

# CSR Report Axiomatics AB

<b>Formal Name</b>	Axiomatics AB
<b>CoC Number</b>	556708-1012
<b>Subscription</b>	Basic CSR Report published 12/19/18
<b>Sector</b>	J62 - Computer programming, consultancy and related activities
<b>Verification type</b>	Moderate assurance by FIRA



## Company Details

<b>Company Ownership</b>	Axiomatics AB is owned by its founders and venture capital firms. Employees and contractors also have an ownership in the company. Axiomatics AB has a fully owned subsidiary in the U.S., Axiomatics Inc., who has a fully owned subsidiary in the U.S., Axiomatics Federal Inc.	
<b>Scope for Fira</b>	Development and (world-wide) sales of authorisation software by Axiomatics AB, based in Sweden (chamber of commerce 556708-1012), including subsidiary Axiomatics Inc. in the USA.	
<b>Company Sites</b>	Headquarters in Stockholm, Sweden Sales and marketing/Customer relations in Chicago and Washington DC, USA	
<b>Total FTE in scope</b>	39	
<b>Annual Turnover</b>		
<b>Company Website</b>	www.axiomatics.com	
<b>Company Contact</b>	Name contact	Åsa Lidwall
	Email contact	asa.lidwall@axiomatics.com
	Phone number	+46(0)739 887776
<b>Visitor address HQ</b>	Street	Västmannagatan 4
	City	Stockholm
	Zip code	111 24
	Province/state	
	Country	Sweden

## Vision, Mission & Values

### Vision

Our vision is to help large enterprises and government agencies make the shift to a new paradigm in data access control, with the implementation of a policy-based approach. Using a state-of-the art approach, we strive to help these large organizations protect what's most important to them.

Our goal is to help our customers move with the pace of the changing business and regulatory climate, reduce time and cost in IT development, and speed time to market.

### Mission

Axiomatics is leading the future of access control. Our mission is to simplify adoption of Attribute Based Access Control (ABAC) and to broaden the scope of use cases where a policy-based access control approach delivers significant business value. We help businesses and government agencies around the world with data that is highly regulated, confidential in the form of intellectual property (IP) or relating to individuals' privacy to ensure that the data is securely shared only under the right conditions.

### Description of Company Activities

Axiomatics provides externalized dynamic authorization through attribute and policy-based access control for databases, applications

and APIs. Our solutions are ideal for enterprises and government agencies that must securely share information (often across country borders) while complying with complex and ever-evolving regulations. Axiomatics is a leader in dynamic access control through its suite of industry leading products – the Axiomatics Policy Server, the Axiomatics Data Access Filter, and SmartGuard for Big Data™. At the core of our technology lies the Externalized Access Control Mark-up Language (XACML) – we are editors for the standard and actively contribute to the development and promotion of it. We've brought together some of the brightest minds in this field to lead our Research & Development teams and ensure our solutions remain at the forefront of dynamic authorization. Axiomatics holds 25 patents and counting.

**Core Values**

As a company we aim to be innovative, flexible, market-oriented and open-minded. We perceive our work environment as familiar with a pioneering atmosphere.

