Prenax.

ENVIRONMENTAL POLICY
23.08.2022 version 1.3

Policy brief & purpose.

We want our services and production of services to be part of a sustainable society. The aim of this policy is to provide guidelines for our employees, partners and customers.

We are committed to:

- Limiting the usage of natural resources, including energy, water, materials and land use.
- Limiting output from operating activities. This includes companies' greenhouse gas emissions, waste and pollution.
- Limiting emissions from infrastructure
- Raising awareness concerning sustainability among our employees, partners and customers

Did you know?

- There are now 5.25 trillion macro and micro pieces of plastic in our oceans and 46,000 pieces in every square mile of ocean

Prenax

Scope.

The requirements of this Group Policy apply to all Prenax entities and employees

- Local managers plan their own actions and comply with local regulations

- Cross-border actions are applied in cases where an action can be rolled-out globally

Prenax

Environmental criteria applicable for our industry and our business

Our size , industry and location have been analyzed and for our company, an office-based industry the key environmental factors are:

- Energy consumption
- AC, Data center, Building climate control, Lightning
- Waste management
- food generated, paper, electronic equipment- considering buying new

Specific for our industry is also:

- Advocacy of environmental services and education: promoting eco-friendly products and recycling programs
- Minimizing use of hazardous substances: Cleaning products and similar used in office
- Travel arrangements: when visiting sites, conferences or customers

Reduce, reuse and recycle – this is how we can achieve an impact.

Prenax

Accountability.

Prenax monitors any changes in its operational environment and takes the environmental aspects into account in developing its functions.

Each business unit must consider the environmental impact on its' process changes, developments or improvements.

Reduce, reuse and recycle – this is how we can achieve an impact.

Prenax

Energy consumption and Greenhouse Gas emission

Each office has its' own energy consumption, which is based on office use. We also have servers that consume energy. Our global standard ensures that we have a common approach.

Our waste is limited to the waste occurred in office environment:

Qualitative commitment:
We as a company commit to reduce the use of electricity. Our most important key factor is to limit greenhouse gas emissions from data storage services.

Initiative:
We have initiated a shift with energy suppliers (office electricity and heating) where we actively seek suppliers to source electricity from wind or solar sources.

Actions:

- By using cloud technologies, we can reduce the need for server energy consumption.
- We have shifted to Green servers, as they are high consumers of energy. Our supplier is certified, and this has a major impact on our carbon footprint.
- As a company we are actively looking for reductions, whether it is our policy of not having any company cars, or by ensuring that we have automated light switch-offs.
- We have also invested in equipment upgrades office appliances and other hardware in order to reduce the energy consumption.
- Reducing number of company cars and adapting a travel policy that considers environmental aspects.

Quantitative commitment:
We have created a baseline and target year including a quantitative goal to be achieved, being achievable-setting realistic and doable targets:
100% of our purchased electricity will come from renewable sources by 2030.

Prenax

Materials and waste- reduce, reuse and recycle

Each office has its' own waste management system, which are locally regulated. Our global standard ensures that we have a common approach. We do not generate waste through our business operations as such, as we do not produce or manufacture, as we supply a service.

Our waste is limited to the waste occurred in office environment:
• Food,
• Paper
• Electronic device disposal

Qualitative commitment:
We are committed to waste deduction by recycling and reuse. Each office has a waste management system and for example computers are recycled among staff instead of placing new purchase each time new staff members start.

Initiative:
Printing of documents is discouraged,. In cases when we adapt new technologies, systems etc. one of the considerations that must be taken into perspective is what impact it has from an environmental aspect (such as conversion from paper invoices to electronic invoices).

Actions:
• Converting into storing most of our information in electronic format
• Reuse-policy regarding phones, computers, office equipment, etc. using inventory instead of buying new
• Conversion of older equipment to less energy consuming
• When buying new, ensuring low energy use and secure disposal of old items

Quantitative commitment:
 We have included a baseline and target year, which include a quantitative goal to be achieved, being achievable-setting realistic and doable targets:
100% of our waste generated in our offices will be recycled or reused by 2030.

Prenax

Identified elements.

Environmental services and advocacy

We play a major role in advocating online resources to our customers, instead of print journals. This is large impact activity, which begun already in 2010.
In all areas of operations, we actively define the impacts and alternatives. For example, marketing collaterals are sourced by sustainable providers, with the mindset that give aways for example must be purposed for long-term use, in organic materials and not ending up in garbage bin after conferences.

Water and use of plastics

We discourage the use of plastics, which includes plastic waste from water bottles. This is a small, but effective way of creating awareness. Tap water is offered in premises where the standard is sufficient, and in locations where tap water is not sufficient the water is provided in water dispensers, not single bottles.

We do not have plastic tableware – all offices must have an alternative to disposable items, whether it is coffee mugs in ceramics or glass. Disposable plastic items are banned.

Product use

Our professional services are limited to providing our customers with procurement solutions, which means that we do not produce a product as such. However, in terms of guiding our customers within procurable products, such as scientific journals we always indicate and highlight the electronic version of titles. In effect this means that we actively promote the shift from print titles to electronic as alternative. We also provide our customers with analytics of their content and an aggregated list of alternative sources.

Prenax

Reporting structure

Target for 2023 is to ensure that each office has created their local baseline for energy consumption and waste management.

Consolidated data

Once the local offices have submitted their data the Management team analyzes the consolidated data.

Identify trends

Our continuous improvement and progress is also dependent on market development, local legislation as well as initiatives within our working community.

Prenax

Local responsibility

- Each local office manager is required to ensure that the employees are aware of the policy, including the overall target by communicating the local target for reduction of energy, waste and water use.
- Each local office manager ensures that they implement office guidelines through which energy consumption is reduced such as turning off computers, lights and AC when not used.
- Each local office manager is required to review the use of travel alternatives together with staff in order to minimize the GHG's. The use of virtual meetings via Teams must always be considered as alternative. Flexible remote work minimizes commuting and is also part of reduction of GHG's. Train travel, or use of electronic cars are examples of minimizing carbon footprint.

Management of environmental topics locally

- Each local office manager ensures the appointment of (a) local environmental ambassadors that ensures compliance.
- Provide rewards and company incentives to employees who uphold the policy and enforce it with their coworkers in order to drive adoption across the company

Mandatory training

- Each local office manager is responsible for the mandatory training to educate employees on why having an environmental policy is important to the company and global sustainability.

Reporting data.

Local initiatives already in place

Our UK office has initiated an environmental program, which advocates environmental actions in the workplace:

• No plastic bottles are allowed in the office, neither brought from home
• Green day once a year

Local initiatives are most welcome and are on top of the global standard level. As the sites are in various places, with different infrastructure, or geographic places there are different conditions that impact which initiatives can be implemented elsewhere.

Policy ownership

This policy is approved by the Management team. The policy is owned by the Human Resource Manager, and all updates, changes, deviations are published on our Intranet.

The policy has been read and verified by the CEO

_____

Place, date _____

Prenax

www.prenax.com