



Cyberdefense



CSR Plan Orange Cyberdefense Sweden

This CSR Plan outlines the critical focus areas driving our commitment to Corporate Social Responsibility (CSR). Our efforts aim to enhance environmental, social, and governance (ESG) outcomes that benefit both our business and society, engaging our customers, partners, and other stakeholders.



Executive Summary

Orange Cyberdefense's CSR Action Plan provides a roadmap for integrating sustainable practices across all aspects of our business. Our strategy is built on six key areas: Diversity, equity & inclusion (DEI), Ethical business practices & compliance, Environmental responsibility & circular economy, Social responsibility, Employee welfare, and Supply chain sustainability.

Each focus area aligns with specific goals and key performance indicators KPIs, ensuring sustainability remains embedded within our operations. Our commitment to continuous improvement ensures that we remain adaptive to evolving market needs, regulatory requirements, and global sustainability challenges. This plan demonstrates our long-term dedication to contributing to a safer digital society while reducing our environmental footprint and enhancing social equity.

Introduction

At Orange Cyberdefense, we believe in the power of sustainability to shape the future of both our business and the wider community. As a leader in cybersecurity, we are uniquely positioned to leverage our expertise to drive ESG improvements while aligning with global sustainability targets. Our CSR strategy is designed to integrate sustainability into every business facet—creating value for customers and contributing to a more secure, ethical, and sustainable digital future.

By addressing key challenges such as climate change, social responsibility, and equity and diversity, our plan sets clear actions to reduce environmental impact, enhance employee well-being, and ensure a sustainable supply chain. This plan will continually evolve to meet stakeholder expectations and address emerging challenges.



Our focus areas & visions

At Orange Cyberdefense, we recognize that achieving meaningful sustainability outcomes requires a comprehensive and focused approach. This is why we have identified six key focus areas that align with our sustainability strategy. These areas have been selected to ensure that we are addressing the most critical aspects of environmental, social, and governance (ESG) impact, while leveraging our expertise in cybersecurity to build a safer digital society.

Each focus area represents a crucial pillar in our commitment to sustainability, with specific objectives designed to promote ethical practices, social engagement, and environmental responsibility.



Diversity, equity & inclusion (DEI):

We believe a diverse and inclusive workforce drives innovation and success. Our DEI focus area aims to create a workplace where every individual feels valued and respected, with equal opportunities for all. Promoting diversity not only improves employee engagement but also helps us connect more effectively with our clients and communities.

Ethical business practices & compliance:

Integrity is at the heart of everything we do. This focus area ensures we uphold the highest standards of ethics and compliance in our operations. By fostering transparency and accountability, we aim to build trust with stakeholders while minimizing risks related to corruption, fraud, and regulatory breaches.

Environmental responsibility & circular economy:

The environmental impact of our operations is a key concern. We are committed to reducing our ecological footprint by adopting sustainable practices across our value chain. This includes integrating circular economy principles that encourage resource efficiency, waste reduction, and the use of renewable energy.

Social responsibility:

We believe in creating a positive social impact by actively contributing to the communities in which we operate. Through partnerships and initiatives, particularly in education and digital safety, we aim to support societal development and promote a safer, more inclusive digital environment.

Employee welfare:

The well-being of our employees is essential to the success of our business. This focus area is dedicated to promoting a healthy, balanced, and supportive work environment that encourages personal growth and ensures the mental and physical well-being of our team members.

Supply chain sustainability:

Ensuring sustainability throughout our supply chain is key to reducing our overall impact. We require our suppliers to meet stringent environmental and ethical standards, helping to foster a responsible and transparent supply chain that supports sustainable growth.

By focusing on these six areas, we ensure that our CSR efforts address both the internal and external challenges that affect our business and our stakeholders. This comprehensive approach allows us to not only meet regulatory and customer expectations but also to drive innovation, improve operational efficiency, and build a responsible business.

