

# ESG Strategy 2020 - 2025

This strategy was created by **the Board** and **the Leadership Team** at Edge One Solutions in order to consciously develop a sustainable approach to business. Its goals cover a five-year perspective and are revised annually. All Managers were introduced to this strategy.

Each department has a separate strategy taking into account specific related objectives with the ESG policy in E1S.

The document is publicly available on the E1S website and on the company's intranet.



## Our main pillars of the strategy are:

- **Edge One Solutions creates an inclusive work environment**

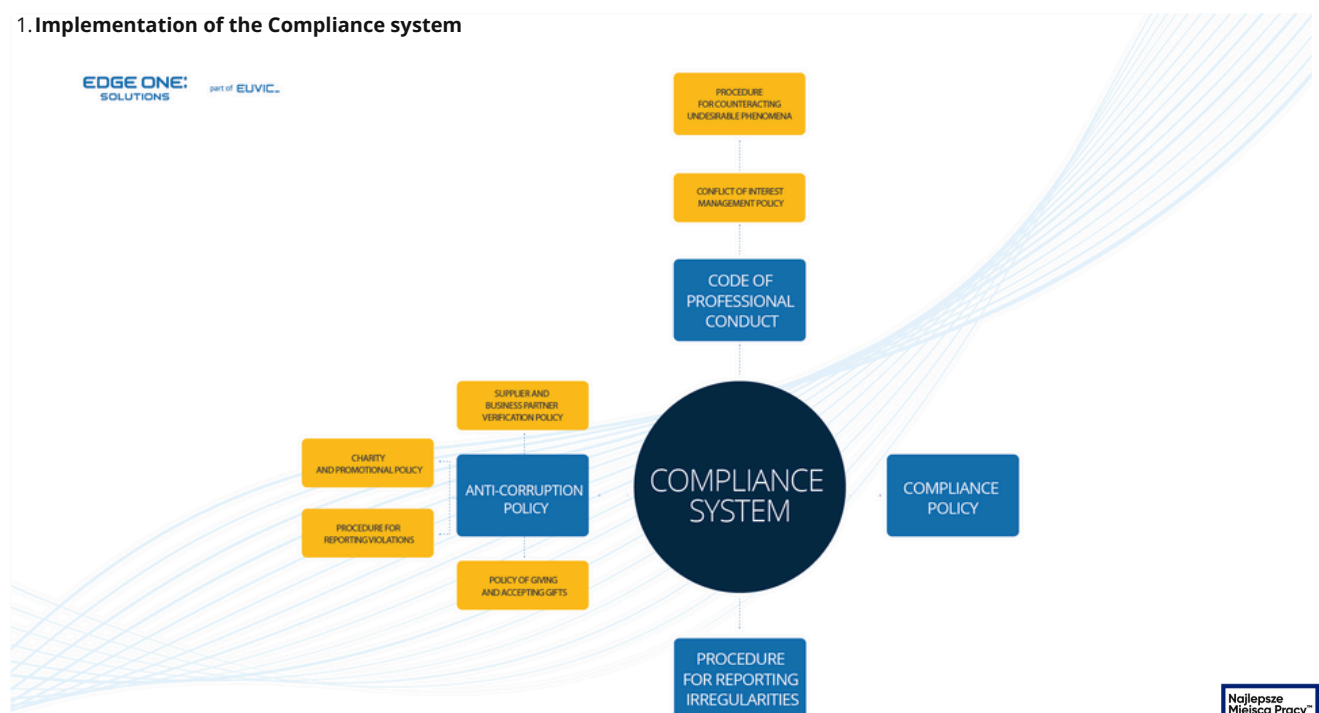
Each employee joins the team with different experience, different interests and, above all, different predispositions. D&I is proof that even a very diverse team is able to pursue goals together and achieve them in an efficient way. The ability to benefit from diversity is key.

The term diversity covers everything that makes people different, but also what makes them at least a little similar.

- As part of our DEI policy activities, we conduct **educational webinars** and **workshops for the management**.
- As part of our diversity efforts in 2021, we have implemented a number of documents describing the principles that all employees, regardless of their form of employment, undertake to follow: **Code of Ethics, Code of Business Conduct, CSR policy**.
- We received the title of **Great Place to Work** (2022, 2023) and **Best Place to Work** (2023) and the title of **Ethics Standard Spokesperson - UN Global Compact**.

## Goals:

### 1. Implementation of the Compliance system



- Implementation of documents: **Code of Ethics, Policy for Counteracting Undesirable Phenomena, Code of Business Conduct, Whistleblower Procedure, AML Policy, Full GDPR policy, Down Raid Procedure, Company Equipment Purchase Procedure.**
- Implementation of a system for handling reports of adverse reactions - **Whistleblowers.**
- Implementation of a system monitoring familiarization with **the GDPR, health and safety procedures, Code of Ethics.**

## 2. Separation of positions responsible for supervising processes and procedures related to the ESG area

- A person on the Board responsible for the ESG area - Vice President, Security & Compliance Officer.
- HR and ESG Manager.
- A team responsible for handling the Down Raid procedure.
- A team dedicated to recording and handling reports in the Compliance area (HR Manager, Company Board).
- A team responsible for the GDPR area in the organization (GDPR Officer).

## 3. Carrying out educational activities

Webinars and workshops on: prevention, detection, reporting of mobbing activities, neurodiversity, LGBTQ+ environment, Disabled people in the workplace, Women in the IT environment, Caregivers returning to work after maternity/paternity leave, managing cultural diversity in teams.

## 4. Participation in standardized audits

Internal satisfaction survey, Great Place to Work, Dream Employer, Ethical Company in Business, ROF Audit.

