

Communication on Progress

at More than Metrics 2020/2021

1. Human Rights Principles

Assessment, policy and goals

- We have a written company policy in the form of values on respecting and supporting Human Rights.
- Our employment contracts are based on an Austrian collective agreement that protects and supports our employees.
- We work on defining an ethical guideline with what companies we want to work with and with which we don't.
- We have an employee experience manager who takes care of the employees' well-being.
- We aim to implement legal criteria in our contracts to step out of them in case we deal with critical customers.
- We aim to be more politically sensitive and raise more awareness internally and externally.
- We aim to uncover concealed and subconscious structures that might be discriminating.
- We aim to provide external channels to report discrimination.

Implementation

Concrete actions to implement human rights policies.

- We invite NGOs to publish case studies with us and share their stories and achievements, if their work is related to ours.
- We offer 50% discounts on our software to NGOs.
- We publish statements externally and internally on human rights.
- We hold open team discussions and decisions on company related ethical topics.
- We have a salary scheme that is used for every team member to ensure a fair loan, independent from negotiation skills or biases resulting from gender, nationality or other factors.
- We pay above the legal requirements.
- We work and question our values regularly within the team.
- We engage with all employees and ask them for their feedback to avoid a discriminating work environment.
- We foster a culture of flat hierarchies in order to include all employees' voices.
- We offer the opportunity for flexible working hours and optional home office to ensure that our employees can adapt it to their needs.

- We don't care about our employees' nationalities. We recruit people internationally and take the extra step of a visa application.
- We constantly work on using a non-discriminatory communication.
- We offer a comfortable office environment with private space, comfortable furniture, a central and easily to reach location.
- In times of social distancing, we offer a budget that employees can use to make their home work places comfortable.
- We offer an education budget of 500 Euro and additional 5 leave days that everyone can educate themselves.
- We are sensitizing our new colleagues on our values and discriminating language.
- We offer a time-tracking tool for employees which we check to prevent them from doing more than 20hours of overtime in total.
- We try to question our unconscious bias in recruiting or during daily work.
- We have a channel in our slack group to share ideas about doing socially valuable projects.

Measurement of outcomes

- Consistent review of results by employee experience manager.
- Periodic review of results by senior management.
- Periodic workshops and discussions on ethical guidelines.
- Consistent involvement of all employees to have them function as an audit.

2. Labour Principles

Assessment, policy and goals

- Our employment contracts are based on an Austrian collective agreement that protects and supports our employees.
- We actively educate our employees on labour rights and possibilities.
- We actively educate on the collective agreement and make information more accessible.
- We actively support an active feedback culture.
- We work on measurements to prevent burnout.
- We pay fair loans.
- We support parents with flexible work structures.
- We want to recognize organizations that involve child labour and refuse to work with them.
- Similarly we don't want to be customers of companies supporting child labour.

Implementation

- We provide a knowledge repository of employment matters to all our employees.
- We have flat hierarchies and democratic organizational structures in the form of self-managed teams.
- We foster a highly transparent and inclusive work environment.
- Employees are free to join labour unions.
- Employees are free to create a works council in legal terms.
- Create and publish well-defined job descriptions for all vacancies.
- We have set a value guideline on respectful behavior, giving feedback, and welcoming differences.
- We have a consistent salary scheme for all employees.
- We support maternity and paternity leave.
- We support education leave.
- We have a team bonus and share our profit with our employees when reaching a specific operating revenue.
- We give room for personal feedback conversations, e.g. weekly 1on1s with direct managers.
- Meetings are scheduled in a matter that everyone can join.
- In our job ads we highlight that we welcome applicants from every background, nationality, color, religion, body size, age, gender expression etc.
- Employees track working time to meet the legal guidelines and avoid overtime.

Measurement of outcomes

- We have a legal council who is a contact person for legal matters.
- We have an employee experience manager who oversees the employees' rights.
- Time tracking tool.

3. Environmental Principles

Description of the relevance of environmental protection for the company (i.e. environmental risks and opportunities). Description of policies, public commitments and company goals on environmental protection.

Assessment, policy and goals

- We included sustainability in our value guideline.
- We have a document that lists our goals and projects on environmental sustainability.
- We aim to reduce traveling and use more environmentally friendly alternatives of traveling such as the train.
- We want to inform more about how to be sustainable and create more opportunities in our work environment to be more sustainable.
- We want to use mainly environmental friendly tools.

- We want to buy more from local shops.
- We want to set specific yearly goals to track our progress.

Implementation

- We separate trash.
- We use as little paper as possible and collect paper leftovers.
- We use recycling paper.
- We use IKB (tiwag electricity), 100% eco electricity.
- Most employees use public transport or come by bike or foot.
- We subsidize public transport ticket.
- We avoid flights by taking the train when we have short distance travels (e.g. Vienna)
- We offer cloth towels and core soap to save resources.
- We drink tap water.
- We include a value discussion in the onboarding process.

Measurement of outcomes

- Being part of the Global Compact Network.

4. Anti-Corruption Principles

Assessment, policy and goals

- Transparency, inclusion and honesty are our values and working culture.
- We avoid power games by management leading by example.

Implementation

- We have a salary scheme that is used for every team member to ensure a fair loan.
- We have a team calendar that shows our meetings and calls.
- We have regular meetings for check-ins.
- We post every open vacancy for a fair recruiting process and equality.

Measurement of outcomes

- Management tracks financial status and projects.

H.E. António Guterres
Secretary-General
United Nations
New York, NY 10017
USA

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Letter of Commitment: More than Metrics

Dear Mr. Secretary-General,

I am pleased to confirm that More than Metrics GmbH supports the Ten Principles of the United Nations Global Compact on human rights, labour, environment and anti-corruption. With this communication, we express our intent to implement those principles. We are committed to making the UN Global Compact and its principles part of the strategy, culture and day-to-day operations of our company, and to engaging in collaborative projects which advance the broader development goals of the United Nations, particularly the Sustainable Development Goals. More than Metrics will make a clear statement of this commitment to our stakeholders and the general public.

We recognize that a key requirement for participation in the UN Global Compact is the annual submission of a Communication on Progress (COP) that describes our company's efforts to implement the Ten Principles. We support public accountability and transparency, and therefore commit to report on progress within one year of joining the UN Global Compact, and annually thereafter according to the UN Global Compact COP policy. This includes:

A statement signed by the chief executive expressing continued support for the UN Global Compact and renewing our ongoing commitment to the initiative and its principles. This is separate from our initial letter of commitment to join the UN Global Compact.

A description of practical actions (i.e., disclosure of any relevant policies, procedures, activities) that the company has taken (or plans to undertake) to implement the UN Global Compact principles in each of the four issue areas (human rights, labour, environment, anti-corruption).

A measurement of outcomes (i.e., the degree to which targets/performance indicators were met, or other qualitative or quantitative measurements of results).

Sincerely yours,



Marc Stickdorn, CEO and co-founder