



Communication on Progress 2021

27.12.2021

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To our stakeholders:

I am pleased to confirm that Ecobio Oy reaffirms its support of 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,

Taru Halla

Chief Executive Officer

HUMAN RIGHTS

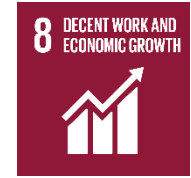


PRINCIPLE 1: WE SUPPORT AND RESPECT THE PROTECTION OF INTERNATIONALLY PROCLAIMED HUMAN RIGHTS.

PRINCIPLE 2: WE MAKE SURE THAT THEY ARE NOT COMPLICIT IN HUMAN RIGHTS ABUSES.

- We carry out an annual employee satisfaction survey and develop our practices according to the survey results. The employee satisfaction survey results for 2021 indicated that psychological safety and team spirit are our strengths.
- The well-being of our employees is one of our main priorities. We offer broader occupational healthcare and insurance coverage than the legislation or association agreements require. We aim to keep the amount of sick leaves at a very low level by ensuring that our employees are provided with safe, suitable, and sanitary work facilities. Additionally, we promote well-being with an exercise benefit, provide flexibility with a hybrid working method, and pay timely and accurate wages.
- The rate of occupational diseases, injuries, and absenteeism in 2021 was 0.
- We ensure the employees have clear means to impact their job description and workload. We provide required training for the employees. We protect our employees from workplace harassment, including physical, verbal, sexual or psychological harassment, abuse, or threats. We strictly resist any kind of human rights abuses.

LABOUR



PRINCIPLE 3: WE UPHOLD THE FREEDOM OF ASSOCIATION AND THE EFFECTIVE RECOGNITION OF THE RIGHT TO COLLECTIVE BARGAINING.

PRINCIPLE 4: WE UPHOLD THE ELIMINATION OF ALL FORMS OF FORCED AND COMPULSORY LABOUR.

PRINCIPLE 5: WE UPHOLD THE EFFECTIVE ABOLITION OF CHILD LABOUR.

PRINCIPLE 6: WE UPHOLD THE ELIMINATION OF DISCRIMINATION IN RESPECT OF EMPLOYMENT AND OCCUPATION.

- The employees represent a 67%/33% distribution of the female/male workforce. The executive team represent a 75%/25% distribution of female/male. (2021)
- We provide equal opportunities for every employee. We highly appreciate diversity among our employees, such as differences in gender, age, religion, sexual orientation, and cultural background. We grant the freedom of association for our personnel and respect our employees' freedom of expression and opinion.
- Ecobio operates globally and complies with local legislation related to labor standards. We respect our employees' freedom of association and labor agreements and strictly resist any forms of forced and compulsory labor. We ensure that employment-related decisions are based on relevant and objective criteria.
- Ecobio complies with minimum wage standards and offers 25% of the employees' daily lunch costs when at work. We follow the government guidelines with regards to these amounts

ENVIRONMENT



PRINCIPLE 7: WE SUPPORT A PRECAUTIONARY APPROACH TO ENVIRONMENTAL CHALLENGES.

PRINCIPLE 8: WE UNDERTAKE INITIATIVES TO PROMOTE GREATER ENVIRONMENTAL RESPONSIBILITY.

PRINCIPLE 9: WE ENCOURAGE THE DEVELOPMENT AND DIFFUSION OF ENVIRONMENTALLY FRIENDLY TECHNOLOGIES.

- We create advantages for our clients' businesses by combining sustainable development, the latest technology, and the stakeholders' views. We change the world through our corporate sustainability services. We have helped a large number of both global corporations and SMEs to develop their business in terms of sustainable development.
- We develop and improve sustainability through sustainability consultancy and software service Ecobio Manager to our customers. Our services offer support for the clients in identifying the sources of negative environmental impact, developing more sustainable business practices, managing the activities to minimize negative impact, and maximizing the positive impact on the environment. Ecobio Manager supports national and international EHS collections, EU Taxonomy collection, Global Agreements in Sustainability, Human Rights by UN and several states, and UN Global Compact requirements. We have a great responsibility to maintain and develop our services so that our customers can manage and report their sustainability performance according to evolving sustainability management and reporting standards. Over 200 organizations use Ecobio Manager to develop more sustainable business practices.
- We provide environmental consultancy services and our digital solution, Ecobio Manager. Our consultancy and software services encourage and assist our clients in taking greater responsibility for the environment. 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.

ENVIRONMENT CONT.



PRINCIPLE 7: WE SUPPORT A PRECAUTIONARY APPROACH TO ENVIRONMENTAL CHALLENGES.

PRINCIPLE 8: WE UNDERTAKE INITIATIVES TO PROMOTE GREATER ENVIRONMENTAL RESPONSIBILITY.

PRINCIPLE 9: WE ENCOURAGE THE DEVELOPMENT AND DIFFUSION OF ENVIRONMENTALLY FRIENDLY TECHNOLOGIES.

- One of our four core values is nature. Nature is unique, and its value is immeasurable. We work for biodiversity, the sustainable use of natural resources, a clean environment, and the people's well-being.
- We invest 1% of our annual turnover in places with significant value in nature.
- Ecobio works to mitigate our negative impact on the environment by efficiently using energy and materials in our operations. We renew the laptops and mobile phones only when necessary and use minimally any printed materials in the office environment. All of our marketing material is also in electronic form. We strive to reduce waste generation. All waste is sorted and collected separately for proper processing and recycling.
- We encourage our employees to respect the environment and use natural resources responsibly and efficiently.
- Our office is located in the city center of Helsinki with good connections with public transportation.
- Although our own CO2 footprint is not significant, we compensate the carbon footprint in our operations and facilities annually. See the certificate of our compensation of the carbon footprint 2020 [here](#).
- In recent years we have donated on Christmas to the Baltic Sea Action Group to help restore the good ecological balance of the Baltic Sea.

ANTI-CORRUPTION

PRINCIPLE 10: WE WORK AGAINST CORRUPTION IN ALL ITS FORMS, INCLUDING EXTORTION AND BRIBERY.

- We resist any kind of corruption in our operations, including our partners' activities. In addition, we support our customers to avoid corruption in their businesses. 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.
- We ensure that internal procedures support the company's anti-corruption commitment.

