

## To Our Stakeholders

Tofuture Oy (Tofuture) is a specialist combining knowledge of sustainability and technology to help its customers to improve sustainability data management.

Tofuture is a registered limited liability company located in Espoo Finland. The company has been established in 1997 and has operations in Nordic countries. Tofuture CSM (Corporate Sustainability Management) helps the customers to improve sustainability data collecting, analyzing and consolidation according to various regulations and standards and reporting to stakeholders.

Tofuture Oy is an Organizational Stakeholder for Global Reporting Initiative (GRI Gold Community member) and a GRI Certified Training Partner in the Nordic countries. Tofuture CSM solution is a GRI G4 certified solution and the company is also applying for GRI Standard certification during spring 2017. CSM fulfills also the requirements for GHG Protocol, UNGC and various other international sustainability related standards and recommendations.

Tofuture develops and improves sustainability through sustainability training and software services to its customers. Tofuture CSM solution is used by companies acting in more than 80 countries and in different business fields such as services, logistics and retail and in various industries like energy, metal and engineering, chemical and forest industries. The focus on sustainability management covers monitoring and managing the impacts caused directly or in the value chain of our customers.

The CSM solution is offered as a service (SaaS) and hosted by an outside professional service provider. Tofuture is focusing in the software development and CSM and sustainability consulting. In addition to our own personnel we have a network of consultants, resellers and specialists to serve the customers with consulting, implementing the solution and developing customers' sustainability reporting. Tofuture is building partner network for CSM sales and support services in neighboring countries and in Central Europe. We require the same level of sustainability performance from our partners as for our own operations.

Tofuture CSM is a market leader in Finland having a significant market value of Helsinki stock exchange list of companies as its customers. In addition to listed companies we deliver services to several non-listed or state owned organizations. Based on our role and market share, we have a great responsibility to maintain and develop our services in a way that our customers can manage and report their sustainability performance according to evolving sustainability management and reporting standards.

Tofuture Oy, COP 21<sup>st</sup> of April 2017



Sustainability is becoming an integral part of the companies' operations and at the same time also international standards and their implementation are constantly developing. European Union Directive for non-financial and diversity information requires the biggest companies to report extra-financial information starting from financial year 2017. Additionally various local and/or country specific rules and regulations increase the demand for sustainability management and reporting. It can be said that social and environmental topics and their economic implications are better understood compared to previous years and companies are starting to see the whole value behind managing sustainability issues. Tofuture CSM solution offers a solid base for sustainability management and reporting and helps companies to monitor their performance and to go in the right direction.

The six principles of PRI for responsible investment and the ten principles of UNGC - including Human Rights, Labour, Environment and Anti-Corruption - are generally accepted and therefore Tofuture is committed to follow these principles. Tofuture Oy joined the UN Global Compact in 2010 and since then the 10 principles that Global Compact is based upon, has been integrated into our company culture and policy. In addition, the principles are defining the base for our professional services. For a small software company committing to these principles means taking good care of our employees and to protect their rights and well-being. In our own operations we focus especially 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 with our CSM SaaS software services supporting the ten principles.

Espoo, Finland, April 21<sup>st</sup> 2017

Joona Lattunen  
CEO, Tofuture Oy

Tofuture Oy, COP 21<sup>st</sup> of April 2017



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 comprehensive medical benefits for our employees, promote well-being with an exercise benefit, approve different types of employment leaves and pay wages timely and accurately. Additionally we provide training for our employees if needed.</p> <p>We also consult and train our clients to develop measurements and to manage their human right topics and additionally 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 through policies and training, and improve the well-being of our employees. Tofuture offers better terms in occupational healthcare, insurance and training than the local legislation or the association agreements require.</p> <p>We encourage and support our employees to develop their skills on IT and sustainability.</p> <p>Our goal is to keep the amount of sickness leaves at the same level as in previous years, which has been very low in the past.</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 will have a better management and control to their supply chain to resist human right abuses.</p>



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<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><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 operate 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. Labour is freely given and employees are free to leave.</p> <p>We provide equal opportunities and job prospects for every individual who joins our company. We highly appreciate diversity among our employees such as differences in gender, age, religion and nationality.</p> <p>We also consult and train our clients to develop measurements and to manage their practices related to labour standards. Our software is used by companies that operate in influential businesses, including raw-material sourcing globally, food, energy and wood harvesting. The software enables the customer companies to measure and manage impacts of their operations and also follow-up the performance of the supply-chain.</p>	<p>We obey the local legislation in all our operations, and resist any kind of discrimination or labour abuses. We do not use any form of forced, compulsory or child labour, and do not accept any kind of discrimination in our operations.</p> <p>We grant the freedom of association for our personnel and respect the freedom of expression and opinion among our employees.</p> <p>We request the same standard and quality regarding personnel policies and practices from our partners related to sustainability consulting, certified GRI training, CSM SaaS implementation and customer support.</p> <p>We develop our training, consulting and the CSM software to meet the evolving needs of clients to better understand, measure and manage the impacts of their operations in the fields of labour standards. We increasingly focus on the aspects related to supply chain management in a responsible manner.</p>



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<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.</p> <p>We consider environmental implications for all our decisions and strategic choices.</p> <p>We evaluate our performance by following selected key performance indicators.</p> <p>Tofuture's main product CSM is a SaaS system and therefore we do not use production material. Most of the marketing material is also in electronical form.</p> <p>However, even more important than our own activities regarding environmental responsibility are, our training and software services that encourage and assist our clients to take greater responsibility for the environment. The main idea behind CSM system is based on discovering and in the end decreasing negative sustainability, including environmental, issues.</p>	<p>We continue to work to mitigate our negative impact on the environment through efficient use of energy and materials in our operations.</p> <p>Our office is located in a modern office building with up to date energy saving and with excellent commuting opportunities. Most of the work related travelling is done with public transport.</p> <p>We strive to reduce waste generation and have decreased printing of material. All waste is sorted and collected separately for proper processing.</p> <p>The use of internet meetings and partner network have reduced the need to travel. We still have to make face-to-face meetings with our customers and 2016 we made approximately 15 trips to our customers.</p>



Environment		
	<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 through reducing the negative impacts and increasing environmentally positive solutions.</p>	<p>Tofuture is the first certified training partner for GRI organization in the Nordic countries and has renewed the certified training partner license for coming year as well.</p> <p>We develop our training services and the software to meet the needs of our clients to better understand, measure and manage the impacts of their operations on the environment.</p> <p>Tofuture CSM supports UNGC, GHG Protocol, PRI for responsible investment, CDP and other investor related ESG standards and recommendations. We make it easier for the customers to do their part in developing sustainable environmental policies and practices and in measuring their performance development.</p> <p>CSM has been developed also to help to manage and monitor environmental impacts occurring in the supply chain both upstream and downstream.</p>

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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 own or its partners' operations.</p>	<p>We resist any kind of corruption in our own operations and also including our partners' activities. In addition we encourage and support our customers to avoid corruption in their businesses.</p> <p>There have not been any reported or even suspected cases regarding corruption in the company's history but still we are making self-reflection regarding this matter.</p> <p>Tofuture CSM SaaS solution is supporting the EU directive for non-financial and diversity information, the UN and OECD guidelines for internationally operating companies.</p> <p>The scalability and configurability of the CSM system makes it easier for our customers to organize the needed processes internally and for their supply chain to prevent corruption in their operations.</p>

