



Sustainability Report

Mazars AB

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mazars



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Our Business and business model

Mazars provides audit, advisory, assurance, and tax services to companies and organisations throughout Sweden.

Activities are carried out by about 250 employees in 9 offices. With offices in Stockholm, Eskilstuna, Gothenburg, and several locations in the Province of Skåne, we operate both locally and globally with a wide range of clients. Our vision – “We help you meet the challenges of the future” – is something we work actively with, both within the firm and externally with our clients. Among our clients are privately owned and publicly listed companies, associations, foundations, and actors in the public sector. Our clients are primarily small and medium-sized companies in widely different industries and areas.

Through sustainable business acumen and sustainable relationships in a sustainable future, we work to develop Mazars into a modern company that works actively with its clients and is an attractive workplace for our employees.

Mazars in Sweden operates as a limited partnership and is a partner-run organisation composed of partners from different offices. Mazars Sweden is part of Mazars’ international partnership, which is represented in 91 countries with over 40,000 employees (24,400 via Mazars’ integrated partnership and 16,000 via Mazars North America Alliance).

This year’s sustainability report is prepared based on the requirements of the Annual Accounts Act and the global goals, which is different from previous years, when it has been prepared in accordance with the GRI Standards, application level core.

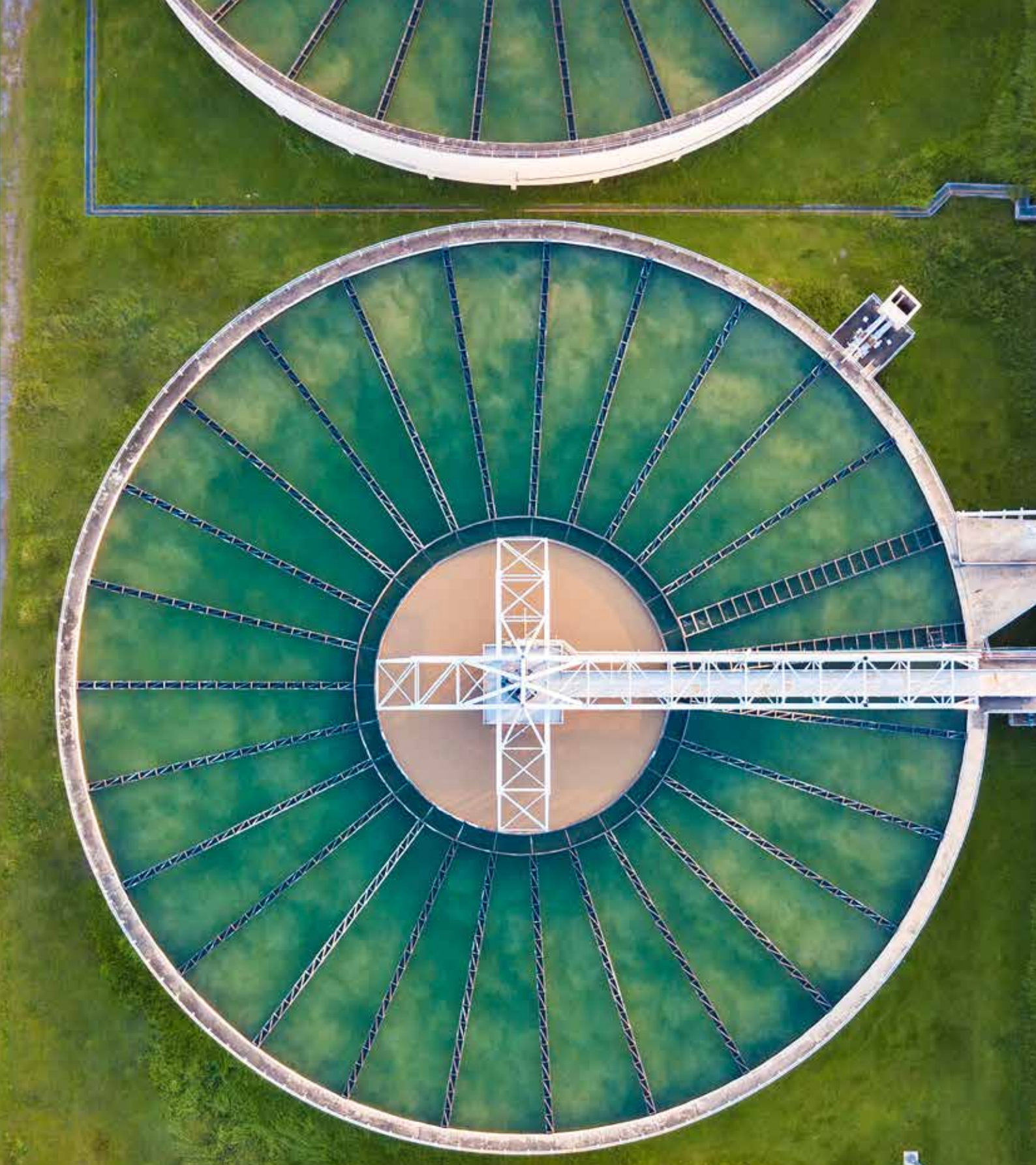
Further information on governance and management can be found in our Transparency Report, available on our website: www.mazars.se.

Values and Vision

Our values are based on sustainability. This is the common thread in the vision that has shaped our core values. Sustainability refers to so much more than the climate issue. It also encompasses everything from the services we offer our clients, to how we, as colleagues, act towards each other in day-to-day operations, and to Mazars’ role in society. The client, the employee, and society constitute our focus areas with no hierarchical order between them – all parts are equally important! No one person can act on their own and make our society and our company work. All focus areas must work in symbiosis.

Our core values are sustainable relationships and sustainable business acumen in a sustainable future. These three core values are in turn linked to Mazars’ six cornerstones: Integrity, Responsibility, Diversity & Respect, Technical Excellence, Independence, and Stewardship. Our cornerstones characterise Mazars in a global perspective and are shared by all within Mazars’ international partnership. A foundation that unites us globally.

With our core values in mind, our overall vision is: “We help you meet the challenges of the future”. What we do today lays the foundation for tomorrow.



Mazars' Core Values

01

Sustainable relationships

02

Sustainable business acumen

03

Sustainable future

Mazars is an internationally integrated partnership, specialising in audit, assurance, tax, and advisory. Operating in 91 countries around the world, we have access to the expertise of more than 40,400 professionals – 24,400 via Mazars’ integrated partnership and 16,000 via the Mazars North America Alliance – to help clients of all sizes at every stage of their development.