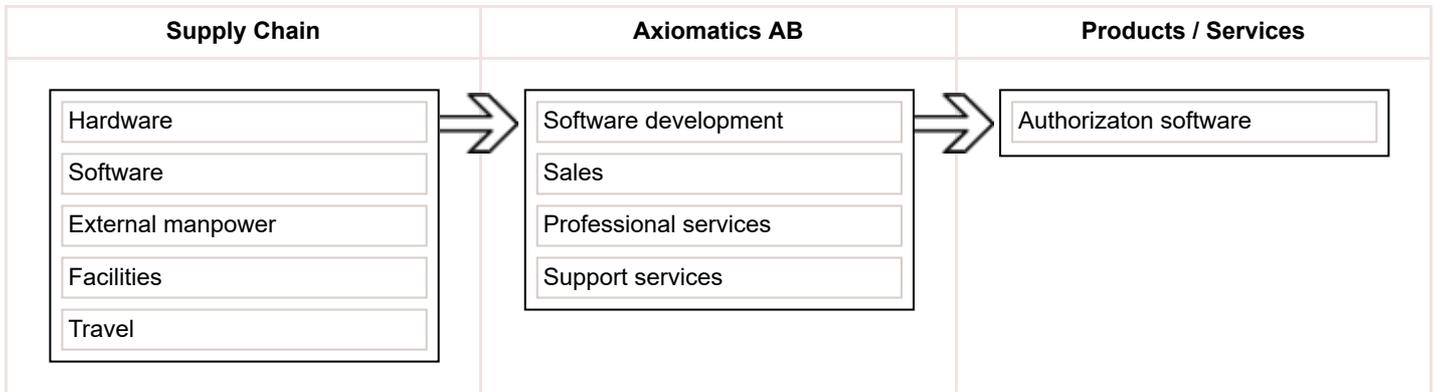
**View on CSR**

Institutions around the world are figuring out ways to meet the growing expectations of corporate social responsibility, specifically around the subject of sustainability. By sustainability we understand it as "an organization's activities, typically considered voluntary, that demonstrate the inclusion of social and environmental concerns in business operations" (van Marrewijk & Verre, 2003). We hold the view that it is not acceptable to focus solely on economic growth in isolation of the impact of corporate actions on the society as a whole. Axiomatics, though small in size, aims to embrace sustainability and the wider notion of social responsibility both in its day-to-day operation and in its institutional dealing with its employees, customer, partners and providers.

# Declaration

**Declaration** • [Declaration 2017.pdf](#)

# Overview Value Chain



Supply Chain Item(s)	Origin
Hardware	Sweden(Checked), Sweden(Checked),
Facilities	
Software	
Travel	
External manpower	Sweden(Checked),
Product(s) / Service(s)	CSR Impact
Authorizaton software	Contribution to data security and privacy protection.

# Management Approach

## Health & Safety at Work

Ambition:	Employee health, safety and vitality are important to Axiomatics. We provide several opportunities for employees to work on their health and stimulate participation.
Objectives:	1. Avoid long-term sickness : Stimulate and motivate health care activities so that no employee become long-term sick.
Status CSR Program:	We are reaching our goal with no long-term sickness.
Priority:	No, We feel confident that we can provide health, safety and vitality for our employees with our policies and with the Safety representative and the Work Environment group.

## Energy Efficiency Software

Ambition:	Axiomatics products are engineered to avoid unnecessary work and to make work intensive features configurable. Axiomatics shall make sure to have a good balance between energy conservation tactics and performance and reliability.
Status CSR Program:	Axiomatics measures are deemed adequate for this moment.
Priority:	No

## Energy Efficiency and Renewable Energy

Ambition:	Axiomatics aims to generate as little carbon emissions as possible and compensate through carbon offsetting.
Objectives:	<ol style="list-style-type: none"> <li>1. Travel below 5% of revenue : Axiomatics goal is to keep the travel costs below 5% of total revenue.</li> <li>2. CO2 compensation : Axiomatics goal is to purchase carbon offsetting for each employee by the end of each year.(Calculated 5 metric ton CO2 per employee)</li> <li>3. Green Energy : The ambition for Axiomatics is to keep the energy use below 2,5 metric tons of CO2 yearly, and using green and renewable energy.</li> </ol>
Status CSR Program:	With these achievements and action plan Axiomatics feels confident in fulfilling our ambitions successfully.
Priority:	No

## Sustainable Procurement

Ambition:	Axiomatics aims to use suppliers that have CSR practices.
Objectives:	1. Code of Conduct for Supplier : To have a Code of Conduct for Suppliers ready during 2019.
Status CSR Program:	Axiomatics is satisfied with the achievements so far and with the suppliers that we work with.
Priority:	No

## Privacy Protection

Ambition:	Provide products for dynamic access control to protect private information. Axiomatics shall provide products that can increase privacy protection, for example with the healthcare industry to make sure that data is only accessible to the relevant persons.
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# Policies

## Axiomatics Work Environment Manual

The purpose of the Work Environment Manual is twofold: First, to describe the ongoing work that is being done to maintain a good work environment. Second, to provide information about the kinds of issues and problems that may arise in the workplace and the company's policy and responsibilities for these, as well as to give some basic suggestions as to what actions are needed to correct and/or remedy these issues.

## Code of conduct

- [Axiomatics Code of Conduct and Work Environment Policy Statement \(1\).pdf](#)

This code is intended to increase awareness of management and employees on fair business practices. This is done by documenting what is being considered as appropriate and inappropriate behavior. This code applies to every employee, director or

officer in our company. Contract staff working for our company must also follow the code. Contractors and consultants who are agents of, or working on behalf of, or in the name of our company, are required to act consistently with the code when acting on our behalf.

### **Code of conduct Suppliers**

- [Axiomatics Code of Counduct for Suppliers.pdf](#)

The Code of Conduct for Suppliers sets out basic requirements on human rights, labor, environment and business integrity. The code is based on the UN Global Compact. Axiomatics expects its suppliers to uphold and comply with the principles as described in this Code of Conduct for Suppliers or at least apply an equivalent standard and conduct their business activities accordingly. Axiomatics can monitor compliance of suppliers towards the requirements in this Supplier Code of Conduct by requesting its suppliers to provide relevant information and to conduct audits and assessments of the supplier's operations.

