination, harassment, or bullying. Incidents are promptly addressed, and adherence to these standards is mandatory across the group.

Gender Representation Progress

In 2024, women in the workforce increased from 21% to 25%, while representation in leadership dropped from 32% to 25%. With few women overall, small shifts cause large percentage changes. Still, increasing the share of women over time remains a challenge.

Reporting Requirements in Norway

In 2020, Norway mandated companies to promote workplace equality and prevent discrimination. Larger firms with over 50 employees must also report on gender disparities in pay, leadership roles, parental leave, and involuntary part-time work. Our Norwegian subsidiary, Akkodis Norway R&D Services, complies with these rules, and we're looking to extend this practice across our European branches, seeing value in this exercise beyond Norwegian mandates.

Parental leave data is limited due to a high number of junior developers and low instances of leave.

Salary Equality

Salaries are determined by individual roles, skills, performance, and experience, not by gender or other discriminatory factors. Differences in pay reflect educational background, experience, and working hours. In 2022, our data shows that women engineers are paid equally or better than their male colleagues, with discrepancies at senior levels due to differences in experience.

AVERAGE PAY BETWEEN WOMEN AND MEN R&D Services 2024

% Number of women

Title	2024			2023			2022		
	Women	Men	Sum	Women	Men	Sum	Women	Men	Sum
Management Specialist Dev	29 %	71 %	100 %	25 %	75 %	100 %	25 %	75 %	100 %
Engineers	0 %	100 %	100 %	7 %	93 %	100 %	14 %	86 %	100 %
Senior Dev Engineers	13 %	87 %	100 %	14 %	86 %	100 %	10 %	90 %	100 %
Develop Engineers	20 %	80 %	100 %	6 %	94 %	100 %	4 %	96 %	100 %
Administration	100 %	0 %	100 %	100 %	0 %	100 %	100 %	0 %	100 %
Total	16 %	84 %	100 %	10 %	90 %	100 %	9 %	91 %	100 %

Average pay

Title	2024			2023			2022		
	Women	Men	Sum	Women	Men	Sum	Women	Men	Sum
Management Specialist Dev	86 %	105 %	100 %	79 %	107 %	100 %	81 %	106 %	100 %
Engineers	0 %	100 %	100 %	84 %	101 %	100 %	93 %	101 %	100 %
Senior Dev Engineers	106 %	99 %	100 %	79 %	103 %	100 %	94 %	101 %	100 %
Develop Engineers	96 %	101 %	100 %	78 %	101 %	100 %	85 %	101 %	100 %
Administration	100 %	0 %	100 %	100 %	0 %	100 %	100 %	N/A	100 %
Total	94 %	101 %	100 %	86 %	102 %	100 %	100 %	100 %	100 %

Cultivating a skilled and thriving workforce at Akkodis Nordics

At Akkodis Nordics we invest significant energy into attracting, developing, and retaining talented and creative colleagues.

Our company culture and the collective expertise of our team members are pivotal components of our strategic focus, which emphasizes skill enhancement, innovative thinking, and long-term leadership development.

Dynamic Learning and Development

At Akkodis Nordics, employees gain valuable experience across industries and roles — especially through client projects that keep them at the forefront of the digital shift. Our learning opportunities are broad, hands-on, and designed for real-world growth.

Akkodis Academy: Upskilling for the Future

Continuous learning is key to staying competitive. That's why we invest in the **Akkodis Academy**, offering practical training in tech, engineering, and digital skills.

In Norway, **10 colleagues** recently completed a cybersecurity program. Now, **30 more across Norway and Sweden** are exploring courses in **AI, software development, and cybersecurity**. We'll continue expanding access to digital learning, in close collaboration with local teams — so stay tuned!

Local Strategies and Initiatives

Employee development isn't one-size-fits-all. Each subsidiary tailors its own plans to meet local needs and values.

Several have launched their own academies — for example, **Frobese's in-house platform**. Our goal is to scale these efforts and reach even more employees in the near future.

Read more about benefits for our employees at [The Adecco Group here](#).

Empowering the Next Generation of Tech Talent: Akkodis Nordics at TENK Tech Camp



Akkodis Nordics actively supports initiatives that inspire more girls to pursue careers in technology. One of the key programs we're proud to be involved in is the **TENK Tech Camp**—a hands-on, educational experience designed to ignite curiosity and build confidence in young women considering a future in tech.

Through our participation, we offer **interactive workshops** and run a **dedicated mentor/mentee program** that connects participants with industry professionals. These efforts provide not only practical skills and insight into technology careers but also a valuable opportunity to meet real role models. By doing so, we help foster **diversity, inclusion**, and greater **female representation** in technical fields.

"I love being both a mentor and hosting workshops at TENK Tech Camp. It's incredibly rewarding to see the enthusiasm of these girls grow as they discover the exciting opportunities within tech."

