

Everimpact Environment, Social and Governance (ESG) policy

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Introduction

Effective ESG is essential in our world of today. As planetary boundaries are increasingly challenged there are ample opportunities for positive impacts and an array of actual or potential negative impacts and risks, also from Everimpact’s solutions, operations, and value chains. Hence, we know that continuously developing our ESG awareness and capabilities is key for truly becoming a sustainable business able to realize its mission. There is solid evidence that companies which incorporate ESG well in its ongoing business perform better over time and we know it is wise to build Everimpact in the right way from the outset. At the same time, we are aware that building our company is a journey. With regards to ESG we set our aim at the most ambitious level and will strive for continuous improvement.

Everimpact is a purpose-driven company with a mission to accelerate decarbonization. As such we have been created and exist with the intention to maximize our contribution towards [Sustainable Development Goal \(SDG\) 13](#), which calls for urgent action to combat climate change and its impact. In terms of the [EU taxonomy](#), we contribute to Environmental goal 1 on climate mitigation and otherwise adhere to its directions.

Everimpact’s ESG policy aims to ensure that we are mindful of how we run all aspects of our business sustainably, with no significant harm to planet or people, while creating positive impacts on both environment and society. This policy guides us on how to maximize our ESG footprint by addressing priority ESG aspects through mapping, mitigation, and continuous improvement.

Everimpact engages with multiple parties in many countries worldwide and will always comply with regulations in the region or country where we are working.

In cases where regulations do not live up to our principles or where partners do not comply with laws or cause significant harm, we use this ESG policy to guide our decisions and exercise our range of influence to mitigate any negative ESG impacts.

If our principles are or risk being violated in the value chain, we are ready to demand mitigation of the negative impact within an adequate time-period, and ultimately, to decide to not to enter or terminate the partnership or activity.

With experiences gained in 2022-23 we should gain sufficient knowledge to be able to set ambitious ESG targets and publicly report on them. Management systems and procedures to ensure that ESG issues are identified and addressed will be triggered by this policy and will be continuously improved.

Guided by UN Global Compact & Minimum Safeguards

As a member of the [United Nations Global Compact](#) (UNGC), Everimpact is committed to its guiding principles on human rights, labor standards (incl. health and safety), environment, and business ethics. Furthermore, we support the [UN SDGs](#) and use them to manage and communicate our impacts.

1. *Support and respect the protection of internationally proclaimed human rights*
2. *Make sure that we are not complicit in human rights abuses*
3. *Uphold the freedom of association and the effective recognition of the right to collective bargaining*
4. *Support the elimination of all forms of forced and compulsory labour*
5. *Support the abolition of child labour*
6. *Support the elimination of discrimination in respect of employment and occupation*
7. *Support a precautionary approach to environmental challenges*
8. *Undertake initiatives to promote greater environmental responsibility*
9. *Encourage the development and diffusion of environmentally friendly technologies*
10. *Work against corruption in all its forms, including extortion and bribery*

Fig. 1: The Ten Principles of the UN Global Compact

Our ESG approach is also informed by the following instruments, often referred to as the minimum safeguarding principles:

- [UN Guiding Principles on Business and Human Rights](#)
- [OECD Guidelines for Multinational Enterprises](#)
- [ILO declarations on Fundamental Principles and Rights at Work](#)

In alignment with the above-mentioned international guidelines, as well as the [EU taxonomy](#), Everimpact has developed a Commitment Charter for its business operations and individual team members. The following values and principles are naturally central for the ESG policy.

Our Commitment to the Planet

- We commit to doing our utmost to contribute with urgency to atmospheric carbon reductions, and to report such positive impact
- We commit to minimizing any negative impact on the environment caused by our business, including in our value chain, and to openly report any such negative impact

Our Commitment to People

- We commit to **honour** and **respect** our fellow team members and partners, treating them with dignity, and without discrimination irrespective of gender identity, national or ethnic origin or religion
- We commit to respect labour standards also in our value chain.
- Supportive, key features of our corporate culture include
Listening – to understand and welcome diverse views and perspectives
Openness – to be approachable and accountable
Vitality – to energetically innovate, implement, or just lend a hand
Empathy – to create bonds

Our Commitment to Customers

- We commit to always seeking to understand the realities and interests of our customers
- We commit to providing good quality, timely and reliable data and analysis which is useful to and can be fully trusted by our customers
- We commit to helping our customers reach their goals by making the best policy or investment decisions and raising necessary funding

Our Commitment to Partners

- We commit to working closely with partners in search for win-win opportunities and creative solutions in service of our customers and what is good for planet and people.

Our Commitment to Investors

- We commit to open information flow and dialogue with our investors, and to strive for return of investment within agreed parameters.

Fig. 2: Everimpact Commitment Charter Principles

At Everimpact we commit to do our part to accelerate a sustainable transition in line with prominent international guidelines and ESG principles as well as our own core values and principles.

