

## MOVESTIC COMMUNICATION ON PROGRESS (COP)

Period covered by Movestic Communication on Progress (COP)

From: March 2019                      To: March 2020

### 1. DESCRIPTION OF ACTIONS

#### Human Rights

Movestic supports and follows international norms relating to human rights, environmental protection, working conditions and anti-corruption. Movestic works proactively with matters like health, the environment, ethics and governance. The main aim of our occupational health policy is to prevent work-related ill-health, but also to monitor instances of this if and when they occur. Movestic activities to prevent and monitor human rights related issues are described in the company policies and they are reviewed annually and adopted by the board of directors of Movestic.

#### Labour

Movestic's handbook, policies and instructions are to ensure that the company comply with all regulations that apply to the industry in which it is active in.

#### Environment

Movestic's aim is to reduce its environmental impact, not least by encouraging employees to act in an environmentally responsible manner. All staff members must take an active part in our environmental efforts, for example by suggesting improvements or reporting breaches of the Company's environmental policies. We strive to reduce our consumption of energy and consumables, as well as the amount of waste we produce. We do this by, as far as possible, using electronic means of communication, avoiding paper mailings, and minimising the use of consumables. Equipment that is no longer in use is sent for resale or recycling. Whenever possible we replace travel with telephone or video conferences; where this is not possible, we use climate compensation for all necessary travel.

#### Anti-Corruption

Movestic shall conduct business in such a manner that the public's confidence in the institution and the financial market is maintained and that the business may otherwise be deemed to be sound. This requires employees to always, both on and off duty, act in a manner that builds long-term confidence and respect with customers, colleagues, business partners, media, authorities and other societal stakeholders. The Company's business activities shall comply with all regulations that apply to the industry in which it is active and be characterised by good business practice. Attention should also be paid to guidelines and statements on handling of ethical issues from the Swedish Financial Supervisory Authority and other authorities.

### 2. MEASUREMENT OF OUTCOMES

Movestic is running its operation in a responsible manner, and making sustainability an integrated part of this, is the natural choice. The overall aim is that Movestic, in all areas where we can have an impact, will contribute to a sustainable development, with respect to social, ethical, environmental, and financial aspects.

Movestic work for diversity in board of directors, management teams and the company. On the 31st December 2019 Movestic had 112 employees. Of these, 54 percent were female. The proportion of women on the management team was 56 percent, and in the Board of Directors 33 percent. The percentage of sick leave have decrease to 1,45% 2019.

The proportion of employees utilising the fitness vouchers are 75%.

During 2019 Movestic 100% climate compensation for work-related travels and Movestic only use environmentally certified paper. The carbon footprint has decreased from 87 tonnes 2017 to 79 tonnes in 2018 and even further in 2019 to 69 tonnes.