Merab Samuel

Authorised Accounting Consultant at Mazars in Stockholm.

Authorised Accounting Consultant in June 2020.

Merab joined Mazars in 2013. After a few years of working with local accounting clients, she decided to broaden her experience to start working with international contacts as well. When the opportunity to work at Mazars in Prague for a year arose, Merab didn't hesitate to accept.

– It was an amazing experience, Merab says. I met so many people that I still have contact with and it was an incredibly educational time. However, I also realised that authorisation would open even more doors to working with clients internationally.

So, upon returning to Stockholm, Merab started preparing for the exam with the goal of becoming an authorised accounting consultant.

– When studying for such an important and major exam while working at the same time, planning is key. I studied old exams and various regulatory frameworks, but I also received great support from both our accounting manager and from other colleagues in the firm.

The exam, which is made up of two parts; one practical and one theoretical, is taken during six intense hours.

– It was tough, even though time went by quickly. Again, I had to plan

and allocate my time right. The exam was followed by a long wait for the result. Once I received it, I didn't dare look at first, but I am very happy to have passed.

Being an authorised accounting consultant means greater responsibility and a more independent job.

– I feel that it opens up to opportunities and provides a greater sense of confidence in the meeting with clients, not least outside Sweden's borders. I really enjoy working with international clients and businesses and I aim to continue doing so in the future.

The Year in Review

2020

Values and vision

In 2018/2019, extensive work with our values took place, resulting in the core values “sustainable relationships and sustainable business acumen in a sustainable future” as well as our vision “We help you meet the challenges of the future”. During the year, all offices have been working with our new values, for example by setting goals for the office linked to our new values. However, due to the corona pandemic, much of the project has been postponed, which means that we have no results to present.

Help to Help

Initiated in 2017, our partnership with the charity organisation Help to Help has continued during the year. In 2020, Help to Help celebrated ten years as an organisation. We look forward to continuing to follow the progress of our students.

SKI

Once again, Mazars received a top ranking in this year's SKI (Swedish Quality Index) survey. Based on the customer's assessment and overall experience, the SKI industry survey is the only generally accepted quality and customer satisfaction survey in our industry. Not only does our rating make us very proud, but it also provides a valuable basis for our continued work with development.

Egencia

In the late autumn of 2019, a new system for booking travel and hotels was introduced: Egencia. This system is adapted to our corporate Travel Policy and, in the future, we will be able to track the progress and results of our initiatives for the environment. The corona pandemic has significantly reduced travel, which means that we did not obtain any data for the year that can be compared to other years.

Stakeholder dialogue

We had planned to expand and update our stakeholder dialogue with clients, employees, as well as Board and Management during the business year 2019/2020, but because of the corona pandemic, the project was postponed and is now scheduled for the spring of 2021.

Global sustainability work

Representatives from Mazars Sweden are part of a global group tasked with developing sustainability as a business area. The group has digital monthly meetings at which the strategy for continued work is designed and experiences are exchanged.

Digitalisation

Our digitalisation journey continued during the year, with the corona pandemic resulting in a real boost for digitalisation throughout society. We invested in four new sets of video conferencing equipment to respond to development and meet the demand for digital education and meetings. In the spring of 2020, several digital webinars were held for clients and others who were interested. The interest in our webinars has been great.

Ella's Heroes

At the beginning of 2020, a padel tournament was organised in Ystad for clients, partners, and potential clients. In connection with the event, a fundraiser was held for the foundation Ella's Heroes.

Brand project

In 2018, Mazars worldwide initiated a comprehensive, global brand project. Through in-depth surveys among clients as well as partners and employees, a new brand identity and visual profile were developed. The original launch in all Mazars countries was scheduled for May 2020, but due to the prevailing circumstances at the time, the launch date was moved to 21 October 2020.

Statement from the CEO

Challenges in the industry



Welcome to the Mazars Sustainability Report for 2019/2020. I'm pleased to see that we advance our sustainability efforts with each year. For me, sustainability is about so much more than the environment. One of the key sustainability aspects is to take care of our staff in such a way that everyone thrives and grows in their role. In these COVID-19 times, when many people work alone from home without social interaction with colleagues, this is a challenge.

Corona has affected the world and Mazars in a way that could not have been foreseen. Adapting to the new situation has been transformative, both for us in Mazars and for our clients. For years, we have been working to take advantage of the opportunities created by digitalisation and automation. The transition to increasingly working from home, without physical meetings, became a challenge for our clients, our employees, and our technical aids. At the time of writing this, the pandemic is very much ongoing, and its continued course is unclear. For Mazars and our clients, our assessment is that we have found ways to handle the new situation together. With their actions, all Mazars employees have contributed to a successful transition. The technical infrastructure that has been built up over the last few years has managed to withstand the stress of transitioning to digital work. The digital way of working has enabled working from home on almost the same terms as when working in the office. However, for many people, the physical work environment, with multiple screens, height adjustable desks, and good office chairs, is quite inferior.

Mazars has decided to allow its employees to buy the tools needed to improve their work environment.

We have adapted our services to the new situation facing our clients – both problems and opportunities. We have taken an active role in informing of and advising on the new rules and laws resulting from COVID-19. Where needed, we have replaced physical seminars with webinars. In the midst of all the problems and challenges, I am struck by how good humans are at adapting to new situations. This gives me hope for the future!

Sustainability provides the basis for what we do and affects every aspect of our business; how we recruit and who we attract, where we place our offices, and how we travel. Our clients have given us great support to continue on our path. Our employees and those we opt to recruit choose to become part of a business that takes an active stand for a more sustainable society. Together, we meet the challenges of the future!

Mikael Fredstrand
CEO



Our Sustainability Efforts

Being part of a sustainable society is important, and we want to help create a society that is sustainable. In our work with sustainability, we focus mainly on four areas: Sustainable Working Conditions, Sustainable Services, Reduction of Climate and Environmental Impact, and Community Involvement. The aim of our sustainability efforts is to understand our role in society and act responsibly, with a long-term perspective in the areas where we can make a difference through our activities. "Creating shared value" is a term used in Mazars to describe a corporate culture where we take social responsibility by creating commercial advantages while providing a service to the community.

We want to make a difference for our clients, employees, and society. This is achieved by offering high-quality audit, assurance, and advisory services in a personal, principled, and professional manner. Our services contribute to a sustainable society by increasing confidence in the financial reports that our clients use in different contexts. For our employees, we want to create a sustainable work environment by being a responsible employer.