— **Ida Wibe Hagen**, R&D Development Engineer at Akkodis R&D Services Norway.

2025 Workshop Highlights

This year's workshop dives into the world of **electronics and programming**, offering participants a chance to understand how **transistors work**, build their own **logic gates**, and code in **Python** using the **Circuit Playground Express**. The session wraps up with a **sensor-based coding challenge**, underscoring the dynamic interplay between hardware and software—delivered in a fun and engaging way.

Project lead: Melinda Sabamali,
R&D Development Engineer

By nurturing interest and providing mentorship at the grassroots level, Akkodis Nordics continues to support the next generation of innovators—because when girls in tech thrive, the entire industry moves forward.



Our Commitment to Human & Labour Rights

Core Principle

Respecting human rights is integral to Akkodis Nordics' ethos and sustainability. We uphold fundamental human rights across our operations, supply chain, and community engagements, leveraging our influence to prevent abuses and promote human rights adherence.

Operational Approach

Our commitment is articulated through our corporate values and formalized in our Code of Conduct and Supplier Code of Conduct, both accessible on our website.

Protection and Promotion of Human Rights

Zero Tolerance Policy

We strictly prohibit bullying, sexual harassment, and any form of harassment.

Diversity and Inclusion

Our culture embraces diversity in gender, age, ethnicity, physical abilities, personality, skills, experiences, and backgrounds.

Right to Privacy

We respect personal data in accordance with GDPR regulations implemented into Norwegian law.

Freedom of Association

Every employee has the freedom to choose to join or not join a labor union.

Fair Treatment and Compensation

We operate without discrimination, ensuring fair treatment, and provide competitive salaries and benefits.

Equal Pay

We are committed to equal pay for equal work, irrespective of gender, cultural or other backgrounds.

Voluntary Employment

All employment is voluntary, aligning with the ILO Declaration.

Supplier Responsibility

Our Supplier Code of Conduct mandates suppliers to adhere to the same standards we set for our employees.

Learn more about our human rights principles in Adecco's code of conduct through the following resources:

Human and Labour Rights Policy (Approved December 18, 2022)
Human and Labour Rights Position Statement (Version December 9, 2022)

Governance Ensuring Professional Business & Conduct





Governance

Building trust through good corporate governance is key and part of the license to operate for every company. Akkodis Nordics continues to identify ways to improve on topics like transparency, supply chain management and professional conduct. With a growing number of companies, employees, locations, and customers it is very important to us that we continue to build a professional and responsible corporate culture.

Ethical guidelines

In 2019 we made a comprehensive Code of Conduct that was launched in 2020 together with an updated whistle-blower service. The Akkodis Nordics Code of Conduct is sent to every new employee when in their first week of work. Everyone is requested to read it and follow up with their supervisor if something remains unclear. The supervisor has the responsibility to follow up that the Code has been read and understood.

Also, we launched a Supplier Code of Conduct Principles in 2019 and have executed a supplier audit in Taiwan in early 2023. The Supplier Code of Conduct sets out the minimum standards in key areas including business ethics and anticorruption, as well as human rights, labor conditions and sustainability for Akkodis Nordics' suppliers. Failure to comply with these requirements may result in the termination of the business relationship.

Risks and opportunities

Ethical risks include for instance employee failure to comply with national regulations, Akkodis Nordics' Code of Conduct or employee involvement in corruption, bribery, or other irregularities. Such actions may damage the brand or lead to legal sanctions and fines. We do not have any operations in high- risk countries. Regardless, running a professional corporate culture is very important to us.

Whistle blowing

We are committed to building a culture of trust where employees are comfortable to ask questions, seek guidance, raise concerns, and report suspected violations. All employees, suppliers and partners can also use Akkodis Nordics' whistle-blower channel, where concerns can be reported anonymously.

Any anonymous alerts will be handled by the group top management through the whistle blower platform. In any case the alerts are about the top management the Board of directors will handle the alerts.

Link to the Whistle blowing channel:

[The Adecco Group Ace Line](#)

As an international company we strive to:

- Contribute to quality education in our communities
- Promote decent work throughout the value and supply chain
- Foster economic growth in our communities
- Strengthen local communities and institutions through capacity building on human rights and good governance



Data Security & Integrity

Cyber Security Awareness

It-security and cyber security awareness has probably never been more relevant, and it is very much a shared responsibility for everyone in the company.

Trusted research and cyber security reports state that human error is the major contributing cause in 95 % of all breaches. In other words, attentive, observant, and alert employees are instrumental in helping us stay safe.

