Environmental
policy

Environmental policy

Nexus contributes to a safer society by enabling trusted identities for people and things. Caring for the environment is a natural, integrated part of our business and a philosophy which underpins all of our day-to-day work and decision-making.

As part of the French IN Groupe, Nexus also relies on multiple certifications for the group. To get more information about existing certifications, please visit: https://ingroupe.com/integrity-and-compliance/

Further on, to achieve our environmental goals, Nexus must:
• Utilize energy, water and other resources in an effective, resource-efficient and environmentally friendly way.
• Facilitate environmentally sound waste management through source-separation.
• Endeavor to minimize the total volume of waste.
• Purchase goods and products in accordance with clear environmental requirements.
• Endeavor to minimize environmental impact from transportation, including business travel and goods delivery.
• Take the environment into account in all decisions, at every level of the organization.
• Apply an environmental perspective to processes androutines.
• In addition to complying with environmental legislation, consider other environmental initiatives which apply to the business.
• Motivate and ensure commitment of all employees to carry out their work in an environmentally conscious way.
• Raise environmental competence among all employees through training and information.
• Provide as many products as possible through cloudservices.
• Continually document, follow up on and evaluate our environmental management.
• Ensure all employees comply with the environmental policy.

Concrete examples of the above for Nexus employees:
• Minimize environmental impact when coordinating and planning transportation.
• Choose vehicles which meet environmental requirements.
• Choose suppliers who are firmly committed to the environment.
• Use environmentally friendly products whenever possible.
• Separate business generated waste in order to maximize recycling.

Principles and requirements
One of the principle strategies of our environmental management is to substitute our products with more environmentally friendly ones. This could involve, for example, an inferior technology continually being replaced by a superior, more environmentally friendly alternative. It is necessary to comply with both the Precautionary principle (when considering activities associated with great risk) and the Environmental cycle principle (waste management hierarchy based on the EU's framework directive onwaste). Laws, regulations and other environmental requirements applicable to the business must be adhered to. Contamination attributable to business activities is to be constantly reduced, and new contamination is to be prevented.

Specific environmental requirements for IT equipment.

- Management and use of environmentally hazardous products such as batteries, etc., is to comply with applicable laws and regulations over their full life-cycle.
- When disposing of IT equipment, the memory storage of the device is to be removed and then reused or destroyed in line with approved routines. To ensure this Nexus is an affiliated member of El-Kretsen that collect and recycle electrical and electronic products.
- Our personal IT equipment is environmentally certified in accordance with Epeat (Electronic product environmental assessment tool), a part of the Green Electronics Council. Epeat has environmentally rated around 700 different models of laptops and PCs as well as monitors and other IT products.
- Nexus IT equipment is also ENERGY STAR® certified. This is a voluntary rating system designed to identify and promote energy-saving products with the aim of reducing greenhouse gas emissions.

Under the Nexus purchasing policy, all IT equipment shall be environment and energy certified and comply with RoHS directive 2002/95EG, at a minimum. In addition, homogeneous materials in IT equipment may not contain more than 0.1% decabromodiphenyl either by weight.

Nexus is also registered in the Swedish environmental protection agency as a step to act in a environmental friendly way.

Environmental policy adopted 2023-03-08

Olivier Dussutour
CEO, Nexus Group

Clarification – Appendix to environmental policy if required

Background

The term "environment" refers to the area and surroundings in which a company/organization operates, including air, water, land, natural resources, flora, fauna and people, as well as how these elements interact. Nexus is to adopt a preventative, consistent approach to environmental work and is fully committed to ongoing improvement in this field. We strive to be an innovator in our environmental work, which is to be carried out in a systematic, structured way.

Purpose

This policy is orientated to Nexus employees, and aims to outline the company's commitment to, and passion for environmental management. The environmental policy offers guidance to determine which areas are important, who has responsibility for what, environmental objectives and the structure of environmental management.

Objectives

Environmental objectives are to be set and reassessed annually. Measurement and reporting shall take place regularly, forming a basis for improvements. Nexus is committed to achieving the following environmental objectives:

- We strive to reduce our direct environmental impact by always choosing the greenest alternatives for business travel.
- We shall comply with legislation in the countries in which we are active and adhere to applicable EU directives on the environment.
- We will integrate environmental considerations into all of our operations, including planning, new projects, investments and activities, as well as in our relationships with subcontractors, partners and customers.
- We are committed to actively reducing our energy consumption.

Principles and requirements

One of the principles of our environmental work is substitution by environmentally friendly products. This could involve, for example, an inferior technology continually being replaced by a superior, more environmentally friendly option. The Precautionary principle (when considering activities associated with great risk) and the Environmental cycle principle (waste management hierarchy based on the EU's framework directive on waste) are to be complied with.

Laws, regulations and other environmental requirements applicable to the business must be adhered to. Contamination attributable to business activities is to be constantly reduced, and fresh contamination to be prevented.

Specific environmental requirements for IT equipment

- Management and use of environmentally hazardous products such as batteries, etc., is to comply with applicable laws and regulations over their full life-cycle.
- When disposing of IT equipment, the memory storage of the device is to be removed and then reused or destroyed in line with approved routines. When IT equipment is recycled through a third party, this party must be authorised to process electronic waste.
- Our personal IT equipment is environmentally certified in accordance with Epeat (Electronic product environmental assessment tool). Part of the Green Electronics Council, Epeat has environmentally rated around 700 different models of laptops and PCs as well as monitors and other IT products.
- Nexus IT equipment is also ENERGY STAR® certified. This is a voluntary rating system designed to identify and promote energy-saving products with the aim of reducing emission of greenhouse gases.
- Under the Nexus purchasing policy, all IT equipment shall be environment and energy certified and comply with RoHS directive 2002/95EG, at a minimum. In addition, homogeneous materials in IT equipment may not contain decabromodiphenyl ether, that is, not exceeding 0.1 per cent by weight.

Areas of responsibility

Managers are to be responsible for ensuring employees are aware of what the policy entails and help them to comply with it. With this in mind, environmental management will form part of training sessions, including Nexus Onboarding Days.

Managers are tasked with ensuring employees have a sense of responsibility and work towards preventative environmental management. Employees shall be encouraged to contribute creative solutions with regard to the environment. Ultimate responsibility lies with the Nexus management team.

Ongoing environmental management

Environmental management is to be well documented, so it can be followed up on and clearly evaluated through comparison with previous periods. Clear rules, guidelines and routines are to be drawn up to enable all employees to select the most environmentally friendly options. Environmental management shall form part of day-to-day operations, with environmental consideration underpinning all decisions in order to pursue sustainable development.

Nexus is committed to environmental thinking, with the goal of setting an example for customers and suppliers, ensuring as many as possible actively pursue environmental management. Risks and opportunities in business operations are to be considered from an environmental perspective.

Use of resources

Products and services are to be environmentally adapted through resource-efficient manufacturing methods. Every stage of production, from consumption of raw materials and products to transportation and waste, is to be approached in the most environmentally friendly way possible.

Environmental impact

Workstations and premises are to be as environmentally friendly as possible and efficiently utilize energy and resources, with regard to both the internal and external environment. Environmentally friendly alternatives are to be chosen for travel and transportation whenever possible in order to minimize climate impact.

The company is to operate a modern, energy-efficient technology park, and all technical equipment renewal shall result in a continual upgrade to more environmentally friendly technology. Face-to-face meetings are to be replaced by digital alternatives whenever possible, without compromising on quality.