

Tofuture Oy

Communication on Progress

Annual Report 2021



To Our Stakeholders

Tofuture Oy (Tofuture) is a technology company specialized in corporate sustainability. The company offers services by leveraging the competences of sustainability, information technology and data analytics in order to enable the customers to develop sustainable business practices based on a systematic ESG data management.

Tofuture is a registered limited liability company located in Helsinki, Finland. The company has been established in 1997. Tofuture CSM (Corporate Sustainability Management) software provides a solution for the customers to improve ESG data collecting, analyzing, consolidation and reporting according to various regulations, standards or frameworks and to report ESG data to various both internal and external stakeholders.

Tofuture CSM solution is offered as software as a service (SaaS) and hosted in Finland by an outside professional service provider. Tofuture CSM solution is a GRI Standards certified, and it fulfills also the requirements for GHG Protocol, UNGC, CDP, UN Sustainable Development Goals and various other international sustainability related standards and recommendations.

Tofuture is focusing on the software development of Tofuture CSM software and in sustainability consulting in a cooperation with our partners. 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. We require the same level of sustainability performance from our partners as from our own operations. Tofuture is an Organizational Stakeholder for Global Reporting Initiative (GRI Gold Community member).



Tofuture is committed to continue the support for the ten principles of UNGC - including Human Rights, Labour, Environment and Anti-Corruption. Tofuture joined the UN Global Compact in 2010 and since then the ten principles that Global Compact is based upon, have 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 this means taking good care of our employees and protecting their rights and well-being. In our own operations we focus especially on energy efficiency in our office, efficient processes and business travel. The greater impact to the global sustainability is created through our services. With the help of our services the customers are able to further develop the sustainability of their business.

The company has integrated relevant UN Sustainable Development Goals into company targets; SDG 3: Ensure healthy lives and promote well-being for all at all ages, SDG 5: Achieve gender equality and empower all women and girls, SDG 12: Ensure sustainable consumption and production patterns and SDG 13: Take urgent action to combat climate change and its impacts.

In
Helsinki, Finland
18 October 2022

Riikka Karppinen
CEO
Tofuture Oy



Global Compact Principles	What it means for Tofuture Oy	Targets and ambitions
Human rights		
<p>Principle 1: We support and respect the protection of internationally proclaimed human rights; and</p> <p>Principle 2: 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, provide flexibility with hybrid working method and pay wages timely and accurately. Additionally, we ensure the employees have clear means to impact in their job description and workload. We provide required training for the employees.</p> <p>We also consult and advice our clients to develop measurements and to manage their human rights impact. Our software service provides a tool for 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>The people are in the key role of an organization. The well-being of the employees is one of the strategic prioritizes of Tofuture. Tofuture offers broader occupational healthcare and insurance coverage than the local legislation or the association agreements require.</p> <p>Our goal is to maintain the high motivation and competence level of the employees. Being a small organization, we are keen to have long term employee relationships with professional employees. During the year 2021, the employment turnover was zero.</p> <p>By the end of 2022, Tofuture will implement a measure for employee satisfaction.</p> <p>We aim to keep the amount of sickness leaves at the very low level.</p> <p>As to positive handprint, Tofuture constantly develops the consulting and software services to meet the emerging and evolving needs of clients to better understand, measure and manage the</p>



		<p>human rights impacts of their business.</p> <p>We support SDG 3: Ensure healthy lives and promote well-being for all at all ages, SDG 5: Achieve gender equality and empower all women and girls.</p>
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Global Compact Principles	What it means for Tofuture Oy	Targets and ambitions
Labour		
<p>Principle 3: We uphold the freedom of association and the effective recognition of the right to collective bargaining;</p> <p>Principle 4: the elimination of all forms of forced and compulsory labour;</p> <p>Principle 5: the effective abolition of child labour; and</p> <p>Principle 6: the elimination of discrimination in employment and occupation.</p>	<p>Tofuture operates in the Nordic countries and comply with local legislation related to labour standards. We respect our employees' freedom of association and labour agreements, and strictly resist any forms of forced and compulsory of labour.</p> <p>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.</p> <p>We provide consultation services and support our clients in developing measurements and to manage their practices related to labour standards. Tofuture CSM software is used also by the companies that operate in the international business having global supply chains. The software enables the customers to measure and manage impacts of their operations and also follow-up the performance within the supply chains.</p>	<p>The company complies with the local legislation in all our operations and resist any kind of discrimination or forced labour. 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, Tofuture CSM SaaS-implementation and customer support. We develop our training, consulting and the Tofuture 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.</p> <p>We continue to offer 300€ worth of public transport credits to all employees as well as 400€ for recreation or cultural activities and 25% of the employees' daily lunch costs when</p>



