

ESG performance report



How well does the company operate with regard to environmental, social and governance standards?

110

Type of assessment Self-assessment

Last update



ENVIRONMENT

46

| | |
|----------------------------------|------|
| United nations sustainable goals | / 5 |
| Green house gas emissions | / 9 |
| Renewables, heating | / 14 |
| Waste, water | / 8 |
| Means of travel | / 5 |
| Sustainable procurement | / 5 |



SOCIAL

32

| | |
|---|------|
| Internal diversity policy (gender, age) | / 12 |
| Human capital | / 12 |
| Community impact, CSR | / 8 |



GOVERNANCE

32

| | |
|--|------|
| Compliance management system | / 8 |
| Whistleblowing/anti corruption | / 8 |
| Managing boards vs employees (wage, gender etc.) | / 16 |



United nations sustainable goals

| 5

Are your company values in line with UN sustainability goals?

Green house gas emissions

| 9

Do you monitor company's green house gas (GHG) emissions?

Do you have GHG reduction policy?

Renewables, heating

| 14

Do you use renewable electricity?

Do you have internal electricity saving policy?

Have you implemented heating savings (office insulation, lower temp.)?

Waste, water

| 8

Do you make active steps to reduce waste?

Have you implemented circular resource management?

Means of travel

| 5

Do you reduce travels by plane/motivation for sustainable mobility of employees?

Sustainable procurement

| 5

Do you apply sustainable procurement?

| 32



Internal diversity policy (gender, age)

| 12

Do you implement gender balance (including fair wages) policy?

Are you LGBT+ friendly company?

Do you implement age related diversity (55+)?

Human capital

| 14

Do you have human capital development strategy?

Do you offer social and health benefits above legal requirements?

Do you offer friendly working place (pet, kids friendly)?

Community impact, CSR

| 8

Do you have CSR policy?

Do you have local community programmes?



Compliance management system | 8

Do you have compliance management system?

Do you comply with local regulation and standards?

Whistleblowing/anti corruption | 8

Do you have whistleblowing/anti corruption strategy?

Do you consider data protection, privacy, and cybersecurity?

Managing boards vs employees (wage, gender etc.) | 16

Do you have gender/age balance in managing boards?

Do you have a fair wage balance managing boards vs. employees?

Do you plan regular ESG reporting?

Do you have transparent shareholder structure?

Looking to improve your company's ESG performance?

We can help you with:

- ▶ Detailed analysis of your results
- ▶ Setting an action plan with steps and timelines
- ▶ Performance monitoring through KPIs
- ▶ Creating a comprehensive sustainability strategy

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