

ZealiD AB		Document name Policy Environmental, Social, Governance Goals		
Owner Compliance Manager	Class Public	Category Steering	Date 2023-11-13	Revision 02

Policy
Environmental, Social, Governance
(ESG) goals

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Date	Revision	Comment	Contributor
2023-06-20	00	First draft	Enrika Masalskiene
2023-06-30	01	Include international standards	Philip Hallenborg
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At ZealiD, we recognize our responsibility to operate in a sustainable and socially responsible manner. Taking into consideration international initiatives, like United Nations (UN) Sustainable Development Goals, UN Global Compact, as well as international standards, such as Directive (EU) 2022/2464 of the European Parliament and of the council on Corporate Sustainability Reporting (CSRD), we are committed to integrating Environmental, Social and Governance (ESG) considerations into our business practices, strategies and decision-making processes.

Environmental Stewardship

- **Energy efficiency:** We will strive to minimise our energy consumption and promote the use of energy-efficient technologies and practices throughout our operations.
- **Paperless operations:** Encourage digital documentation and reduce paper usage through electronic communications, online collaboration tools, and efficient printing practices.
- **Waste management:** We will implement effective waste management systems, promoting recycling, reducing waste generation, and ensuring the proper disposal of hazardous materials.
- **Carbon Footprint Reduction:** We will work towards reducing our carbon emissions by assessing our carbon footprint, setting reduction targets, and investing in renewable energy sources.
- **Sustainable Procurement:** We will prioritise environmentally friendly products and services and work with suppliers who share our commitment to sustainability.

Social Responsibility

- **Employee Well-being:** We will provide a safe and healthy work environment, ensuring the physical and mental well-being of our employees. We will encourage work-life balance, diversity and inclusion, and professional development opportunities.
- **Skills Development:** We will invest in employee training and development programs to enhance skills, knowledge, and career growth opportunities, fostering a culture of continuous learning and professional advancement.

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- **Community Engagement:** We will actively engage with local communities, supporting initiatives that contribute to their well being and development.
- **Data Privacy and Security:** We will uphold the highest standards of data privacy and security, protecting the personal information of our employees, customers, users and stakeholders.

Good Corporate Governance

- **Ethical Conduct:** We will conduct our business with integrity, honesty, and transparency, complying with all relevant laws and regulations.
- **Board Accountability:** Our Supervisory Board will ensure governance and oversight through regular board meetings, transparent decision-making processes and oversee our ESG performance, accountability, and reporting.
- **Stakeholder Engagement:** We will engage with our stakeholders, including employees, customers, users, investors, and communities, to understand their concerns, and integrate their feedback into our decision-making process.
- **Risk Management:** We will identify, assess, and manage ESG risks and opportunities, incorporating them into our enterprise risk management framework.

Monitoring and Reporting

- **Performance Measurement:** We will establish key performance indicators (KPIs) to track our progress in achieving our ESG goals, such as energy consumption reduction, employee satisfaction, diversity metrics, and community impact, and regularly review our performance against these indicators.
- **Reporting and Transparency:** We will provide regular updates on our ESG performance, including annual reports, sustainability disclosures and relevant certifications, in line with industry best practices and applicable regulations.
- **Continuous Improvement:** We are committed to continuous improvement and will periodically review and update our ESG policies, practices, and targets to reflect evolving sustainability standards and stakeholder expectations.

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This ESG policy reflects our commitment to conducting business in a sustainable, socially responsible, and ethical manner. By integrating ESG considerations into our operations, we aim to create long-term value for our stakeholders while contributing to a more sustainable future. This policy serves as a guiding framework for our decision-making processes and encourages accountability, transparency, and responsible business practices throughout our organization.