Sustainable business is about conducting your business in a long-term and responsible manner. Analysing how the company affects its surroundings in a positive as well as negative way and then designing a strategy to reduce the negative impact and increase the positive one.

Our business gives us a unique opportunity in that while we carry out our own sustainability efforts, we can also inform and help companies and organisations with their sustainability issues and advise on how they can act more sustainably. This way, we help place focus on sustainability issues in many different types of businesses, which is positive for society.

The challenges in our work with sustainability are mainly in the areas of Sustainable Working Conditions and Reduction of Climate and Environmental Impact. We work actively to maintain a gender-equal organisation and a sustainable workload. Our Travel Policy provides guidelines for how to reduce our environmental impact.



Petra Holm

Authorised Accounting Consultant at Mazars in Stockholm/Eskilstuna.

Teleworking since March/April 2020.

At Mazars, we implemented a range of measures early on in an attempt to reduce the spread of COVID-19 in society. Also, we strive to create the safest possible work environment for our employees and clients. Among other things, the past year has largely involved teleworking. One of those who has been working from home for most of 2020 is Petra Holm, authorised accounting consultant at our offices in Stockholm and Eskilstuna.

– I think it has gone well, Petra says. For me, the transition was not as big, as I was already teleworking a lot and had good a home office. Technically, I've had access to everything I have access to at the office, which, of course, has made things a lot easier.

One of the challenges has been to adapt the work and communication with some of the clients, Petra says.

– Not everyone has been familiar with the digital environment, but we've managed to find solutions as we go. I think the personal meeting with the client is crucial in the future, but I also think there are advantages to being flexible, like offering digital meetings and debriefings. My experience is that many clients appreciate it, but everyone's different and it's largely about getting to know your clients and identifying their needs.

Through digital debriefings with the accounting team, the communication with colleagues has worked as well, even though you lose that spontaneous

interaction of running into each other in the hallway or by the coffee machine.

– I think having shorter debriefings, or having a digital coffee with your team, is important, not least to check in with everyone and see how they're doing. For some people, working from home is a major and challenging transition.

Although challenging in different ways, Petra also thinks there are several advantages to this new way of working.

– I feel that I have a better work-life balance now. Usually, I have an hour's commute to work. Not having to do that frees up a lot of time in my everyday life and allows for more recovery. I can start my day doing yoga or, as I did this summer, go for a morning swim in the lake. A start like that lays the foundation for the entire day, I think. I become more focused and diligent. I think this issue will be an important one in the future workplace as well – considering the individual, acknowledging that everyone has different needs and capabilities, both mentally and physically, that require different solutions.

Stakeholder Dialogue



Identifying our stakeholders enables us to understand what the world looks like. By evaluating the effects and impact that our stakeholders have on our business and corporate behaviour, we can better define and refine our strategy while maintaining our overall goal of creating common value and providing service to the public interest.

An initial stakeholder analysis was carried out a few years ago in connection with a CSR (Corporate Social Responsibility) analysis. The analysis identified the following groups as important stakeholders: future and current employees, clients, management, partners, industry organisations, and suppliers. Of these, our assessment is that employees, clients, and management are the most important ones; they are our key stakeholders. During the financial year, we did not receive any indication that the previously conducted stakeholder dialogue is misleading or no longer relevant.

In order to obtain information about what issues our identified stakeholders find important, we carry out different types of dialogue with them. Communication with our

stakeholders is not an isolated event but an ongoing process. Through various surveys, we have had dialogues with our key stakeholders during the period 2015–2017. We are aware that the stakeholder dialogue is based on surveys conducted a few years ago and will therefore update our stakeholder dialogue with clients, employees, as well as Board and Management during the 2020/2021 financial year. The plan was to update our stakeholder dialogue during the 2019/2020 financial year, but the corona pandemic caused the project to be postponed.

Mazars works in an industry of trust, and it is important for us that our stakeholders have confidence in our company and our activities.

Materiality Analysis

Mazars' dialogues with our key stakeholders have resulted in four areas that we and our stakeholders consider to be the most material in our work with sustainability.

01 Sustainable Working Conditions

02 Sustainable Services/Market

03 Reduction of Climate and Environmental Impact

04 Community Involvement



01 Sustainable Working Conditions

Our people is the firm's most important asset. Our people are the ones who possess the expertise that drives the firm and gives Mazars its top ranking in terms of customer satisfaction.



Material areas:	Sustainability risks:	Governing documents:
Our people	Increased ill health among employees Uneven workload Risk of losing employees /key personnel	Employee Manual Rehab Policy Sustainability Policy
Initiatives and development	Difficulties attracting and developing employees	Employee Manual Training Plan Sustainability Policy
Gender equality and diversity	Difficulties maintaining gender equality in executive positions	Employee Manual Policy to Combat Victimisation and Discrimination Sustainability Policy

Our people

The health and wellbeing of our employees are essential for us to achieve our goals together. We want to give our employees the best conditions possible for maintaining good health and preventing illness by offering an annual subsidy for preventive care that encourages physical activity and movement. All employees are offered regular health exams to identify and prevent any health problems. Furthermore, Mazars promotes work-life balance. We do that by offering a flexible work environment with the ability to work from home. Since March, this has become a reality for many employees due to the pandemic. Learn more about how our people in, for example, Stockholm have experienced the office being closed (p. 8 and p. 13).

Sick leave has decreased from 4% to 3.5% compared to last year, which is positive considering what a special year we have had. The highest short-term sick absence rate was noted during the spring, and was most likely linked to the first wave of COVID-19. We continue our efforts to optimise our work environment and limit the spread of infection. Included in those efforts are the surveys we sent out (one in the spring and one in December of the new financial year) related to COVID-19. The pandemic and the restrictions due to it have created new demands in working life. With the help of the survey results, we work to create conditions that better enable our employees to handle the new demands and needs, and we will continue to work with this

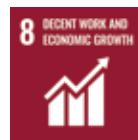
in the next year as well. For example, we want to facilitate a more digitalised way of working, teleworking, etc.

This year is the first year that we report on employee turnover. High employee turnover is generally a challenge in the industry, which means that our rate of 13% is positive in comparison with other companies in the industry. We will continue to work with this key figure and follow up in the coming year.

Initiatives and development



Ensure inclusive and equal education of good quality and promote lifelong learning for all.



