

sustainserv

Sustainserv UNGC Communication on Progress 2022

We are pleased to submit our annual Communication on Progress and reaffirm our support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

Sustainserv is committed to supporting progress against all 17 of the United Nations Sustainable Development Goals. Our work with our clients touches each of these in different ways and this is central to our values and mission. Internally, our organization is positioned to support progress towards SDGs 8, 13 and 17, and we describe this progress herein. Specifically, our goals are to increase the number of employees in our organization and offer internships to students who sometimes come from underrepresented groups. Our goal is zero greenhouse gas emissions attributable to our operations, and to continue to support organizations globally in their efforts to make the world more sustainable and equitable for all. We are pleased to report we have achieved each of these goals and will strive to do the same in the coming year.

Stephan Lienin

Matthew Gardner

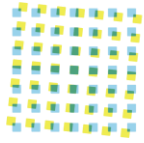
Bernd Kasemir

Sustainserv Managing Partners

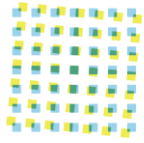
Summary of our profile and how we approach responsibility

Sustainserv is a global management consulting firm that works with companies to integrate sustainability considerations into long-term strategies, everyday operations and communications. We believe that when sustainability is approached in a holistic way, it can generate value for companies, the environment and society as a whole. That's why we're working towards a world in which sustainable performance is the norm. Everything we do is designed to inspire meaningful change in the world every day.

As a boutique consultancy firm with deep reach into many industries via our client engagements, our impacts are primarily via the collaboration with our clients and the sustainability advances we help them achieve. Nevertheless, both for ethical reasons and to ensure that we "walk the talk", we also place high value on economically, environmentally and socially responsible operations, as briefly summarized in the table below in relation to the Ten Principles of the UN Global Compact.



Ten Principles of the UN Global Compact		Response
Human Rights		
Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights	<p>Sustainerv fully supports the principles of the UN Universal Declaration of Human Rights and the International Labor Organization’s Declaration on Fundamental Principles and Rights at Work. Given our business model, locations of operation and supply chain, Sustainerv is not confronted with material human rights related risks.</p> <p>However, we regularly support our clients with developing and executing policies on human rights protection, especially regarding increased requirements to more responsibly and sustainably manage their supply chains. In 2021 and 2022 we supported more than 10 clients in such efforts.</p>
Principle 2	Make sure that they are not complicit in human rights abuses	
Labor		
Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	<p>Sustainerv upholds the freedom of association and continues to recognize the right to collective bargaining for all its employees. In 2021 and 2022 we held many meetings with all employees to listen to any concerns and develop approaches to address the few concerns that were raised.</p>
Principle 4	The elimination of all forms of forced and compulsory labor	<p>We condemn all forms of forced, compulsory, and child labor and work toward their abolition within the scope of our possibilities as part of client mandates. However, given our business model, locations of operation and supply chain, Sustainerv is not confronted with any material risks related to forced, compulsory or child labor.</p> <p>As part of our human rights and supply chain consulting work, we support clients with developing and executing policies that include protection against forced and compulsory as well as child labor, especially with regard to increasing requirements in managing their supply chains. In 2021 and 2022 we supported more than 10 clients in such efforts.</p>
Principle 5	The effective abolition of child labor	
Principle 6	The elimination of discrimination in respect of employment and occupation	<p>In all countries and offices where Sustainerv operates, Employee Handbooks summarize the rights and obligations of Sustainerv’s employees and of the Company. This includes the clear provision that each individual has the right to work in a professional atmosphere that promotes equal employment opportunities and is free from discriminatory practices, including harassment.</p> <p>Sustainerv prohibits and does not tolerate discrimination or harassment based on race, color, religion, creed, sex, sexual orientation, gender identity, national origin, age, disability, marital status, or any other status protected by applicable law. Violations of this policy will not be tolerated. There were no reported instances of discrimination or harassment brought to the attention of Sustainerv management in 2021 and 2022.</p>
Environment		
Principle 7	Businesses should support a precautionary approach to environmental challenges	<p>While our environmental footprint is comparably small given our size and business model, we believe we have a responsibility</p>



<p>Principle 8</p>	<p>Undertake initiatives to promote greater environmental responsibility</p>	<p>to reduce our greenhouse gas emissions wherever possible. Our direct energy impact is minimal. We lease office space in urban buildings and purchase an electricity mix from 100 percent renewable sources in our Zurich and Boston offices, leading to zero Scope 2 emissions.</p> <p>Our biggest environmental impact comes from employee mobility, particularly air travel between the offices in the US and Europe, and within the US. We take measures to reduce the travel-related greenhouse gas emissions as much as possible and offset the emissions that cannot be avoided. Within Europe, we travel by train if it's possible to reach a client within five hours.</p> <p>Across all offices, employees are encouraged to commute by public transport, which is facilitated by the central locations of our offices and the solid public transportation systems in Boston, Frankfurt and Zurich.</p>
<p>Principle 9</p>	<p>Encourage the development and diffusion of environmentally friendly technologies</p>	<p>While the direct development and diffusion of environmentally friendly technologies is not part of our business model and services, we regularly support our clients with developing sustainability strategies and roadmaps where environmentally friendly technologies are an important element.</p> <p>We encourage our clients to seek links between sustainability and innovation that can make the world a better place, and in addition add value for their business.</p>
<p>Anti-Corruption</p>		
<p>Principle 10</p>	<p>Businesses should work against corruption in all its forms, including extortion and bribery</p>	<p>We condemn all forms of corruption and work toward their abolition within the scope of our possibilities as part of client mandates.</p> <p>While given our business model, locations of operation and supply chain, SustainServ is not confronted with material risks related to corruption, bribery, and extortion, our Employee Handbooks require all employees to avoid any conflict between their interests and those of the Company, and to disclose promptly any actual or potential conflicts. The purpose of this policy is to ensure that the name, reputation, and integrity of SustainServ is not compromised. The fundamental principle guiding its implementation is that no employee should have, or appear to have, any personal interests, relationships, or affiliations that conflict with the best interests of the Company, or to engage in unethical business practices such as giving or accepting bribes. In 2021 and 2022 there were no reported or suspected instances of corruption, bribery or extortion in our business.</p>