## 5. Conducting training for managerial staff in the fields:

Procedure Whistleblowers, Mobbing, File encryption, GDPR standards, Dawn Raid procedure

## 6. Monitoring the wage gap

## 7. Increasing the share of women in the Management to 50%

## 8. Including goals related to shaping E1S attitudes and values in the Annual Assessment Card

## 9. Employee health and safety

- Ensuring safe and hygienic working conditions through constant monitoring and improvement of safety procedures.
- Minimizing the risk of accidents through regular safety training and the use of the latest industry standards.
- **Accident-at-work rate** not exceeding 4% per year.
- Increasing the average **level of employee satisfaction** (NPS) by at least 3% within two years through regular organizational climate surveys.

### • **Socially responsible Edge**

Our value **BeATeam.Edge1Team** is not just a slogan. We support and rely on each other, but we also share good. Our employees are involved in educational and charity projects. We permanently cooperate with the Samodzielni Robinsonowie Foundation.

### Goals:

#### 1. Cooperation with Foundations

Establishing permanent cooperation with the Samodzielni Robinsonowie Foundation, participation in the Future Makers and Safe internship programs. Project cooperation with foundations supporting the development of women in the IT environment.

#### 2. Sports charity initiatives

Participation in events: Poland Business Run, Wings for Life, IT Championships.

### 3. Charity fundraisers

- Participation in at least two charity fundraisers per year.
- The company donates PLN 20,000 to charity annually.

### 4. Promoting fundraisers for our community, employees in need and their loved ones

#### • Edge cares about the health and well-being of its employees

We believe that **health** and **well-being** are key elements for common development. That's why we constantly take action to support and promote physical, mental and social health. We organize periodic activities to create a work environment conducive to the full potential of our employees. One of the flagship initiatives is the **Health Week** and a month of sports challenge with the **Activy** application.

#### Goals:

##### 1. Introduction of a package of free benefits supporting employee well-being

- Psychological care for E1S employees.
- Establishing cooperation with HearMe - psychological and coaching care, completely free of charge and anonymous for E1S employees.
- MultiSport cards.
- Life insurance.
- Basic medical care package.
- Sports groups: squash, volleyball, football, tennis.

##### 2. Introduction of a package of benefits supporting the well-being of employees with subsidies from the employer

- VIP medical care
- MultiSport cards for employees' families

##### 3. Conducting regular webinars in the area of health prevention

- Sleep, mental well-being, building psychological immunity, diet supporting brain function, women's and men's intimate health

##### 4. Introduction of the burnout prevention program

- How to recognize burnout - regular workshops for Managers, regular webinars for Employees.
- How to prevent - regular workshops for Managers, regular webinars for Employees.
- A series of monitoring activities: project satisfaction survey, satisfaction survey, pulse with employees, 360 assessment, project rotation survey.
- Monitoring the topic of burnout with the HearMe Partner.

##### 5. Career management

- Providing opportunities for professional development through systematic training, mentoring and support in planning a career path.
- Promoting internal promotions and skills development opportunities to retain talent within the company.

##### 6. Working conditions

- Providing fair and competitive wages and benefits to ensure employee satisfaction.
- Maintaining flexible working hours and promoting two-way communication with employees on issues related to working conditions.
- Increasing the number of satisfied employees willing to stay with the company by at least 5% over three years.
- Maintaining the attrition rate to no more than 20% over three years by promoting opportunities for internal development and advancement.

#### • Edge One Solutions for the environment

We are improving the way we manage our environmental impact.

#### Goals:

##### 1. Describing environmental policy in E1S

- Creating a re-use register of equipment (phones, computers).
- Creating regulations for the purchase of company equipment.

## 2. Review of all internal processes in E1S in terms of environmental impact

- **Recruitment:** All materials sent to candidates only in electronic form.
- **Employment:** Transition to electronic contracts, at least 80% by 2025.
- **On-boarding:** ECO welcome pack (packaging, contents).
- **During work:** Events involving employees in environmental activities, ongoing waste segregation, collection of plastic caps, batteries, toners and disposal in designated areas, marking of workplaces in terms of awareness of energy-saving policies, electronic recording of working time, electronic circulation of employee documentation - implementation of the eNova system.
- **Off-boarding:** electronic documentation, ECO Goodbye pack.

## 3. Calculating the carbon footprint in E1S

- Implementation of a carbon footprint calculator.
- Determining departments responsible for collecting the necessary data to monitor the carbon footprint.

## 4. Participation in actions supporting biodiversity

- Tree planting campaign - once a year.
- ECO picnic for families - once a year.

## 5. Our offices in buildings that meet LEED building standards or implement environmental policies

## 6. Creation of a climate neutrality strategy for the E1S company by 2025

## 7. Involvement in the development of technology supporting the reduction of the carbon footprint of our Business Partners:

- Collaboration with Xylem - Xylem offers a portfolio of products and systems designed to effectively meet the requirements and challenges of water treatment and wastewater treatment. From smarter aeration to advanced filtration to chemical-free disinfection, Xylem experts assess customers' various needs and help them find the right solutions for their application. Using brands that have been trusted by customers for many decades, Xylem offers hundreds of solutions supported by a comprehensive and integrated range of services aimed at ensuring optimal performance of water and wastewater treatment equipment.
- Cooperation with Allegro as part of One Fullfilment - a logistics service for e-commerce entrepreneurs that, among others:
  - prepares products for shipment - completes orders and packs them in ecological packaging.
  - organizes the delivery of orders to customers as part of the One by Allegro service and in cooperation with courier companies, thereby significantly reducing logistics costs.
- Reducing electricity consumption by 5% per year.
- Reducing the amount of paper used by 70% by 2025.