Work for inclusive and sustainable long-term economic growth, full and productive employment with decent working conditions for all.

Skills development is part of Mazars' work with our values in the form of sustainable business acumen. Our clients expect knowledge and expertise, and we must ensure that we hire and develop our employees to give them the relevant expertise to meet the needs of today as



Jessica Eklund
Tax Lawyer at Mazars
in Stockholm.

Teleworking since March/April 2020.

2020 was a strange and tumultuous year for most people around the world. At Mazars, we implemented a range of measures during the spring in an attempt to reduce the spread of COVID-19 in society and to create the safest possible work environment for our employees and clients. At our Stockholm office, the majority of our employees have worked exclusively from home during the year.

– I've been working from home since March-April 2020, Jessica Eklund, tax lawyer at our Stockholm office, says. Initially, it was a rather big transition. It was difficult to get into a routine and be effective, but I adapted fairly quickly.

It has certainly been a different and challenging year, but we've made it work, both in terms of technical solutions and in terms of the relationship with colleagues and clients.

– Within Mazars Tax, since we're in different offices, having digital meetings and debriefings was the norm even before the pandemic. We have continued with these, but we have also had more social activities digitally, both in within the Tax Division and at the Stockholm office – like a digital afterwork and digital Christmas buffet. When it comes to the contact with clients, I feel that digital meetings have worked well. There have not been any obvious obstacles, although

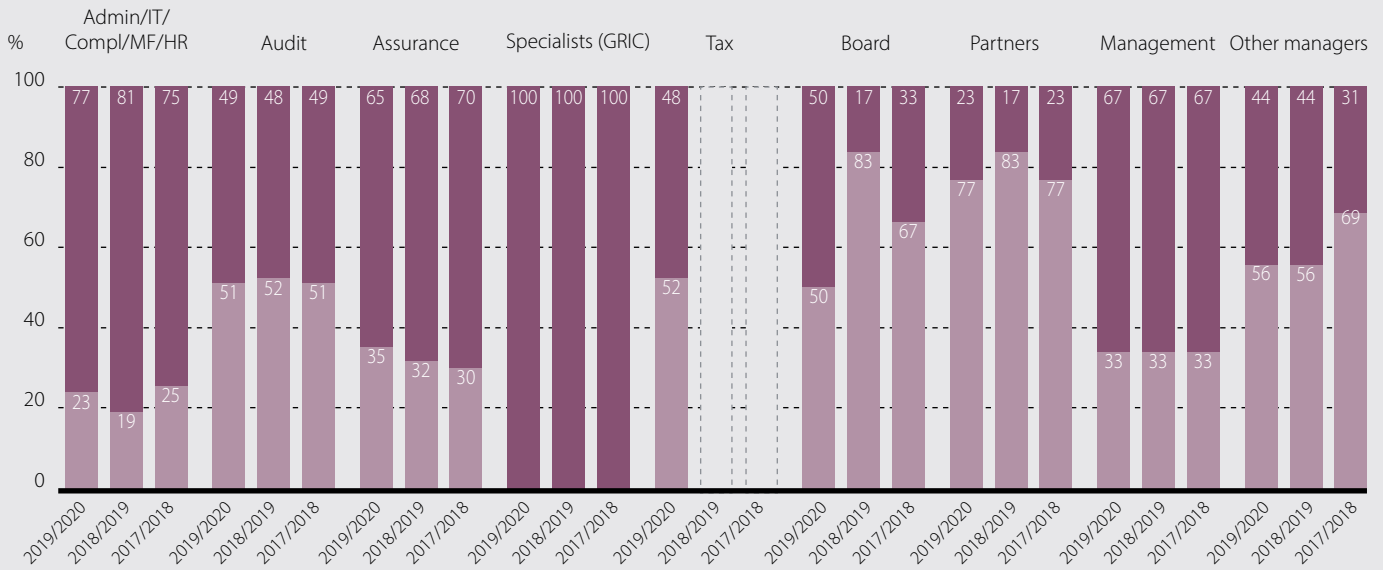
I miss the social interaction. It's also rhetorically a greater challenge to talk into a screen, not getting that instant contact and feedback you get in a physical meeting.

Drawing the line between work and leisure can also be a challenge, Jessica says.

– Obviously, you save time not commuting to and from the office, but the movement between home and work marks an important difference, I think. It can be difficult to turn off. I think I will really appreciate being back in the office and getting the social aspect, meeting colleagues, getting new impressions, and continuing to grow. I think, in part, we stop developing if we can't see each other in real life.

Employees by profession and gender

■ Women ■ Men □ Not included



	2019/2020	2018/2019	2017/2018
Number of employees	270	253	225
– Women	141	138	132
– Men	129	115	93
<i>By age category</i>			
<30 years	83	63	84
30–50 years	126	104	86
>50 years	61	86	44
Number of Partners	34	41	41
<i>By age category</i>			
<30 years	0	0	0
30–50 years	13	11	15
>50 years	21	30	26
Sick leave, (%)	3.5	3.5	2.0
– Of which long-term absence*	1.5	-	-
Employee turnover, (%)*	13	-	-

*) First year to report

We have collective agreements

well as the challenges of tomorrow. Our people in audit and assurance follow an established education plan, and during the first few years, courses are held with same-year colleagues from other offices. Authorised public accountant and accounting consultants are required to complete further training, which is followed up in connection with internal quality controls. Employees in other business areas follow individual training plans adapted to the needs and conditions of each employee.

We try to organise most courses internally with senior employees as lecturers. The internal training that we provide is appreciated by our employees. Those teaching the courses

pass detailed knowledge on to their colleagues, creating a valuable sense of community for all parties.

We also offer our clients the opportunity to hear about updates and new laws in the industry by holding a number of breakfast seminars throughout the year. Due to the corona outbreak, we turned all breakfast seminars during the year into digital webinars. The interest was great and we had many registered participants. Through our expertise and broad experience, we help to develop responsible organisations, both by ensuring their financial reports and by helping them in their sustainability efforts.



Photo: Nils Albertsen

Audit 2 in Paris

15–20 September 2020, this crew visited Paris for a few days of intense training.

The training was held at the Mazars head office in La Défense, a large office district west of the Paris city centre. In addition to training and team building, the participants were also given the opportunity to meet with our French colleagues. Teaching the courses were Helene Sjöström, Bengt Skough, and Nils Albertsen.

Gender equality and diversity



Achieve equality and empowerment of all women and girls.

