

## **Human Rights**

### **Assessment, policy and goals**

- Computomics' goal is to confirm to our employees and our business partners that we support and respect the Universal Declaration of Human Rights.

### **Implementation**

- We published the Universal Declaration of Human Rights within our office to all employees. New employees are informed about our commitment and are asked to adhere to the same standards.

### **Measurement of outcomes**

- With the publication of our commitment internally as well as externally to new employees and partners, we encourage employees and partners to report back if they suspect any wrongdoing with regards to the Universal Declaration of Human Rights.

## **Labour**

### **Assessment, policy and goals**

- Computomics fully supports and adheres to the fundamental principles and rights at work which have been outlined by the ILO Core Conventions in 1998.

### **Implementation**

- Being a bioinformatics software company, it is in our interest to reduce labour risk and to improve employee's health as our employees mainly work in front of a computer.

### **Measurement of outcomes**

- Each employee as well as our freelancers working in our offices have been equipped with a special ergonomic seat preventing back pain. Furthermore, each workstation has been equipped with a 30 inch high-resolution low-glare flat screen, reducing strain on the eyes while working at the computer.
- Offering a weekly fruit basket to ensure vitamin intake.
- Having moved to larger offices we have been able to offer our employees the opportunity to physically workout on the premises: Table tennis, table soccer as well as a chin-up bar shall reduce work related indispositions and motivates the team spirit.

## **Environment**

### **Assessment, policy and goals**

- Computomics is a bioinformatics software company. We thrive to increase environmental awareness with our employees and encourage them to adhere to environmental standards.

## Implementation

Environmental office management includes the idea of

- a) a paperless office achieved by encouraging suppliers to send invoices and deliveries electronically, by avoiding most printouts, and the use of email wherever possible
- b) usage of recyclable packaging for drinks
- c) collective purchase ordering in order to allow for one time delivery
- d) using highly energy efficient mobile computers for work
- e) allowing employees to work from home thus reducing CO2
- f) recycling waste
- g) company moved into new premises; closer to the city centre, thus reducing CO2
- h) company cars are deliberately not being offered

## Measurement of outcomes

1. The filing of business related correspondence is stored on computers and not printed. Our usage of paper is minimal and will be measured in the course of the coming years.
2. We offer our employees only drinks in packaging which can be recycled.
3. Purchasing items are collected into bulk orders before these are ordered and delivered.
4. Freelancers as well as our own employees tend to work at least one day a month from home (freelancers have a higher ratio).
5. Our waste is completely being recycled by using separate waste disposals for plastic, paper and compost.
6. Christmas cards are not being issued in order to minimize paper usage. Greetings & wishes are being sent via email.

## Anti-Corruption

### Assessment, policy and goals

- Computomics supports the UNGC principles on anti-corruption. We work against corruption in all its forms, including extortion and bribery.

### Implementation

- We communicate and train all employees with regards to the anti-corruption commitment.

### Measurement of outcomes

- Being a relatively young company, the management team itself is currently responsible for implementing the anti-corruption policy and for adhering to it. Internally, transactions are checked by the management team, the office management as well as an external tax accountant. Noticeable violations are being notified to the responsible authorities.