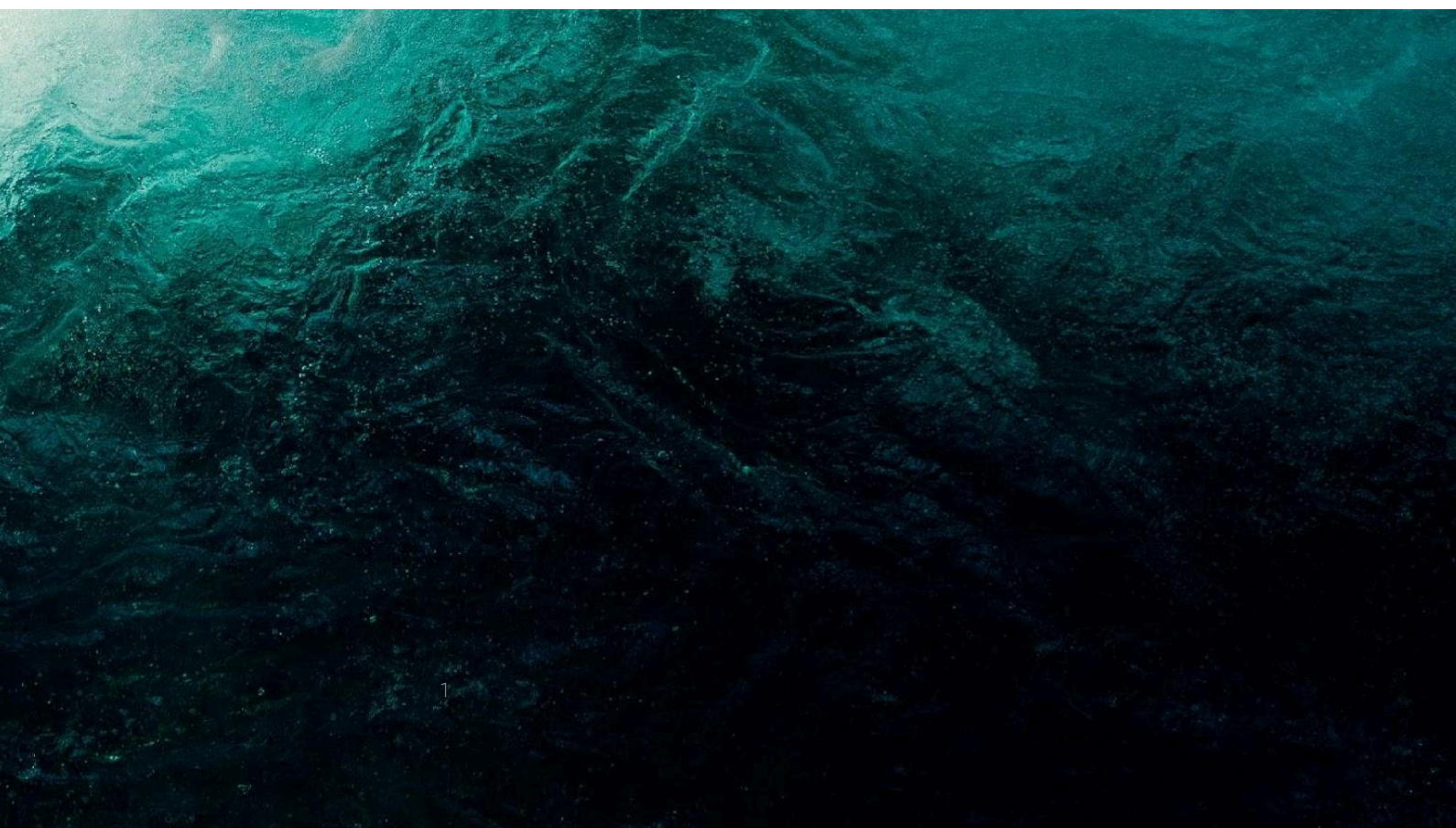


# Sustainability Policy

## Position Green Group | 2024



## Sustainability policy

At Position Green Group we recognize that for us to be able to deliver the world's leading offer on sustainability regarding our platform, advisory, academy and accounting services for organisations and businesses to succeed with their sustainable development - our own organisation needs to be sustainable.