When it comes to gender equality in executive positions, we strive to achieve a more equal distribution of these on all levels throughout the firm. In our industry, 40–60% is considered an equal distribution. We are therefore happy to achieve this for the categories “Board” and “Other managers”.

The Mazars Policy to Combat Victimisation and Discrimination clearly states that we welcome everyone and that we clearly distance ourselves from any form of discrimination. All current and potential employees must be given the

same opportunities regardless of gender, transgender identity, ethnicity, religion or other belief, sexual orientation, disability, and age. This is something we intend to work with on an ongoing basis. No cases of discrimination were reported during the year.

Relationships and global network



Strengthen the means of implementation and revitalise the global partnership for sustainable development.

We are part of an extensive international partnership with global strategies and collaboration across borders. International collaboration is strengthened through the conference in which our partners from Mazars in Sweden participate every year. At this conference, we have the opportunity to influence Mazars’ global strategies and development, for example through an active voting procedure on major issues. The approximately 1,100 partners that come together exchange experiences and information, which strengthening cross-border collaboration.

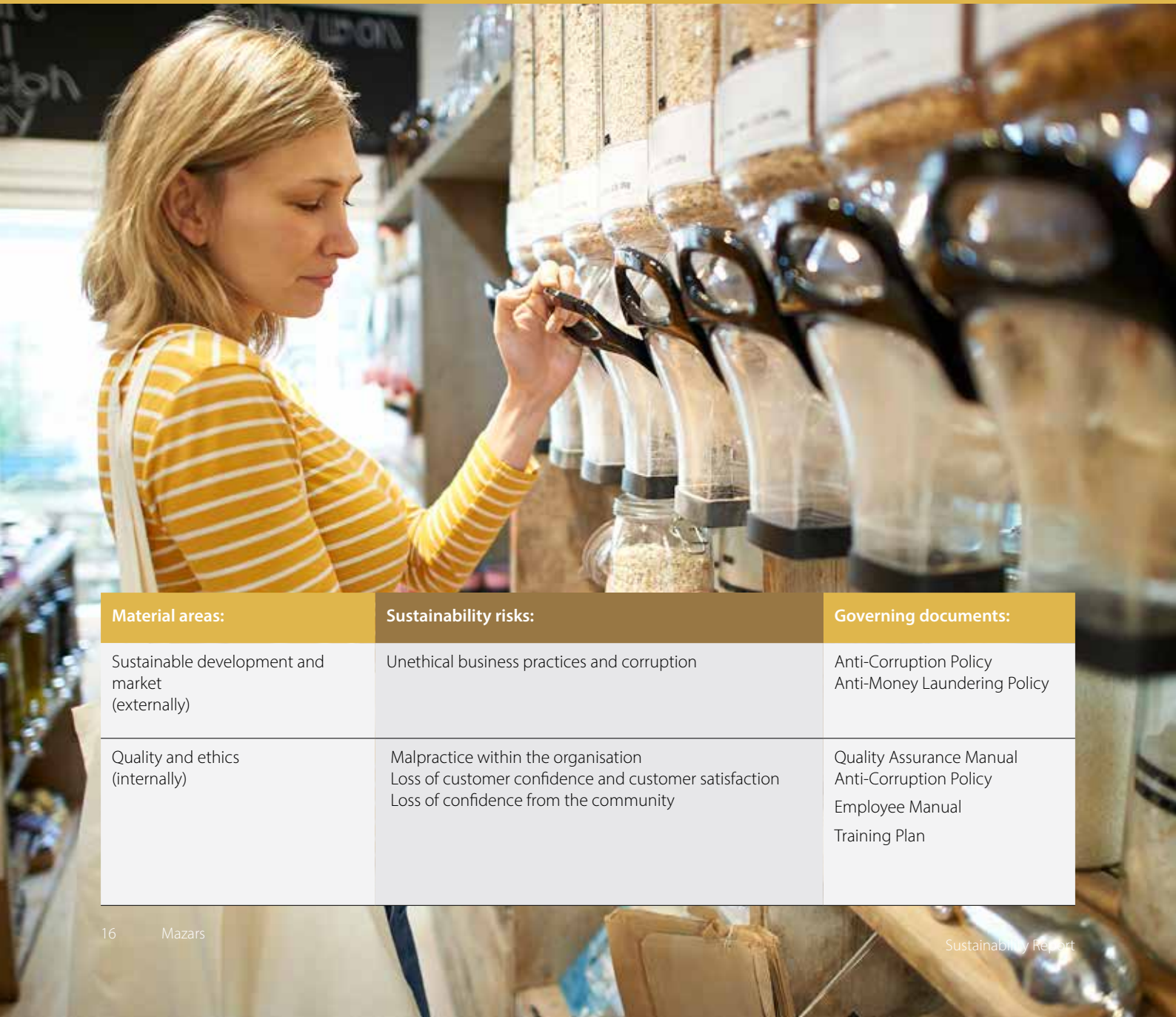
There are great opportunities for working in one of Mazars’ international offices for a period of time. This strengthens not only the individual employee but also the collaboration and the bond with our colleagues in Mazars worldwide. When working on major client assignments, we often have a team made up of employees from several different countries.

Every year, Mazars in Sweden organises a kick-off for the entire firm. In recent years, these events have been attended by Mazars employees from our Scandinavian neighbours as well. During kick-offs, we organise joint activities and training that strengthen collaboration between offices and create an important sense of “us”. Unfortunately, due to the current pandemic, the 2020 *physical* kick-off was not an option. However, like many others, we decided to “rethink, not reschedule”, and organised a digital kick-off instead.

On the topic of sustainability, we have monthly meetings with our Mazars colleagues around the world. At these meetings, we discuss the global sustainability strategy as well as other current topics. We also gain insight into the sustainability work carried out by other countries. The exchange of expertise, knowledge, and technology strengthens the global partnership for sustainable development and contributes to the goals for sustainable development being achieved in all countries.

02 Sustainable Services/Market

At Mazars, we want to develop our services in a long-term and sustainable way. We are incredibly proud of our great client relationships and our high customer satisfaction, and part of maintaining this is to be able to offer sustainable services.



Material areas:	Sustainability risks:	Governing documents:
Sustainable development and market (externally)	Unethical business practices and corruption	Anti-Corruption Policy Anti-Money Laundering Policy
Quality and ethics (internally)	Malpractice within the organisation Loss of customer confidence and customer satisfaction Loss of confidence from the community	Quality Assurance Manual Anti-Corruption Policy Employee Manual Training Plan

Sustainable development and market



Work for inclusive and sustainable long-term economic growth, full and productive employment with decent working conditions for all.

