

To our Stakeholders

Tofuture Oy continues its commitment of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

Tofuture Oy is focusing on training and software services in the field of Corporate Responsibility and Sustainability. With Tofuture CSM-solution we help our customers to improve collecting, analyzing and consolidation of the information needed for sustainability management, and for communicating it to various stakeholders. Tofuture Oy is a Certified Training Partner for GRI (Global Reporting Initiative) in the Nordic countries.

We develop and improve sustainability solutions through our consulting, training and software services for our customers being globally acting companies in services, logistics and retail and in various industries like energy, metal and engineering, chemical and forest industries. Increasingly, the focus on sustainability management includes monitoring and managing the impacts caused in the supply chain of our clients. This also challenges us, to develop and improve our competencies and services on various aspects related to supply chain management.

The 10 principles Global Compact is based upon, are integrated in our company culture and policy. In addition, the principles are generating the base for our professional services. Tofuture Oy joined the UN Global Compact in 2010. For a small consulting and software company this means taking good care of our employees and to protect their rights and well-being. In our own operations we focus on energy efficiency in our offices, efficient processes and business travel. The greater impact to the global sustainability is created through our services. Therefore, we focus both on our internal responsibility, and on external impact that we are able to generate, to support the ten principles.

Espoo, Finland, March 7<sup>th</sup> 2014

Veli Kalle Tavakka

CEO, Tofuture Oy

Global Compact Principles	What it means for Tofuture Oy	Targets and ambitions
<b>Human rights</b>		
<p><b>Principle 1:</b> Support and respect the protection of internationally proclaimed human rights and</p> <p><b>Principle 2:</b> Make sure that we are not complicit in human right abuses</p>	<p>Human rights and occupational health and safety policies are incorporated into Tofuture's daily practices. We provide timely and accurate payment of wages, provision of different types of employment leave and medical benefits for all our employees.</p> <p>We also consult and train our clients to develop measure and manage their human right issues and to report on those to stakeholders. Our software assist our clients to manage and measure their practices related to human rights.</p> <p>We strictly resist any kind of human rights abuses.</p>	<p>We continue to develop our health and safety practices though policies and training, and improve the well-being of our employees. In addition, we encourage and support our employees to develop their skills and competencies through participating on seminars and working groups related on sustainability.</p> <p>We develop our training, consulting and the software to meet the emerging and evolving needs of clients to better understand, measure and manage the impacts of their operations in the fields of human rights.</p> <p>Furthermore, through our services, our clients can have a better control to their supply chain to resist human right abuses.</p>

Global Compact Principles	What it means for Tofuture Oy	Targets and ambitions
<b>Labour standards</b>		
<p><b>Principle 3:</b> the freedom of association and the effective recognition of the right to collective bargaining</p>	<p>We operate mainly in the Nordic countries and obey the local legislation related to labour standards. We respect our employees' freedom of association and labour agreements, and strictly resist any abuse of labour.</p>	<p>We will continue to obey the local legislation in all our operations, and resist any kind of discrimination or labor abuses.</p>
<p><b>Principle 4:</b> the elimination of all forms of forced and compulsory labour</p>	<p>We provide equal opportunities for every individual that joins our company. We accept individual regardless of gender, age, religion or nationality.</p>	<p>We do not use any form of forced, compulsory or child labour, and do not accept discrimination in our operations.</p>
<p><b>Principle 5:</b> the effective abolition of child labour and</p>	<p>We also consult and train our clients to develop measure and manage their practices related to labour standards. Our software is used by our customers in sensitive business, including raw-material sourcing globally, food, energy and wood harvesting. The software enables various companies to measure and manage impacts of their operations and also follow-up their supply-chain.</p>	<p>We will develop our training, consulting and the software to meet the emerging and evolving needs of clients to better understand, measure and manage the impacts of their operations in the fields of labour standards. We will increasingly focus on the aspects related to supply chain management in a responsible manner.</p>
<p><b>Principle 6:</b> the elimination of discrimination in employment and occupation.</p>		

Global Compact Principles	What it means for Tofuture Oy	Targets and ambitions
<b>Environment</b>		
<p><b>Principle 7:</b> support precautionary approach to environmental challenges;</p> <p><b>Principle 8:</b> undertake initiatives to promote environmental responsibility; and</p> <p><b>Principle 9:</b> encourage the development and diffusion of environmentally friendly technologies.</p>	<p>Tofuture encourages its employees to respect the environment, and to use natural resources in a responsible and efficient manner. We have moved to smaller premises with energy efficient heating and cooling systems and with waste management including recycling.</p> <p>More important input for responsibility is, however, our training and software services that encourage and assist our clients to take greater responsibility for the environment.</p> <p>We train our clients to measure, manage and develop their sustainability performance. Together with our clients, we have a great indirect impact on the environment though reducing the negative impacts and increasing environmentally positive solutions.</p>	<p>We will continue working to mitigate our negative impact on the environment through efficient use of energy and materials in our operations.</p> <p>We will develop our training services and the software to meet the emerging and evolving needs of clients to better understand, measure and manage the impacts of their operations on the environment. This also includes managing and monitoring environmental impacts occurring in the supply chain.</p>
<b>Anti-corruption</b>		
<p><b>Principle 10:</b> Businesses should work against corruption in all its forms, including extortion and bribery</p>	<p>Tofuture does not accept any kind of corruption in its operations.</p> <p>There has not been any case of corruption.</p>	<p>We resist any kind of corruption in our operations.</p> <p>We also encourage and support our customers to avoid corruption in their businesses.</p>