		<p>at work. We follow the government guidelines with regards to these amounts.</p> <p>The employees represent 50%/50% distribution of female/male workforce.</p> <p>We support SDG 3: Ensure healthy lives and promote well-being for all at all ages, SDG 5: Achieve gender equality and empower all women and girls.</p>
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Environment		
<p>Principle 7: We support precautionary approach to environmental challenges;</p> <p>Principle 8: undertake initiatives to promote environmental responsibility; and</p> <p>Principle 9: 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 and we evaluate our performance by following selected key performance indicators.</p> <p>Tofuture's main product ,Tofuture CSM tool, is a SaaS system and therefore we do not use production material. Most of the marketing material is also in an electronical form.</p> <p>Our software services and the way we cooperate with our clients encourage and assist our clients to take greater responsibility for the environment. The main idea behind Tofuture CSM system is based on analysing, discovering and decreasing negative sustainability impacts.</p> <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 strenghtening the impact environmentally positive solutions.</p>	<p>We continue to work to mitigate our negative impact on the environment through efficient use of energy and materials in our operations. In the office environment, we renew the laptops and mobile phones only when necessary and use minimally any printed materials. Agreements and other documents are signed via electronic system called Visma Sign. We strive to reduce waste generation. All waste is sorted and collected separately for proper processing and recycling.</p> <p>Our employees work mostly remotely (2-4 days per week). The sales meetings and the most meetings of Tofuture's board of directors have been held virtually.</p> <p>Our office is located in the city centre of Helsinki with good connections with public transportation. At present, all of our employees use public transportation as their principal mean of commuting to work, if not doing remote work. We offer public transport credits (value 300 euros) to all employees to support the usage of public transportation in</p>



		<p>commuting. Due to the COVID-19 pandemic and excessive remote working culture, the amount of CO2 emissions in 2021 consumed by our employees regarding commuting was 10,5 kgCO₂e. In year 2019 the CO2 emissions were 550 kg.</p> <p>The company is sharing the office space with other small companies. Meeting rooms and other workspaces can be booked separately only when needed.</p> <p>Tofuture is managing its work to minimize the negative impact and to maximise the positive impact on the environment via EcoCompass certification system.</p> <p>Tofuture develops and improves sustainability through sustainability consultancy and software services to its customers. Tofuture CSM solution is used by companies acting in more than 80 countries and in various industries like energy, metal and engineering, chemical and automation industries. The focus on sustainability management covers both monitoring and managing the impacts caused directly and in the value chain of our customers.</p>
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		<p>Our services offer support for the clients in identifying the sources of negative environmental impact, managing the activities to minimize negative impact and in maximising the positive impact on the environment. Tofuture CSM software has been developed also to improve the management and monitoring of the environmental impacts within the supply chain, both upstream and downstream.</p> <p>Tofuture CSM software supports e.g. UNGC, GRI, GHG Protocol and CDP. 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.</p> <p>Approximately 500 organisations use Tofuture CSM software to develop more sustainable business practices.</p> <p>We support SDG 12: Ensure sustainable consumption and production patterns and SDG 13: Take urgent action to combat climate change and its impacts.</p>
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Anti-corruption		
<p>Principle 10: We 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, including our partners' activities. In addition, we 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. With Tofuture CSM solution our customers are able to set indicators for the corruption.</p>