We are committed to continuously improving in each area, ensuring that our CSR initiatives remain impactful and aligned with our vision for a more sustainable world.

Our objectives

The CSR Plan at Orange Cyberdefense Sweden is designed to integrate sustainable and responsible practices across all areas of our business. Our core focus is on minimizing our environmental impact, promoting employee welfare, fostering diversity and inclusion, ensuring regulatory compliance, and making meaningful contributions to the communities where we operate. These efforts reflect our ongoing commitment to sustainability and our drive to **create a safer digital society.**

Diversity, equity and inclusion (DEI)

We believe that diversity, equity, and inclusion are essential for our organizational success and innovation. We strive to create a workplace where every individual feels valued, respected, and empowered to reach their full potential.

We support a culture that includes everyone and provides equal opportunities for all employees.



Goals

Create an inclusive workplace where diversity is celebrated, equity is prioritized, and all employees feel valued and empowered to contribute their best.

- Increase workforce diversity
- Promote equity in career development
- Create inclusive work culture

KPI:s

- Female employees >25% by 2026
- Winningtemp career opportunities >8.5
- Winningtemp DEI-index >8.2



Actions

- Start the work with “Systematisk arbetsmiljöarbete” to focus even more on work environment and increase the managers and organisations knowledge around the work environment.
- Plan a restart of the Challenger culture during 2025
- Train the managers in the recruitment process and how to conduct it presumption free.
- Continue working with improving the salary process and understanding of the salary mapping for to eliminate any unjuste salary differences between men and women.



Ethical business practices & compliance

Ethics and compliance are crucial for responsible business. We build trusted relationships with stakeholders, including employees, clients, suppliers, and partners. This trust is fundamental to our purpose and drives our commitment to excellence in all aspects of our work.



Goals

Uphold the highest standards of ethics and compliance throughout all business operations.

- Ensure compliance with laws and regulations
- Promote ethical business practices
- Minimize risks of corruption and bribery

KPI:s

- Supplier assessment >90%
- Ethical Business Training completions >90%

Sub-goals

- Update and support finance with supplier assessment tasks
- Implementation of new supporting system to keep track of assessments.
- Requesting and presenting training completion status from Orange Cyberdefense global
- Follow up gift & hospitality policy compliance within our financial reporting tools and ACT (Anti Fraud Tool).



Actions

- Establishing process at Finance to assess all new vendors and reassess every two years (for existing)
- Establishing assessment process for customers
- Training for exposed people
- Annual risk assessment within anti-fraud
- Action owners to work on tasks assigned in order to mitigate risks.
- Managing compliance for the nordic region under the global Orange Cyberdefense umbrella, to improve anti-fraud and ethical practices not part of the current KPI's.



Environment & circular economy

We recognize the critical role of environmental responsibility and circular economy principles in driving innovation and operational excellence. Our commitment is to create a sustainable future by integrating eco-efficient practices and recycling initiatives that reduce our ecological footprint.



Goals

Integrate environmental responsibility into our business model, ensuring that sustainability is at the core of our operations

- Implement an environmental management system
- Reduce climate footprint
- Educate and engage employees in environmental initiatives

KPI:s

- Swedish 'miljöbas' certification, equal to ISO 14001
- Reduce carbon emissions by 30% by 2030 (Scope 1 & 2)
- Winningtemp Sustainability-index >7.2

Sub-goals

- Integrate the Environmental Management System with the current Quality Management System and use it to handle deviations and drive continuous improvement by regularly reviewing environmental goals and implementing corrective actions where needed.
- Implement renewable energy solutions
- Reduce carbon emissions from travel
- Increase recycling and waste sorting in our offices.
- Ensure suppliers comply with environmental standards
- Prepare for CSRD reporting
- Establish baseline for Scope 3
- Achieve <90% employee participation in environmental training
- Increase employee engagement and awareness in environmental initiatives
- Use the recommendations in the Ecovadis Corrective Action Plan.
- Meet the requirements of the Science Based Targets initiative (SBTi)