Adhering to these principles can only be achieved by applying a value chain perspective and by using our capabilities, solutions, partnerships, and company leverage (range of influence¹) as we:

1. **Map & understand materiality** to focus on ESG priorities of greatest significance for Everimpact.
2. **Mitigate negative/adverse impacts**² while Do-No-Significant-Harm (DNSH)³.
3. **Create additional positive impact.**
4. **Enhance solutions, culture and company leverage** through collaboration with colleagues, users, customers, partners, and other external stakeholders.
5. **Establish an effective ESG management and reporting system**, including procedures for periodic review, due diligence, disclosure, and communication.

Everimpact ESG Focus based on Materiality Assessment

Against the lenses of the UN Global Compact and other guidelines, there is a plethora of areas of concern from an ESG perspective. The selection of priority attention for Everimpact is based on an initial materiality assessment of impacts, both positive and negative, as well as risks and opportunities. Importantly, this includes the value chain from the sourcing of inputs to the eventual operation and disposal of Everimpact solutions.



Fig. 3: Model used to establish our ESG Focus

¹ The range of influence over impacts is normally highest within the company (internal operations, product design, business model, choice of sales channels etc), and lowest in the value chain (especially with relative size of procurement or sales). Even for a small company, like Everimpact, there is a range of influence, and it can be enhanced through dialogue, strategic partnership etc.

² The term **Mitigation** could cover the range: **Avoid** (rethink, prevent, substitute) – **Minimize** (reduce, reuse, re/up/downcycle) – **Rectify** (replace, restore, rehabilitate, protect) – **Offset** (doing good elsewhere)

³ Improvement of a single ESG aspect (e.g. CO2 emissions) must not significantly harm other ESG aspects. Special attention should be on transference of risks, e.g. to a supplier, as this does not reduce the ESG-responsibility.

This first materiality assessment in relation to the specific nature of Everimpact’s business has defined 7 priority ESG aspects, of which two are considered non-negotiable demands (NND). Priority 1-3 relate to the Planet, priority 4-6 relate to People and aspect 7 addresses Business ethics.

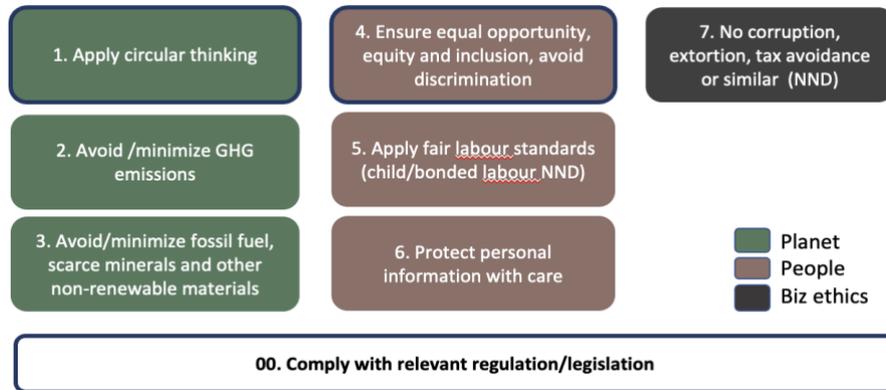


Fig. 4: Everimpact ESG Focus

Everimpact will comply with regulatory demands and will also strive to:

1. Apply circular thinking (reduce, replace, reuse, recycle, upcycle) in the upstream and downstream value chain.
2. Avoid/minimize or, as last resort, offset CO2 and other greenhouse gas emissions in scope 1-2 (own operations, travel etc.), and also scope 3 (in value chain, including sensor manufacturing and disposal, outsourced data processing, etc.).
3. Avoid/minimize use of fossil fuels, scarce minerals and non-renewable materials
4. Ensure equal opportunity, equity and inclusion without discrimination, irrespective of gender identity, national or ethnic origin, or religion.
5. Apply fair labour standards. Secure children's right to a safe childhood by avoiding child labor; and avoid bonded, forced labor or human trafficking (NND). Secure a healthy and safe working environment and access to protective equipment. Etc.
6. Protect personal information (practice of collecting, use, processing and forgetting data) with reasonable care.
7. Do not engage in corruption, extortion, embezzlement, bribery, or tax avoidance (NND).

This list could have been much longer to include for example water use, biodiversity, freedom of association, fair wages etc. However, the materiality of these and certain other ESG aspects were deemed of lesser significance in relation to the current business of Everimpact. Notwithstanding, there is always the possibility to add to modify the list based on new knowledge.

ESG Approach and Practice of Continuous Improvement

We will diligently use our capabilities, solutions, choices, partnerships, learnings, and company leverage (range of influence) to:

1. Map and understand ESG materiality through at least yearly mapping and prioritizing of significant ESG aspects in the full value chain. This includes referencing the relevant EU taxonomy for ourselves and key partners.