Sustainable development is an important part of the pursuit of value creation for customers, employees, shareholders and society at large. Position Green is convinced that companies that include sustainability in their operations, reporting cycle and business decisions have the possibility to be more successful in the long term.

This policy is developed with the purpose of giving our co-workers, partners, customers, suppliers and other interested parties a simple and hands-on guide in how we as a business act and handle our operation from a sustainable perspective.

This Sustainability Policy is the guiding and proactive counterpart of other policy documents. It is the foundation of our sustainability framework and responsibility towards the society in which we operate. It clarifies our definition of sustainable development as well as directs our objectives and actions regarding our role in the transition towards a sustainable society.

I encourage you to get familiar with the policy and the containing principles and speak up if you are in doubt about what is the right thing to do.

Daniel Gadd  
CEO Position Green

## Our three main focus areas

Position Green Groups work with sustainable development is separated into three main areas; environmental, social, and economic, and is summarised by our fundamental principles.

- **Environmental sustainability**

Our approach to sustainable development encompasses respect and protection of the environment and society for present and coming generations and in our own practices we shall at all times, to the furthest extent possible, reduce our environmental impact by travelling in a climate friendly manner, use sustainable products and services, comply with applicable laws and regulations and choose our suppliers with extra care.

- **Social sustainability**

Position Green's co-workers have the right to work in a safe and healthy work environment, at our own offices as well as on external missions. We offer a workplace that is founded in equality, diversity, and respect for the individual co-worker. Position Green Group strive to be an open minded organisation where each individual has the possibility to affect the overall development of the organisation.

- **Economic sustainability**

Position Green's business idea is to serve our clients with our integrated ESG offering which combines specialised advisory services with data-driven software, e-learning and executive training. By empowering organisation on their path towards a sustainable business we are acting like a catalyst for sustainable economic development and growth. For us at Position Green Group economic sustainability is also about the goal to secure long term economic growth for the business, without implying negative consequences to either the ecological nor social sustainability.

## Our fundamental principles

We recognise and are aware of the risks and opportunities associated with our business model and its long-term and interlinked socio-ecological challenges. We have therefore set up a number of fundamental principles to commit to, the *Position Green Groups principles*:

### PG principle 1

Position Green Group commits to contribute to creating a more sustainable world through the customers who are using our platform and its tools - it is through our customers we can make the greatest impact.

### PG principle 2

Position Green Group and our co-workers commit to comply with applicable laws and regulations in countries where we are active and to at all times stand up for human rights. We do not tolerate child labour or forced labour. The right to freedom of association is respected in all parts of our operation. We commit to observe good business practices and act ethically in our work and in our relationships with customers and prospects.

### PG principle 3

Position Green Group is a politically and religiously independent corporation. We do not discriminate against customers, co-workers or prospects on the basis of their gender, skin colour, religious beliefs, political opinions, sexual preferences or any kind of functional impairment.

### PG principle 4

Position Green Group encourages and acts on behalf of diversity and inclusion at the workplace.

#### **PG principle 5**

Our co-workers have the right to a safe and healthy workplace environment, at our office premises as well as when on external missions.

#### **PG principle 6**

Position Green Group shall in our own operation reduce our environmental impact by continuing to develop products & services characterised by low negative socio-ecological impact and that visualises sustainability data, raises awareness and ignites change. We commit to annually look over and if needed update our processes for internal follow-up of our environmental and climate impact, which is the foundation of our sustainable development. We will continuously strive towards improving our sustainability performance.

#### **PG principle 7**

We want to contribute to a positive impact in all our relationships and treat both employees, customers, suppliers, job applicants, students and other social actors with respect and integrity.

#### **Responsibility and Information**

The CEO of Position Green Group is responsible for informing new and current employees about the content of this policy. If any behaviour deviates from this policy it is the responsibility of the CEO to take necessary measurements. All coworkers at Position Green Group have a collective responsibility to follow, maintain and inform about this policy.