Actions

- Audit current energy consumption and identify opportunities for renewable energy integration in all offices and data centers.
- Optimize travel policy to reduce carbon emissions from business travel.
- Prioritize video conferencing and reduce non-essential travel.
- Install clear recycling stations with proper signage in all office locations by the end of 2024.
- Educate employees on sustainability practices.
- Provide regular sustainability updates through sharepoint and other information channels.
- Integrate sustainability into procurement processes.
- Develop guidelines to ensure that all purchased products and services meet environmental standards.
- Collaborate with the corporate group to initiate the double materiality analysis, which is necessary for CSRD compliance
- Ecovadis: Implement the specific activities and improvements suggested in the Corrective Action Plan to address environmental performance gaps and achieve the targeted score increase
- External Communication: Share a summary of the company's environmental work and quality goals with external stakeholders, such as customers and suppliers, through an environmental and quality report published on the company website.





Social responsibility

We strive to create a positive social impact through initiatives that support community development. We collaborate with partners and communities to address societal challenges, leveraging our expertise in cybersecurity to contribute to building a safer digital society for all.



Goals

Create a positive social impact by supporting community development, addressing societal challenges, partnering with schools to facilitate student entry into the cybersecurity market, and hiring directly from educational institutions.

- Support community development
- Partner with schools

KPI:s

- Number of active volunteer initiatives > 5
- Active partnerships with schools >10

Sub-goals

- Contribute to a safe digital society for everyone, with a focus on protecting youth from digital risks.
- Increase Employee volunteering hours
- Encourage employees to participate in volunteer activities that directly benefit communities and educational initiatives.
- Contribute to charitable organizations during key company events, such as holidays or anniversaries, supporting causes that align with our values.
- Strengthen collaborations with universities and YH-schools. Build strong relationships with key educational institutions to foster recruitment and contribute to the field of cybersecurity education.
- Increase visibility and engagement with students. Through events, lectures, and internships, position our company as an attractive employer for students pursuing careers in cybersecurity.



Actions

- Volunteer at Cybersecurity Academy Encourage our employees to dedicate time as volunteers at the Cybersecurity Academy, where they can mentor and train students on how to protect themselves online.
- Support Aktiv Skola by participating in their educational programs focused on raising awareness of important social issues, including digital safety.
- Promote volunteering opportunities by offering employees paid time off for volunteer work at these institutions, fostering both social responsibility and employee development.
- Plan and coordinate donations during key company events, including holidays and anniversaries, ensuring that employees are informed and engaged in the process, highlighting how contributions support the causes and create positive social impact.
- Drive university strategy team: Ensure structured and consistent collaboration with each primary university/school by holding quarterly meetings with designated responsible persons for each school.
- Internship program with YH-schools: Collaborate with partner YH-schools to offer internships, providing students with practical industry experience while building relationships for future talent recruitment.
- Facilitate thesis work: Partner with universities to offer students the opportunity to conduct their thesis work at the company, aligning projects with real-world business needs.
- Organize guest lectures: Collaborate with universities to hold guest lectures, focusing on cybersecurity and digital responsibility topics, contributing to students' professional development.
- Participate in university career fairs and events: Engage with students directly by participating in career fairs and university events to showcase the company as an attractive employer.
- Organize Annual Events: Host at least one large annual event to engage a wide audience of students, showcasing the company's opportunities, work culture, and expertise in cybersecurity.

Employee welfare

We are committed to enhancing employee welfare through a comprehensive holistic approach that promotes a balanced and healthy lifestyle. We support our employees' health by building a workplace culture that prioritizes well-being.



Goals

Enhance employee welfare through a comprehensive holistic approach that promotes a balanced and healthy lifestyle, supports well-being, and ensures every team member feels valued and empowered.