### **Employee Handbook**

The Axiomatics Employee Handbook contains all policies and information regarding benefits for all employees.

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## **CSR Measures**

### **Carbon offsetting**

Description: Axiomatics takes further responsibility for unavoidable carbon emissions by carbon offsetting. Purchasing the services provided by Tricorona/Klimatkompensera where the money goes to climate projects in developing countries and contributes to sustainable development. Axiomatics goal is to purchase carbon offsetting (calculated on an average employee, 5 metric ton CO2 per employee) for each employee by the end of every year.

Impact: With these actions Axiomatics is achieving the goal to compensate for unavoidable carbon emission. During 2018 Axiomatics has compensated for 195 metric ton CO2 and invested in a project for a Solar Thermal Power Plant in Rajastahn, India.

### **Energy efficiency software**

Description: Axiomatics products are engineered to avoid unnecessary work and to make work-intensive features configurable; allowing customers to strike a balance between performance and energy efficiency. To this end we employ different engineering best practices and techniques, like avoiding busy-waiting algorithms or making communications time-outs configurable. In addition, Axiomatics products can work using the latest version of platform components like the Java Runtime Environment, tapping into platform specific energy efficiency optimisations like improved garbage collection algorithms and JIT compilation schemes.

Impact: With these measures, Axiomatics strives to provide energy efficient software. The impact cannot be quantified in general in terms of energy saved, since this depends on the efficiency of customer's hardware, choice of platform (operating system, web application server, database, etc.) and whether the software has been configured and deployed in a manner that is energy efficient for each case.

### **Green and renewable energy**

Description: Axiomatics keeps it's servers at a data center owned by Bahnhof. All Bahnhofs data centers are world-leading when it comes to environmentally-friendly energy consumption and renewable energy. Bahnhof exclusively buys green electricity from hydropower.

Impact: The ambition for Axiomatics is to keep the energy consumption below 2,5 metric tons of CO2 yearly, and using green and renewable energy. With the use of this vendor for our servers we are in compliance with our ambition.

### **Minimize carbon footprint for travel**

Description: Axiomatics customers and employees are located in many different countries. To reduce the carbon footprint for travels Axiomatics aim to have as many meetings as possible over the web, using different web conference system and plans to purchase video conference equipment for the offices during 2019. Axiomatics has chosen it's location of offices to facilitate commuting with public transportation. The office in Chicago is located near downtown, close to commuter train stations, all Chicago Transit Authority bus and elevated train lines. The office in Stockholm is close to the central train station were all the subway lines passes as well as the airport train. Both offices has a locked bike cage available to encourage commuting by bicycle.

Impact: With these measures, Axiomatics aims to generate as little carbon emissions related to travel as possible. The goal is to keep the travel costs below 5%, a goal that has been reached for the past four years and is forecasted also for 2018.

### **Social Responsible Procurement**

Description: Axiomatics aims to use suppliers that have CSR practices. The datacenter used by Axiomatics uses "green energy"

and the hardware supplier has a thorough CSR program, including prevention of procurement of products with conflict minerals. Axiomatics has selected a facility management vendor (who takes care of the cleaning and maintenance of the office) that has policy to prevent and reduce environmental impact. When furnishing offices, Axiomatics reuses its furniture as much as possible and additional furniture is often purchased from providers with reused furniture.

Impact: Even though the procurement activities of Axiomatics are limited, we aim to work with social responsible suppliers to limit our impact and contribute to a more circular economy.

### **Stimulation of health**

Description: To stimulate and maintain the health of our employees, Axiomatics provides the employees a health insurance, annual healthcare allowance, healthcare check-ups, computer glasses and does joint team activities such as running races. Every year from 2014-2018 Axiomatics has completed the relay in Stockholm called "Bellmanstafetten/Stafesten". Organic fruit is offered in the Stockholm office. A safety representative is assigned to the Stockholm office who is involved in actions that concern the relationships in the work environment. There is also a Work Environmental Group, that consists of the CEO, the office manager and the safety representative. The group meets four times per year and a review of the work environment (incl. the psychosocial environment) is performed twice a year. At the Stockholm office currently 7 of the employees has taken CPR training during 2017, and a CPR machine can be found i the office. During the first quarter of 2019 a refresh of the CPR training is planned.

Impact: With these activities, Axiomatics aims to contribute to the health, vitality and safety of its employees. During 2018 Axiomatics has not had any long-term sickness.

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This report was generated on January-10-2019.