

# COMMUNICATION OF PROGRESS (COP)

PERIOD COVERED : 1.1.2021 - 31.12.2021

## 1. STATEMENT OF CONTINUED SUPPORT BY THE CHIEF EXECUTIVE OFFICER

17.12.2021

To our stakeholders:

I am proud to inform you that Vapaus Bikes Finland Oy reaffirms its commitment to the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,  
Mikko Ampuja  
CEO

## 2. DESCRIPTION OF ACTIONS

### a. Human rights

- We recruit people from all backgrounds, nationalities and age groups.
- We promote a culture where everyone is free to be themselves
- We have zero tolerance against workplace harassment, including physical, verbal, sexual or psychological harassment, abuse or threats

### b. Labour

- We provide freedom in choosing our way, time and place of working.

- Ensure that neither the company nor the value chain do not participate in any form of forced or bonded labour
- We actively promote ethical principles in our value chain
- Comply with higher- than -minimum wage standards

c. Environment

- We focus all our product development in electric or human powered vehicles
- We calculate and compensate our carbon foot print
- We actively promote environmental sustainability in our value chains
- We promote reuse, recycling and refurbishment of products and materials.
- We commit to producing zero landfill waste material caused by our operations

d. Anti- corruption

- We evaluate business partners against potential corruption
- We pay attention to not establish work roles that enable corruption
- Mention “anti-corruption” and/or “ethical behavior” in contracts with business partners
- Ensure that internal procedures support the company’s anti-corruption commitment

### 3. MEASUREMENT OF OUTCOMES

1. Employee Net Promoter Score of 70
2. All emission compensated - Vapaus is carbon negative
3. First version of partner sustainability framework developed
4. More than 50% of our customers have reduced the use of a private car after using our service
5. Sales, admin and finance oriented employees have completed anti-corruption training