- Promote balance and health
- Enhance personal growth and mental well-being
- Build a supportive and inclusive work environment

KPI:s

- Winningtemp work-life balance >7.5
- Winningtemp wellbeing index >7.5
- Employee sick days <3.5 days/person

Sub-goals

- Increase employee participants in health and wellness initiatives.
- Increase health knowledge among managers, with a focus on promoting flexibility and work-life balance.
- Strengthen the role of health inspirers in promoting wellness and employee engagement.

Actions

- Conduct at least one health activity per quarter and region: Organize activities like fitness challenges, mental health workshops, or team sports to promote well-being.
- Invite at least one external speaker per year to present on a health-related topic to the entire company, focusing on areas such as mental health, physical well-being, or work-life balance.
- Implement initiatives aimed at increasing managers' understanding of health, flexibility, and work-life balance, empowering them to support their teams in maintaining well-being.
- Empower health inspirers: Ensure that each region has designated Health Inspirers who actively participate in wellness teams. Their role is to inspire and engage colleagues by promoting healthy lifestyle choices and participating in quarterly wellness meetings to plan and review activities.
- Collaboration with and within wellness teams: Health Inspirers will work closely with their own team and other regional wellness teams to ensure health initiatives align with company goals, help coordinate wellness activities, and share best practices across regions.
- Allocate a dedicated budget for health and wellness activities in each region. This will ensure that each region can implement quarterly health activities and other wellness initiatives effectively, with the necessary financial support.
- Create a coordinated yearly activity plan that includes health and wellness initiatives, ensuring that these activities are synchronized with other regional and national events, such as kick-offs and Fun@Work activities
- Introduce a new rehab process



Supply chain

We require suppliers to align with our environmental and ethical standards, fostering a transparent, responsible supply chain. By integrating the principles of the circular economy, we aim to minimize environmental impacts and support sustainable growth.



Goals

Our goal is to require suppliers to align with our environmental and ethical standards, fostering a transparent and responsible supply chain, minimizing environmental impacts, and supporting sustainable growth through circular economy principles, ensuring integrity and sustainability are essential in our business.

- Align suppliers with environmental and ethical standards
- Meet customer requirements for supplychain transparency and reporting

Sub-goals

- Ensure all Tier 1 suppliers meet our environmental and ethical standards.
- Increase Tier 2 suppliers that meet our environmental and ethical standards.
- Ensure compliance with customer sustainability requirements in procurements.
- Ensure compliance with customer reporting requirements



Actions

- Develop a supplier code of conduct covering environmental and ethical standards.
- Implement the supplier Code of Conduct with all Tier 1 suppliers
- Perform annual audits of Tier 1 suppliers to ensure compliance with our Code of Conduct.
- Align all Tier 1 suppliers with our environmental standards in our external supplier assessment
- Increase Tier 2 suppliers' alignment with environmental standards in our external supplier assessment.
- Establish a reporting framework that collects data on environmental impact from all Tier 1 suppliers.
- Develop a standardized process for collecting and reporting environmental and sustainability data for our products and services.
- Implement sustainability satisfaction questions in our customer satisfaction survey, to gather feedback and ensure continuous improvement.
- Ensure compliance with all customer sustainability requirements in procurement processes.

Summary

Our CSR Plan represents more than a set of initiatives—it reflects our deep commitment to building a responsible, sustainable organization. By embedding sustainability principles across all business operations, we aim to create lasting value not only for our company but also for society at large.

This plan integrates environmental, social, and governance (ESG) goals into our core business strategy, ensuring that we operate in a way that contributes to the well-being of our employees, customers, and communities. Through focused efforts on diversity, equity, inclusion, ethical business practices, environmental responsibility, employee welfare, and supply chain sustainability, we are positioning ourselves as leaders in creating a safer, more sustainable future.

By regularly reviewing and refining our progress through measurable KPIs, we ensure that we remain agile and responsive to both internal goals and external market expectations. Together, we are committed to driving positive change and making a tangible impact through our CSR efforts.

Let's make the world a safer place.



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