



## 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

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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?



## 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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