2. Mitigate negative/adverse impacts while Do-No-Significant-Harm (DNSH)⁴.
3. Create additional, positive ESG impact.
4. Collaborate with colleagues, users, customers, partners, and external stakeholders to improve solutions, culture and company leverage.
5. Establish and maintain a diligent ESG management system including practice regarding ESG disclosure and ESG communication.
6. Arrange secure access and a robust practice to handle internal and external complaints, and including remedy for those whose rights are harmed.

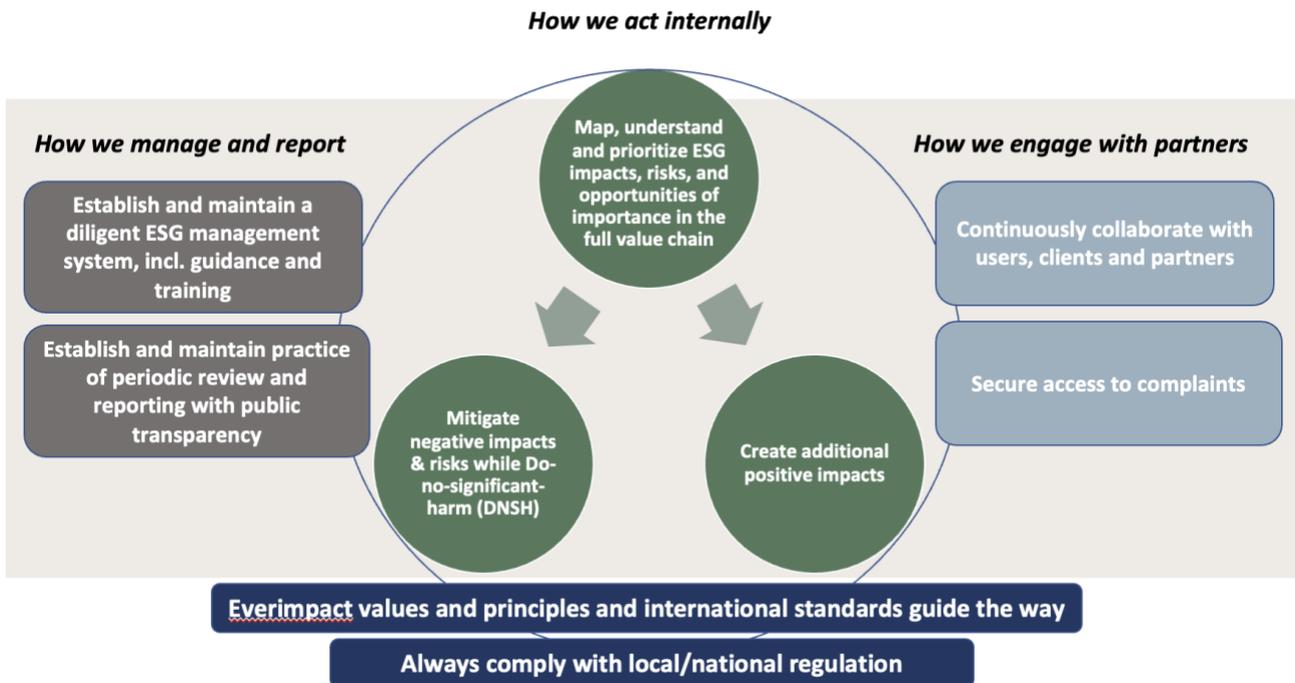


Fig. 5: Application of ESG Policy

As a growing organization, Everimpact is continuously improving its management systems in general and with respect to ESG. Continuous improvement is a key demand of various Minimum Safeguards as well as relevant certifications, such as ISO 14001 Environmental Management or ISO 9001 Quality Management.

Evolution of this ESG policy at the strategic level will be formalized through an annual review, and more frequently as needed. Our practice of continuous improvements encompasses identification of evolving material risks and negative impacts as well as opportunities for improvements.

At the operational level, we will continue to develop relevant procedures and guidelines defining what to be done and who has the responsibility. We intend to establish due diligence approaches and practices to ensure that clients and partners comply with UNGC and relevant ESG principles because many of the potential negative impacts take place in the value chain.

We will arrange staff training and build awareness of ESG. Implementation and improvement of any policy and management system requires practice, learning on the job and adjustment of both policies and behaviors. This is especially important in the complex field of ESG.

Access to a complaints mechanism will be provided for those who believe they have been harmed by Everimpact's business or solutions, or if they have inputs to or questions about ESG policy or its implementation. A link for easy access will be provided on the website. Such correspondence will be channeled to the ESG Advisor in his additional role as Ethics Officer.

Everimpact will provide information about its ESG policy and implementation in annual reports and on its website. While some ESG reporting has already commenced with KPIs related to positive climate impacts, more comprehensive ESG goals will be established and public disclosure of performance against these goals will commence for financial year 2024.