Actions:

- Regular password check-ups by a third party
- Implemented multi-factor authentication
- Using cloud services that hinder too much data and information being stored locally
- Dedicating every October to raising cyber awareness
- Using internal events like hackathons to focus on IT security challenges and solutions
- Taking our own medicine by implementing our cyber awareness offerings internally, such as fake email campaigns, fake Wi-Fi hotspots and fake QR codes to train employees to recognize potential threats.

GDPR

Under the GDPR, Akkodis Nordics has firm legal requirements to protect against personal data breaches and specific timelines within which to report and communicate applicable breaches to affected personnel. The GDPR requirements extend to all vendors that we use to collect, store and process personal data on its behalf. Data security and integrity is managed at Akkodis Nordics through a combination of Group-wide and complementary daughter company policies and processes. Information security is managed within each subsidiary with oversight at Group level.

Actions:

- During the cyber security month in October, we ran our annual internal campaign educating employees on the latest cyber security trends and threats
- We have also carried out fake phishing campaigns where we sent fake phishing emails to our employees. This was done in order to train them on how to recognize and identify phishing threats
- In order to increase the employees' knowledge on data protection, we carried out online learning modules on personal data protection, how Akkodis Nordics manages personal data, and how to understand more about who to connect with on personal data protection.

Akkodis Nordics' Commitment to Norway's Transparency Act

Adherence to Norway's Transparency Act

Introduction to the Transparency Act

Effective July 1, 2022, Norway's Transparency Act mandates that large companies, both domestic and foreign, operating within and outside of Norway conduct due diligence assessments. These assessments, aligned with OECD guidelines, focus on human rights and decent working conditions throughout their operations, supply chains, and business partners. This initiative is designed to track and improve societal standards and includes continuous input from employees, partners, and suppliers.

Akkodis Nordics' Commitment to Ethical Standards

Akkodis is dedicated to upholding these standards, fostering cooperation with all business partners, including suppliers, contractors, consultants, and joint venture partners. Ensuring compliance with applicable laws and regulations is fundamental. All suppliers directly contracted with Akkodis Nordics are required to adhere to our Supplier Code of Conduct, as part of our commitment to using our purchasing power to drive positive changes throughout our value chain.

Risk Management and Oversight

Akkodis Nordics also exercises strict oversight over intermediaries such as agents, distributors, and resellers to manage risks and maintain our environmental and ethical standards. Ensuring that these intermediaries understand and comply with our Code of Conduct, especially regarding environmental impact and working conditions, is crucial. Our integrity due diligence processes are critical to ensuring that our partners' reputations and practices align with our high standards.

Learn More For more detailed information about our policies and initiatives, please refer to the **Adecco Group's documentation on third-party conduct** [here](#).

This version not only provides a clearer structure but also highlights the key areas of focus, making it easier for the reader to understand the scope and importance of the compliance efforts under the Transparency Act.

Ethics and Compliance Overview at Akkodis Nordics

Anti-Corruption and Compliance

Akkodis Nordics commits to high ethical standards, strictly adhering to laws against corruption, bribery, and money laundering, in alignment with Norwegian guidelines. We enforce these policies across all subsidiaries, ensuring that no bribes or kickbacks occur in any dealings.

Employee Conduct and Protection

Employees must avoid any actions that could influence business decisions improperly, including the giving or receiving of gifts or bribes. Non-compliance is addressed as a serious disciplinary matter. Protections are in place to safeguard employees who reject participation in corrupt activities, ensuring no retaliation.

Political Neutrality and Human Rights Commitment

We maintain political independence and do not support political organizations. Our human rights policy, based on the Universal Declaration of Human Rights and the UN Global Compact, commits to non-discrimination and upholds dignity across all operations. This includes regular supplier audits to ensure adherence to these standards.

Transparency and Due Diligence

Compliance with the Transparency Act mandates thorough due diligence assessments to verify human rights observance and proper working conditions within our operations and the wider supply chain, according to OECD guidelines.

Enhancing Compliance Framework

- **Whistleblower Protections:** We have clear policies to protect whistleblowers, encouraging the reporting of unethical behavior without fear of reprisal.
- **Training and Awareness Programs:** Regular training on ethics and compliance ensures that our employees understand and can act according to our ethical standards.
- **Monitoring and Enforcement:** We employ rigorous monitoring and enforcement mechanisms to ensure compliance and address any infractions.
- **Stakeholder Engagement:** Active engagement with stakeholders, including discussions with suppliers and customers, particularly in international locations like Taiwan, reinforces our commitment to ethical practices.
- **Ethical Sourcing:** We prioritize ethical sourcing and transparency in our supply chain, essential for maintaining trust and compliance under international standards.

For additional details, please refer to our parent company's Code of Conduct available here: [Adecco Group Code of Conduct](#).

Digital Engineering for a Smarter Future

Learn more about how we enable
sustainability through technology on

[Akkodis.com](https://akkodis.com)