Our work in audit, assurance, and tax includes promoting sustainable business acumen and a sustainable market. For example, by working to ensure that accounts give a true and fair view and that laws and regulations are complied with. We also work to combat unethical business practices and corruption. Part of our job is to draw attention to and report on whether there is a risk of corruption or money laundering in an organisation. Through our business activities, we thereby contribute to sustainable development and growth in the business community.

Quality and ethics



Ensure inclusive and equal education of good quality and promote lifelong learning for all.



Work for inclusive and sustainable long-term economic growth, full and productive employment with decent working conditions for all.

Our people receive continuous training to uphold the quality required and to stay up to date on new laws and regulations. During the previous year, we invested even more in training to ensure the quality of our services. During 2020, we continued our work.

The services offered by our firm constitute essential societal functions and require a high level of integrity and professionalism in order to continue to serve as a seal of quality for businesses and authorities. Working actively with quality assurance therefore provides a sense of security both for us and for the world in which we operate. In our *Transparency Report*, you can learn more about the work we do to ensure the quality of our services.

In addition to courses related to each business area, our employees must complete anti-corruption training every three years as well as basic training in anti-money laundering each year, supplemented with in-depth training every three years. During the year, 139 of our employees completed our new anti-corruption training, while 248 employees completed the course on anti-money laundering. Both courses are part of our introductory training for new employees joining Mazars. HR is responsible for monitoring, reminding, and reporting on the number of completed courses to Management.

Mazars has a whistle-blower function, where anyone can report anonymously on malpractice. This year, we put extra effort into informing about this function. No cases of malpractice were reported during the year. When it comes to money laundering, we helped report one case to the Financial Intelligence Unit. We are also subject to the Code to Prevent Corruption in Business issued by the Swedish Anti-Corruption Institute, and we have a function for reporting on and asking for guidance regarding any type of bribery.

In order for all employees to know what is expected when we carry out an assignment for Mazars, we have a number of policy documents and guidelines. We have a quality manual that applies to everyone and special quality manuals for the different business areas. Among other things, these manuals include the regulatory frameworks that we must take into consideration when performing our services (ISA for auditing and Reko, the Swedish Standard for Accounting Services for accounting) and the ethical rules we must follow in our profession.

Sustainability advice



Work for inclusive and sustainable long-term economic growth, full and productive employment with decent working conditions for all.



Promote sustainable patterns of consumption and production.



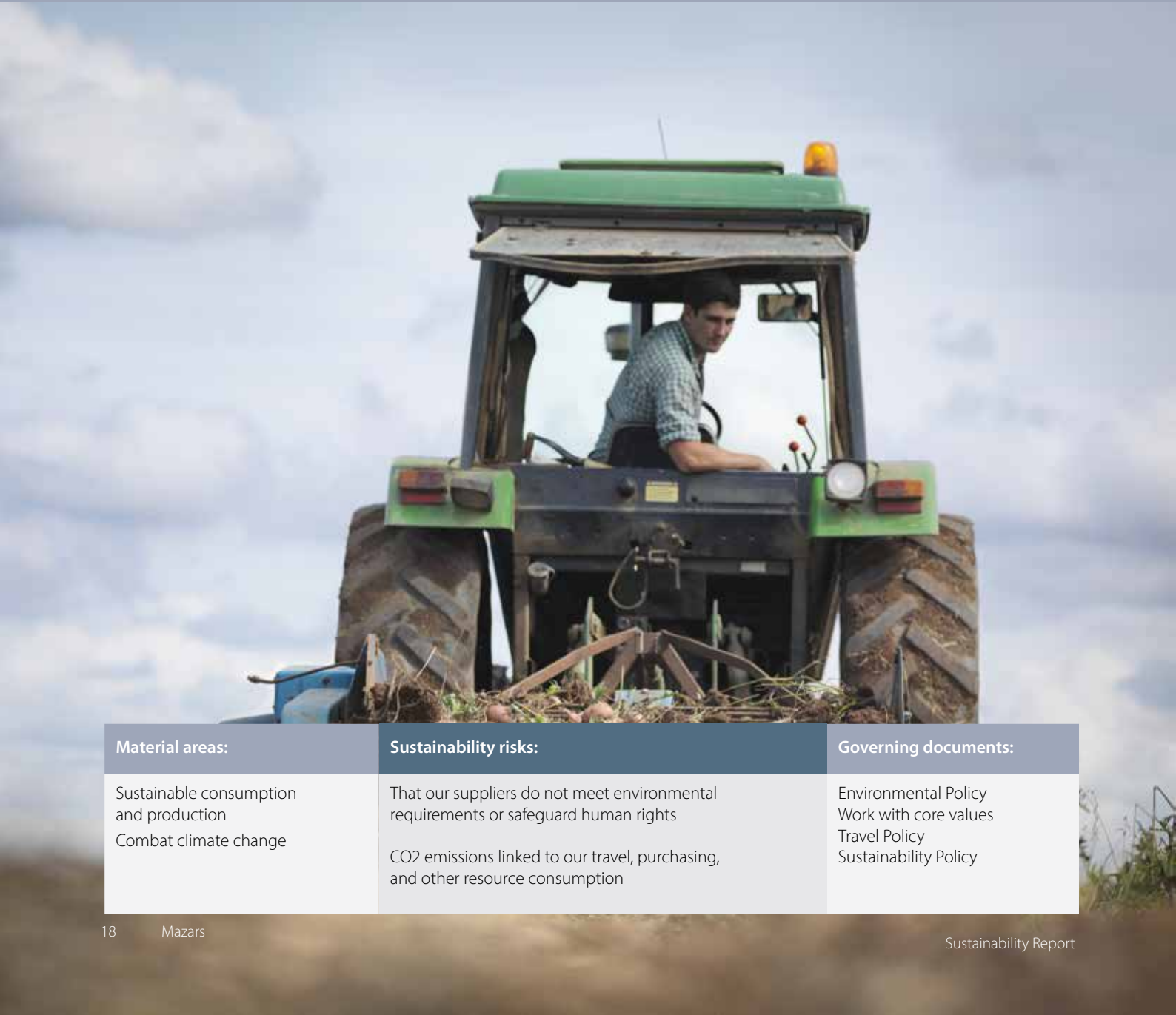
Take immediate measures to combat climate change and its consequences.

