

Our Sustainability Statement

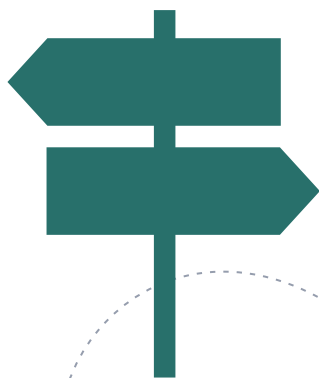
& weekly

**"Sustainability
is the ability
to exist
constantly"**



Everything that we need for our livelihood and well-being depends, either directly or indirectly, on our natural environment. Sustainability creates and maintains the conditions under which we can **exist and be productive** whilst being **in balance with our environment**. Sustainability implies that the critical activities of our company are **ecologically sound, socially just** and **economically viable**, and that they will continue to be so for future generations. This allows us to contribute to fundamental topics such as climate justice.

Our sustainability goals turn our daily work and projects into our little contribution to a **better world for future generations**. It enables us to work in line with universal values we care about such as long-term success and goals but also kindness, justice, happiness. The earlier we **integrate sustainability into our actions**, the more we can fulfill our social obligation to protect the environment, even as we grow.



What does sustainability mean to us?

Our sustainability goals are our very own attempt to contribute to **a safer, cleaner and healthier future for our and your grandchildren**. We, as a company, want to **take responsibility** and be careful regarding the usage of resources such as energy, develop strategies to avoid and reduce CO₂ emissions or compensate our carbon footprint, contribute to a healthy and fair working climate and **create awareness** among our team as well as our partners and customers – all stakeholders – that they constitute an important part of a sustainable business.



By doing this, &weekly aims to get actively involved in respective actions:

1.

&weekly will **reduce its own carbon footprint and actively compensate** for the emissions that can't be replaced.

2.

&weekly actively works on **creating healthy and fair working conditions**, including mental health as well as diversity and inclusion.

3.

&weekly supports a non-competitive growth policy, and instead **prioritises health and environment preservation**, investing in services that benefit the team and the community it works with, i.e. customers and partners. We believe in sharing our knowledge and expertise as well as new insights about sustainable policy and practices.



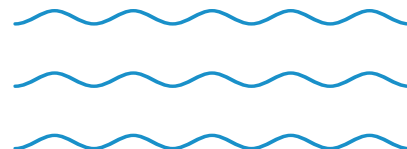


4.

&weekly will actively **search for partners to help shape a more sustainable market** and become carbon-neutral, whether within customers, suppliers or partners.

5.

&weekly will **integrate sustainability into corporate strategies** and reflect it in actionable business goals. Eventually this means making sustainability a priority in every aspect of organisational operations and development.



6.

&weekly will develop a **quarterly plan of action** to hold the company accountable for its sustainability goals and measure the results. We will create a sustainability webpage where the **current state of our efforts is universally accessible**.



The Three Pillars of Our Sustainability Statement

While we cannot change the whole world, we can change our immediate environment – and that is part of the world too! In our sustainability efforts we focus on the following three areas or pillars:



Environmental

– i.e. the ongoing pollution, habitat destruction of millions of species, and the refusal to acknowledge planetary boundaries, leading to both a loss of biodiversity and to a rise in climate emergencies



Social

– i.e. rise of burn-out syndrome, unhealthy work-life balances, barriers to inclusion, growing inequalities, bullying, lack of solidarity and of civic education



