Sustainability at Systam

ESG strategy



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We make responsible choices that support safe and meaningful encounters – today and in the future

At Systam, we want to make a positive difference—and we recognize our responsibility in how we achieve it. That means reducing our environmental impact, supporting our employees, customers, and communities, and conducting business with integrity. This strategy is our promise to keep doing the right thing, now and in the future.

– CEO, Anssi Tamminen, Systam

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A digitally more sustainable work environment

For us, sustainability is at the core of our operations. Our solutions are designed to promote safe, transparent, and sustainable encounters. We help our customers act more responsibly by providing tools that enhance data privacy, reduce paper and energy consumption, and support a smooth and safe work environment. We believe that digital solutions can make everyday life not only more efficient but also genuinely more responsible.

Key Flag as a symbol of Finnish service

Producing our services in Finland is a value-driven choice for us. We want to support domestic work and ensure the high quality of our services. All our services are produced in Finland from a Finnish data center with high-level data security. The Key Flag symbol, granted by the Finnish Labour Union, is a symbol of not only domestic production but also responsibility and security.



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Our commitment to sustainability

As a company, we want to operate in a way that considers sustainable development and the well-being of people. We have identified the key responsibility themes and goals which cover areas related to the environment, social responsibility, and good governance (ESG).



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Sustainable for the environment

We aim to improve the working lives of our customers and those around them, while recognizing our environmental impact. Alongside legal compliance, we set our own high environmental standards—both for ourselves and for our suppliers and partners.



We reduce our own emissions and energy consumption

Actions

- We choose responsible cloud service providers.
- We strive to promote the energy efficiency of the buildings we use.
- We only acquire new electronics when necessary and recycle them properly.
- We encourage our staff to use public transport and carpooling.
- We minimize the environmental impact of our logistics.

We develop our products and services in a sustainable manner

Actions

- We design software that works correctly, is easy to maintain, and is simple to further develop.
- We take energy efficiency into account in our services and innovate features to further reduce energy consumption.
- In our selection of devices, we emphasize energy efficiency and responsible suppliers, primarily Finnish and European operators.
- We choose environmentally friendly packaging and product materials.



Resources

Environmental policy

Supplier code of conduct

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Well-being for people

We’re committed to human rights and ethical labor practices in line with the Universal Declaration of Human Rights and United Nations Guiding Principles on Business and Human Rights, and are dedicated to maintaining fair, safe, and healthy working conditions for all our employees.



We promote social well-being through our actions

Actions

- We promote face-to-face encounters and human interaction.
- We improve the safety of people and businesses in work environments.
- We encourage sustainable practices and environmental responsibility.

We ensure the well-being of our own staff

Actions

- We invest in employee well-being, occupational health, and safety.
- We promote equality and non-discrimination.
- We foster a flexible work culture and a healthy work-life balance.



Resources

Code of conduct

Human rights policy

Supplier code of conduct

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Culture of doing the right thing

For us, a culture of doing the right thing means strong governance, transparent decision-making, and accountability at every level. We are committed to ethical conduct, compliance, and building trust through responsible leadership and clear principles.



We operate ethically and follow good governance principles

Actions

- We ensure the ethical integrity of our supply chain by requiring our subcontractors to commit to responsible business practices.
- We safeguard data security and privacy, operating in compliance with the EU's GDPR regulations.

We embed responsibility into our corporate culture

Actions

- Sustainability goals are an integral part of our business strategy.
- We engage our employees in responsibility through onboarding and annual training.
- We highlight sustainability in our work with customers and partners to develop better practices together.



Resources

Anti-corruption policy

Supplier code of conduct

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Monitoring and reporting

At Systam, we are dedicated to continuously improving our practices. We regularly review our policies and strategies to ensure they remain effective and aligned with our values. Every employee is required to report any suspected or observed breach of the law, our policies, or any other Systam guidelines.

To support this, we provide an anonymous reporting channel for both employees and stakeholders to raise concerns about issues that may not comply with the law, our values, or ethical standards. All reports should be made in good faith.

Anonymous reporting channel

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greet.
meet.
repeat.
effortlessly

Contact:
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