Mazars' vision "We help you meet the challenges of the future" means that it is important for us to offer our clients advice on matters of sustainability, as this is one of the challenges facing many companies today. Our sustainability advice business segment plays an important part in this. This business segment means that we offer our clients advice to help them succeed with their own sustainability efforts, as well as review of and advice in the preparation of sustainability reports.

We see an opportunity to contribute to the sustainable development of society by helping our clients develop their services with focus on sustainability. We also contribute to continued sustainable development in the business community by helping companies with their sustainability reports and by highlighting sustainability issues in our contact with clients. The aim is to integrate sustainability aspects in all of our business areas and in all types of assignments.

03 Reduction of Climate and Environmental Impact

All individuals and companies leave some form of climate footprint on Earth and Mazars is no exception. By reducing our climate and environmental impact, we try to make our climate footprint as small as we can. We do this by complying with an internal sustainability policy that covers areas such as business travel, paper consumption, purchasing, etc.



Material areas:	Sustainability risks:	Governing documents:
Sustainable consumption and production Combat climate change	That our suppliers do not meet environmental requirements or safeguard human rights CO2 emissions linked to our travel, purchasing, and other resource consumption	Environmental Policy Work with core values Travel Policy Sustainability Policy

Sustainable consumption and production



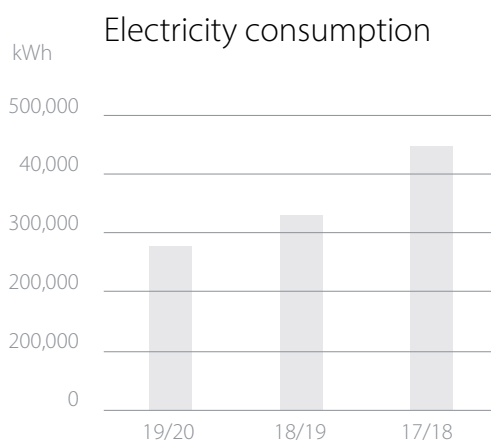
Promote sustainable patterns of consumption and production.

We inform our clients about sustainability efforts and offer advice in the preparation of sustainability reports. By doing so, we make our clients and stakeholders more aware of the importance of sustainability efforts, thereby promoting sustainable production. Internally, we work with digital platforms to reduce our consumption of materials. Our digital initiative is already making a big difference, with the number of printouts having nearly halved in just a couple of years.

Our aim is to choose responsible suppliers when ordering materials, office equipment, merchandise, etc. In terms of merchandise, we have decided to make products that we really believe will be used by the recipient, while also fulfilling a sustainable function. For example, we chose to hand out coffee thermoses to students during the Labour Market Days in Linköping, hoping that these can replace the disposable cup.

This year has been special for everyone, with the pandemic hitting the world. We have travelled a lot less and held our meetings digitally. Being able to telework has been more important than ever, and has had a positive effect on our carbon emissions.

In the 2019/2020 financial year, our total electricity con-



Carbon emissions from travel during the period 18/11/2019 – 31/08/2020.

Travel	CO2 in kg
Train	0.4
Air	23,600
Hotel	168.7

sumption amounted to 273,595 kWh, which is almost 60 kWh less than the previous financial year. We believe this is thanks to our efforts to sign green rental agreements whenever possible, although, to some extent, the decrease is also due to the fact that many of our people have worked from home much of the year.

Where possible, we send our electronic waste for reuse. Electronic waste is sold to Inrego, which then follows up with annual reports on how much greenhouse gas emissions have been reduced by waste being reused as opposed to recycled.

Combat climate change



Take immediate measures to combat climate change and its consequences.

Since November 2019, we use Egencia AB for booking travel, which allows us to monitor statistics of our carbon emissions linked to travel. The booking system is adapted to our Travel Policy, which stipulates choosing travel by train first and foremost.

By striving to choose Fairtrade coffee/tea, offer plant-based alternatives in our offices, and sustainable food at our conferences, we contribute to reducing carbon emissions and environmental toxins.

04 Community Involvement

As part of our core values to work for a sustainable future, getting involved in important societal issues such as education, gender equality, and anti-corruption comes natural to us.

Material areas:	Sustainability risks:	Governing documents:
Gender equality Peaceful and inclusive societies	Uneven distribution of women and men in executive positions Employees being discriminated against Employees not following the guidelines for anti-corruption and bribery	Anti-Money Laundering Policy Anti-Corruption Policy Policy to Combat Victimisation and Discrimination Guidelines for Quality Control and Quality Requirements

Education for all



Ensure inclusive and equal education of good quality and promote lifelong learning for all.

Education is a basic human right and one of the 17 global goals. By getting involved globally, through the organisation Help to Help, we contribute to more young people in East Africa receiving adequate education. We also get involved locally, working actively together with colleges and universities and participating in labour market days, which are organised across country, mainly in university towns like Linköping, Lund, Gothenburg, Stockholm, and Uppsala.

Gender equality



Achieve equality and empowerment of all women and girls.

We work continuously to combat discrimination and ensure that our employees know where to raise issues of discrimination and feel safe reporting any incidents.

Unfortunately, Mazars has fallen behind when it comes to women partners and women in executive positions in the company. This is an important issue for us and a trend that we hope to be able to break by encouraging women networking and flexible working conditions. Learn more about gender equality and diversity in the section on “Sustainable Working Conditions”.

To promote women leadership, Mazars organises a global Women Leadership Seminar each year with the aim of giving women in Mazars the opportunity to network and receive inspiration and guidance in their careers.

Peaceful and inclusive societies



Strengthen the means of implementation and revitalise the global partnership for sustainable development.

To contribute to a stable and secure business community, we work to combat corruption, fraud, poor financial management, and shortcomings in reporting. In line with this, we provided training during the year in combating money laundering and bribery.

Some of the organisations we have worked with during the year include the industry organisation FAR, TEM, Help to Help, Women@mazars, Spin of Hope, as well as the Stockholm, Gothenburg, and Skåne City Mission.



Maja Fält
HR Coordinator.

New member of the Mazars Sustainability Group.

Why did you join the Mazars Sustainability Group?

Partly because sustainability aspects are a big part of HR issues, which I am passionate about. In addition, sustainability is the common thread that runs through Mazars' core values. I also

enjoy working with statistics and KPIs to be able to follow up and compare what different changes, decisions, and goals can do for the whole.

