

To our Stakeholders

Tofuture Oy is pleased to confirm its support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labor, Environment and Anti-Corruption.

Tofuture Oy offers consulting services and training in Corporate Social Responsibility and Sustainability areas. We also offer Software solutions to collect, analyze and consolidate 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.

Being a pioneer in our industry, we are developing corporate social responsibility for our own operations as well 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 sector, metal and engineering, chemical and forest industries. We constantly work to maximize the value that our solutions can offer our clients.

The 10 principles Global Compact is based upon, are integrated in our company culture and policy. 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 operations we focus on energy efficiency in our offices, efficient processes and business travel.

Tofuture Oy focuses on developing its consulting services and training to meet the customers' needs and increasing their understanding and ability to manage corporate social responsibility issues and to cover the needs for data management also for the customers' network partners and their supply chain issues.

Espoo, Finland, March 16<sup>th</sup> 2011

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 will continue to develop our health and safety practices though policies and training, and developing the well-being of our employees.</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 human rights.</p>

Labour standards		
<p><b>Principle 3:</b> the freedom of association and the effective recognition of the right to collective bargaining</p> <p><b>Principle 4:</b> the elimination of all forms of forced and compulsory labour</p> <p><b>Principle 5:</b> the effective abolition of child labour and</p> <p><b>Principle 6:</b> the elimination of discrimination in employment and occupation.</p>	<p>We respect our employees' freedom of association and labor agreements, and strictly resist any abuse of labour.</p> <p>We operate mainly in the Nordic countries and obey the local legislation related to labour standards.</p> <p>We provide equal opportunities for every individual that joins our company. We accept individual regardless of gender, age or nationality.</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 continue to obey the local legislation in all our operations, and resist any kind of discrimination or labour abuses.</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.</p>

Environment		
<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 not wasting resources unnecessarily.</p> <p>More important input for responsibility is, however, our consulting, training and software services that encourage and assist our clients to take greater responsibility for the environment.</p> <p>We consult and 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 develop environmental policies to our office, to mitigate our negative impact on the environment through efficient use of energy and materials.</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 on the environment.</p>
Anti-corruption		
<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. There has not been any cases 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>