systam

Environmental policy

Our goal is to improve the working lives of our customers and the people around them, but we are also aware that our business activities impact the environment. We are committed to reducing our environmental impact through our operations, services, and products. In addition to complying with applicable laws, rules, and regulations, we set internal requirements to uphold high environmental standards in all our activities, as well as for our suppliers and partners. This policy outlines our approach to environmental responsibility, focusing on minimizing waste, reducing energy consumption, and leveraging technology to promote sustainability.

Contents

1 Energy efficiency 2
2 Hazardous substances and office equipment 2
3 Waste management 2
4 Sustainable procurement 2
5 Transportation 3
6 Employee engagement 3
7 Continuous improvement and monitoring 3
8 Management responsibility and monitoring 4

systam

1 Energy efficiency

- We use sustainable cloud service providers.
- We design our products to be energy efficient, for example, by implementing energy-saving modes.
- We automatically power down computers, monitors, and other equipment when not in use.
- We use energy-efficient lighting in our offices.
- Our HQ utilizes district heating produced from renewable energy sources.
- Our HQ has been certified with an energy efficiency rating of B on the A–G scale. This achievement supports our environmental policy objective of operating energy-efficient facilities.

2 Hazardous substances and office equipment

As a software company, Systam does not handle, store, or use hazardous substances as part of its core business activities. Our work consists primarily of software development and office-based tasks.

Where cleaning or maintenance requires hazardous substances, these activities are carried out by competent service providers responsible for safe handling, storage and disposal. Systam coordinates any relevant workplace safety arrangements with these providers.

3 Waste management

- We actively promote reusing and recycling both internally and amongst our suppliers and customers.
- We have proper recycling bins for materials like paper, plastic, and metal in all our offices and responsibly recycle all our e-waste. Batteries, electronics, and hazardous waste are separated, safely stored, and transferred through appropriate authorized collection routes.
- We favor digital documentation to reduce paper usage.

4 Sustainable procurement

- We choose suppliers and contractors that adopt responsible environmental practices and make this the procurement policy of our company.

- We purchase products and services that have the least environmental impact, where this is feasible.

Resources: Supplier code of conduct

5 Transportation

- We encourage remote work options to reduce commuting-related emissions.
- We promote the use of public transportation.
- We favor carpooling for company gatherings.

6 Employee engagement

- We encourage environmental awareness among our employees through appropriate communication.
- We ensure all our employees understand our environmental policy and conform to its standards.

7 Continuous improvement and monitoring

We at Systam are committed to continually improving our practices. We regularly review and update this policy to reflect changes in laws, standards, and best practices.

Every employee must report any suspected or observed breach of the law, this policy, or other Systam policies. We encourage employees to contact their immediate supervisor, another manager, the occupational safety organization, a representative of the employee group, or the human resources department.

If an employee feels that it is not possible to report the matter under their own name, they can also report it through Systam's anonymous reporting channel, remaining anonymous throughout the entire investigation. All reports and discussions are always treated with absolute confidentiality and thoroughness.

8 Management responsibility and monitoring

The CEO is accountable for implementing this policy, providing resources and assigning responsibility for environmental controls. At least annually, the CEO reviews environmental actions, supplier issues, relevant records and opportunities for improvement. Each agreed improvement has an owner and a target date. Employees receive relevant guidance during onboarding and when their tasks change.

Approved by:

Anssi Tamminen
CEO Systam Oy
29.1.2025
Version 2 / Updated Oct 2026