Is there any issue you're particularly excited to work with?

A sustainable working life, with all that it entails – I find that extremely interesting. I have previously done a study on “work without boundaries” – the new demands resulting from technical development that enables us to be constantly available. What are the consequences of not having clear work-life boundaries? A sustainable working life involves so much more, and there are so many different factors that affect it.

What does a sustainable company mean to you?

In general, I think it's about taking responsibility in society. How we, as a company, take responsibility for travel, emissions, and our environmental impact, as well as how we work with personnel issues. That we care about each other and actively work to counteract the increasing sick leave rates in society.

Maja's sustainable tips:

Reflect and set boundaries – it's important to set your own boundaries in working life. Reflect on what you need in order to protect your own well-being. This is necessary to be able to be a sustainable employee.

Human Rights

Mazars is a politically and religiously independent company. We take our social and legal responsibility seriously, treating all people with respect regardless of gender, transgender identity, ethnicity, religion or other belief, sexual orientation, disability, and age. Mazars worldwide as well as in Sweden supports the ten principles of the UN Global Compact, which aim to get companies to take responsibility in areas such as human rights, labour law, the environment, and corruption.

It can be challenging to apply the UN demands on human rights to a, from an international perspective, small company in Sweden, but a fundamental principle for us is that all people are of equal worth. Our guidelines clearly state that we do not accept any form of discrimination. The whistle-blower function mentioned in the section on Sustainable Services can also be used to report cases of discrimination and harassment as well as work environment deficiencies.

We encourage differences and diversity and believe that they enrich our business. Mazars worldwide is one of the initiators of the development of the UN Guiding Principles Reporting Framework. This framework is the first complete tool for reporting of a company's approach to human rights. The idea is for companies to use these guidelines/principles in their reporting on human rights.

Sustainable suppliers

Mazars' sustainability efforts also extend to our suppliers. We aim to engage responsible suppliers that distance themselves from child labour and discrimination and that carry out clear climate and environmental efforts.

As far as possible, we choose so-called green rental agreements, which are the real estate industry's common standard template for reducing the environmental impact of buildings. By signing such agreements, we agree with the landlord on what measures to take to reduce environmental impact related to, for example, electricity consumption and waste management.

The Mazars Sustainability Policy states that we shall strive to use products in our business that fulfil our environmental requirements. These include office materials and hardware as well as foods and cleaning agents. During the new financial year, we have also begun the work to update our Sustainability Policy. The update will include a code of conduct for our suppliers.



Isak Olofsson

Authorised Public Accountant at Mazars in Gothenburg.

Authorised Public Accountant in March 2020.

Isak joined Mazars in 2015, and very early on in his role as auditor, he started thinking about becoming authorised.

– I set a goal for myself to get there within five years, Isak says. My main motivation was the idea of all the new opportunities it would bring; working with my own clients and having a small company within the company, so to speak.

Preparing for the authorisation exam is a process that actually begins in your first year as an auditor.

– We have a number of internal training courses according to the training plan; Mazars lays the foundation and creates the conditions from year one. But I also drove the process to be able to take the exam. I received great support internally from colleagues who have done the same journey, although, of course, it also involved a lot of responsibility on my part. You spend lots of hours preparing, but you learn and develop tremendously. And since you're working at the same time, I feel that, through the theoretical part, you gain many useful tools that you can use in your assignments.

In November 2019, it was time. Isak went to Stockholm to take the exam, which went on for two intense days.

– I was nervous, but I also felt well prepared and looked forward to taking the exam. It was kind of like entering your own bubble. Fun, but extremely focused.

After a two-month wait, the result came.

– That moment was pure joy! The biggest thing so far in my career, Isak says. It truly felt like all the doors opened. Since then, I have been working a lot to build my own client base. A big difference is that I can now make important decisions myself, although, of course, you sometimes need to consult a more experienced colleague. You're faced with many new issues, but there is great support internally. Being authorised means a whole new business focus – which is exactly what I pictured and what I really enjoy.



Madelene Abrahamsson

Accountant in Mazars Finance Department.

New member of the Mazars Sustainability Group

Why did you join the Mazars Sustainability Group?

There are so many important issues that involve sustainability – in work as well as in life. Since I work in the Finance Department, I hope to contribute with great supporting documentation so that we can monitor progress of our sustainable goals over time. It also feels important and good to do something. In the future, I want to be able to say that at least I did something actively to create better conditions for future generations.

Is there any issue you're particularly excited to work with?

Sustainable employees and sustainable offices – job satisfaction and well-being are of such vital importance for keeping motivated. I also think it's interesting to see how we travel, with all that it entails; transport, accommodation, etc.

What does a sustainable company mean to you?

I think to a great extent it's about willingness and ambition – at Mazars, we want to move toward positive improvements, and we work actively to achieve new goals.

Madelene's sustainable tips:

Bike to work. If this is a possibility for you, there are so many benefits to it. I invested in an e-bike a while back and now, I ride my bike to work all year round.

Eat vegetarian. Try to make your menu more vegetarian. It's good for your body and health as well as for the environment.



Mazars Sustainability Group



Agnes Sylvan Ly

Tax Lawyer at Mazars in Helsingborg.

"Sustainability is an issue that I am personally committed to and which has been an important aspect throughout my upbringing. I want to be involved in the internal work at Mazars because it's a workplace where I'm very happy, and I want to contribute to its improvement and development."



Caroline Norrsand

Authorised Public Accountant at Mazars in Ystad.

"Environmental issues and our impact on the climate and the environment are extra close to my heart – small changes can make a difference too. I'm very interested in sustainability issues, while also wanting to broaden my professional expertise. Therefore, I also work with reviewing the sustainability reports of other companies."



Maria Lidborn

Authorised Public Accountant at Mazars in Malmö.

"I have been part of the Sustainability Group since it was formed in 2015. I'm extra passionate about helping companies highlight the sustainability measures they take today, but may not make visible. With the right tools, you can quickly get a good overview that gives you a direction in which to continue."



Sanna Jaselius

Audit Associate at Mazars in Malmö.

"Since sustainability issues have always been important to me personally, it is only natural for me to get involved in those issues at my workplace. At company level, I think it's important to think about how sustainable the business concept is from a financial and social as well as an environmental perspective. Long-term profitability is dependent on the success of all aspects."



Madelene Abrahamsson

Accountant in Mazars
Finance Department (p. 23).



Maja Fält

HR Coordinator (p. 21).





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