Economic

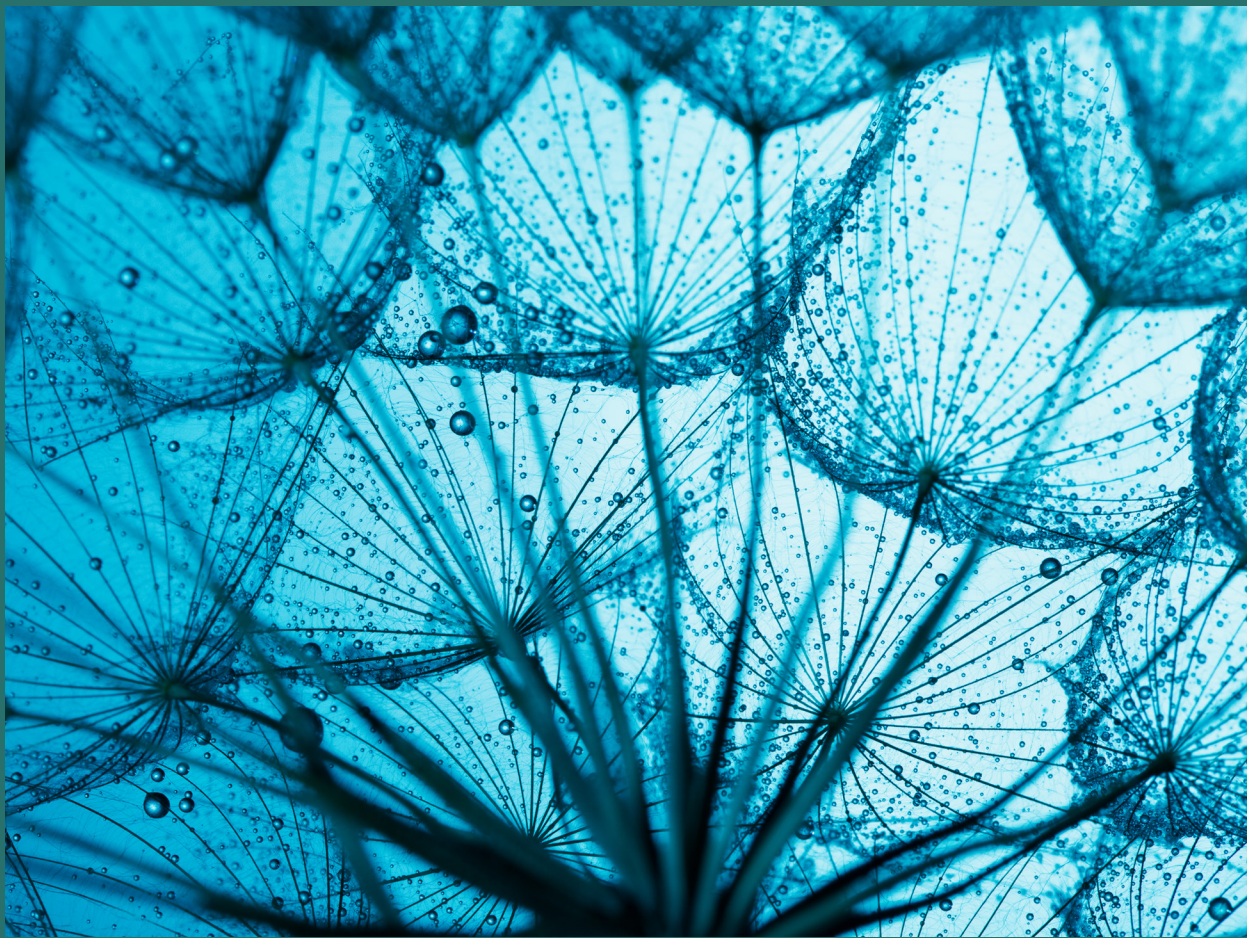
– i.e. a model that creates great disparities in society, the stimulation of overconsumption by focusing on short-term economic growth at the expense of society and the environment, harmful business practices and models

Goal 1:

Environmental Sustainability

Environmental sustainability as “the quality of not being harmful to the environment or depleting natural resources, and thereby **supporting long-term ecological balance**” is our first goal. Working remotely and being conscious of the footprint of every little action is a great place to start.

However, we cannot ignore problems we are a definite part of, such as the huge electricity consumption of data centres. We strive to **take into account the direct and energy-related emissions as well as the emissions generated in the logistics chain** by external service providers, transports and services.



Goal 2:

Social Sustainability

“Do business in ways that benefit society and protect people,” is the opener for the first six of the United Nations Global Compact’s principles that focus on companies. That’s vague! However, we are able to act on this when it comes to our own cosmos – **our team and the people we “touch”, contact and influence with our work.**

In our social sustainable practices we **focus on well-being and quality of work-life.** We attempt to create our own sustainable, healthy and just society where everyone is included, regardless of gender, sex, social or ethnic background.



Goal 3:

Economic Sustainability

We as a company aim at **long-term growth that is in line with our values**. Our goal is not to make quick profit at all costs. We would rather decide against projects or customers that do not serve us and our overall goals than compromising on our values.

We seek **healthy customer relationships with people who consider us partners**, value our work and do not shy away from commitment. This should translate into long-term relationships, longer contracts and projects and little to zero standalone projects.





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