

# UN COMMITMENTS by EXERP

08<sup>th</sup> DECEMBER 2022

BIG  
BRANDS  
RUN EXERP

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# Letter from our CEO

In Exerp we enable the fitness industry to make the world happier and healthier. When our clients succeed, the world is a healthier and thereby a happier place. So, we take pride in knowing that our sweat, our hard work behind the scenes, our commitment to quality and reliability give our clients the confidence, strength and stamina they need to reach the highest levels of performance and customer satisfaction. We measure our success as a business – and our success in making the world a better place – on the success of our clients.

We are the trusted technology partner of leading health club operators for their business transformation. We strive to go beyond the classic vendor/buyer relationship and instead establish a mutually beneficial, long term relationship based on trust with our clients. Our clients are leading the fitness industry in different ways; through innovation, scale or brand reputation.

To be the trusted partner in every aspect requires that we do business the right way. We therefore commit to be compliant with the 10 principles in the UN Global Compact and we commit to the 17 sustainability targets defined by UN.

Out of the 17 targets we have identified 3 targets which will be our focus area for 2023 and have been in 2022. These targets are the commitment to move towards using cleaner energy, reduce inequality and responsible for consumption & production.

In the following you can read more about our thoughts on these areas.

Yours Sincerely,

Jesper Sørensen,  
President



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# 7: Affordable and Clean Energy

We want to ensure the global carbon foot print from Exerp is as small as possible and thereby linking into the UN target 7.2 to increase the share of renewable energy in the global energy mix. Our assessment show that we have the largest foot print in energy consumption at the office and when running our hosting solution.



Desire	We want to ensure that Exerp’s energy consumption at the office is done in the most sustainable way possible	We want to offer our customers a solution which is based on renewal energy or clean energy when using our solution.
Status	In Denmark, Exerp switched energy supplier from Ørsted to Modstrøm in 2021 which is 100% renewable energy from wind	Currently there are no plans to make this offering.
Plan	In Denmark, we will not change this plan For our other sites, we will explore the opportunity to move towards 100% clean energy	We need to explore the opportunity to buy hosting services who can deliver on our business demands as well as offer clean energy consumption

# 10: Reduce Inequalities

By nature there are more men than women that are interested in IT, however in Exerp we want to achieve a better gender balance by encouraging more female to apply for our jobs. In addition, we believe the best solutions are build by a team of member who has different cultural background



Desire	We want to have as many females as males in the office, so a 50/50 split	We want to have employees from as many different countries as possible.
Status	Today we are <ul style="list-style-type: none"><li>- 27% female in Denmark</li><li>- 55% female in USA</li><li>- 33% female in Australia</li></ul>	Today we have people originating from 12 different countries in the Danish office, but we only have Americans in the North American office and only Australians in the APAC office.
Plan	In 2022 we achieved to have 25% females in all locations. For 2023 we want to be a least 33% in all locations.	We would like to maintain this diversity in 2023

# 12: Responsible Consumption

We want to ensure the global carbon foot print from Exerp is as small as possible and thereby linking into the UN target 12.6 to adopt sustainable practice in the way business is performed. Our assessment show that apart from energy consumption, the largest foot print is when we travel. We travel when we go to the office and when we have business meetings around the world.



Desire	We want to limit the air-travel performed when we have business meetings, both domestic and international and instead perform meetings using the online systems available to us.	We want to continue to offer employees to work from home and thereby reduce the commuting forth and back to the offices
Status	We have implemented a travel approval process to limit the travel days we have. In Q4 2022 we have introduced a travel-ban which limits the travel even further.	We offer employees to work from home two days a week.
Plan	For 2023, the travel budget is cut in half which should reduce the travel activity. The travel approval process will continue in 2023.	We will continue to encourage employees to work from home two days a week.

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