

Environmental Policy

Overview

This policy outlines how Penneo strives to run its business operations in a continually more sustainable and environmentally friendly way.

Purpose

The policy aims at ensuring that Penneo's contributions to sustainable and environmentally friendly business practices are communicated and enacted.

Scope

The environmental policy applies to all employees, all functions and all units within the Penneo organisation (Penneo A/S and all subsidiaries). Furthermore, it extends to the company's value chain, including suppliers and customers.

Principles

Penneo supports the United Nations Sustainable Development Goals and supports Responsible Production and Life on Land.

Penneo strives to enact and follow the principles below:

- We support the United Nations Sustainable Development Goals and specifically Goal 12: 'Responsible Production' and Goal 15: 'Life on Land'.
- Penneo's primary business is based on a completely paper-free vision and contributes to the implementation of sustainable business practices and helps to limit deforestation by reducing the global demand for paper.



- We are committed to running our business operations in a continually more sustainable way. The aim is to reduce the negative environmental impact of our business operations. This primarily pertains to energy consumption related to IT and software operations, office buildings, and business travel.
- We encourage all employees to act with environmental awareness in their daily business conduct and we focus on reducing commuting through appropriately chosen remote work and online customer meetings.
- We are committed to reducing the energy consumption and the carbon emissions deriving from our own operations (Scope 1+2). We will calculate and report our carbon emissions according to the GHG Protocol Corporate Accounting and Reporting Standards. The completeness and accuracy of data will be gradually improved over time.

Monitoring and control

This Policy has been approved by Penneo's board of directors and adherence to the principles will be monitored at regular intervals. The Executive Management is responsible for establishing policies, processes and procedures to ensure compliance with this Policy, and reporting structures are put in place to verify compliance.

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Rikke Birgitte Skov

Board member

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