



# Sustainability Policy

**Celsia shall drive the capital in a green direction.**

Our mission is to create a more sustainable impact through improving how companies measure and manage sustainability. Our software reduces the burden of measuring and disclosing sustainability aspects in a way that is data-driven, compliant and in accordance with standards and best industry practice. At Celsia, we acknowledge that we also have a responsibility to ensure that our own activities are sustainable.

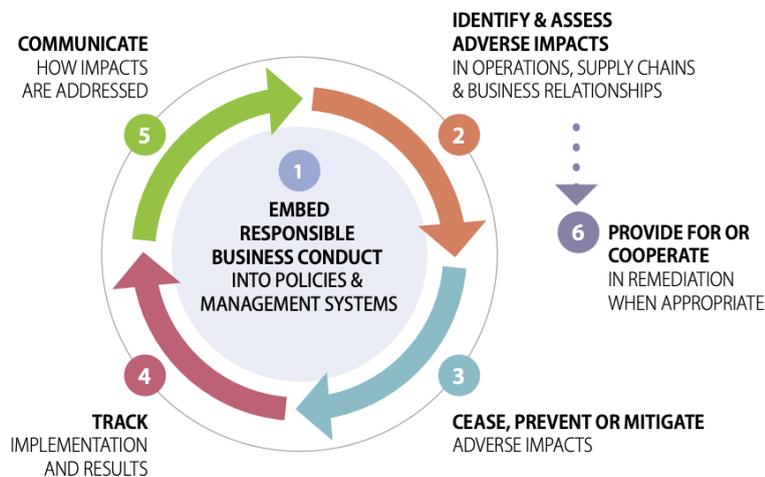
## Our commitment

At Celsia, we are committed to good governance, human rights, labour rights, anti-corruption and to do no harm to the environment. We apply the UN Guiding Principles and OECD Guidelines for Multinational Enterprises, as well as the ILO fundamental conventions and the United Nations Bill of Human Rights and work to contribute to the Paris' climate target and the Nature Protection target.

We are committed to operating with respect to these standards across our value chain – in our own operations, across our supply chains and to guide our clients and partners to operate in a responsible manner. Everybody deserves to be treated equally, and with respect and dignity.

This policy gives an overview of our priorities, key stakeholders, accountability and how we implement our commitment. The below picture illustrates how we work under the risk based due diligence methodology of the OECD Guidelines.

**FIGURE 1. DUE DILIGENCE PROCESS & SUPPORTING MEASURES**



## Responsibility

The Board is responsible for establishing the overall sustainability policy for the organisation and for reviewing the risks and performance of our operations. Our executives are accountable for development and implementation of our policy and will ensure that adequate resources are allocated. They fully support the policy and provide effective leadership within their business areas. All staff members are responsible for acting in compliance with the policy with the support, direction and commitment of our leaders.

This policy applies for the Company's employees, subcontractors and any third party acting on behalf of the Company.

The code of conduct indicates our minimum standards and *is supplemented by our Code of conduct for suppliers*.

Based on stakeholder dialogues and material impact assessment, the overall direction of our work is that:

- We shall assist our customers in becoming more sustainable providing the best available technologies to identify status and direction to reach progress.
- We shall create a good, inclusive and safe working environment where our employees grow and thrive.

We apply a risk-based approach and focus our efforts on our most salient human rights risks and environmental risks. Every year, or more often when needed, we review our identified salient risks with internal and external stakeholders to ensure their relevance and to calibrate our efforts and engagement.

We have identified the most salient human rights risks and environmental risks which we concentrate on. We will therefore:

- Ensure decent work and decent working conditions where our employees feel included and not alone, and where no one experiences excessive workload.
- Pay particular attention to people working for us employed by other companies through subcontracting, ensuring that these have satisfactory contracts and working conditions.
- Ensure that we select partners, suppliers and subcontractors that have the same human rights and workers' rights standards as we have.
- Uphold the right to privacy of those who entrust us with their personal information.
- Constantly track and reduce the climate gas emissions related to data storage and business travel.

## **Reporting**

We have a whistleblower function on our web page, openly accessible for all, and treat any reported concerns seriously.

We will openly and regularly report on risks identified and our progress of measures established to manage risks. Our policy and processes are revised annually and where substantial changes impacting our risk exposure have occurred.