

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.

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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.

2 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.
- We favor digital documentation to reduce paper usage.

3 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](#)

4 Transportation

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

5 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.

6 Continuous improvement and monitoring

We at System 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 System policies. Primarily, we encourage contacting one's immediate supervisor, another person in management, 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 [System's anonymous reporting channel](#), remaining anonymous throughout the entire investigation. All reports and discussions are always treated with absolute confidentiality and thoroughness.