

Sustainability Policy

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Introduction

This Policy provides a framework for the sustainability objectives which align with iLOQ's purpose, values and strategic priorities.

This Policy will be communicated to the whole organization through employee inductions, trainings and informal communication methods.

01



Roles and Responsibilities

Board	The ESG matters are reviewed by the Board's annually.
Leadership Team	iLOQ's top management is committed to comprehensive sustainability management. The ESG topics are reviewed in Management Review yearly
ESG Body	The ESG Body overlooks ESG strategy implementation. It's accountable for ensuring ESG impacts, risks and opportunities are identified and handled.
ESG Team	Aligning the processes and procedures according to ESG Strategy. ESG team is responsible to report on sustainability impacts.
Employees	Understand and follow policies. Participate in trainings. Reporting the new possible risks and effects to ESG team.

Materiality

iLOQs materiality assessment was first conducted 2021 and has been revised annually since. The assessment bases on surveys held to management, employees and customers, as well as studies on industry megatrends and supply chain. Compared to assessment carried out 2021 versus 2023, there haven't been major changes in focus areas, but the priority has shifted among the topics.

02

Materiality Map



Based on the assessment, the focus areas are:

- Carbon neutrality
- End-user Safety
- Customer Privacy
- Supplier ESG Performance
- Employee Health & Safety
- Human capital development
- Diversity, equity, inclusion
- Circularity

Our Planet

We are committed to reduce our emissions in line with our science-based target set in 2023. We reduce our emissions through our supply chain partners and innovating ways to reduce the carbon footprint of our products.

We focus on improving circularity in both our products and their packaging materials, as well as enhancing recycling and proper waste management practices throughout the value chain.

Environmental policy

We respect the environment and pay attention to the environmental impact of our operations, products and software solutions during their whole lifecycle and therefore have stated our environmental requirements and compliance obligations that are received by customers as well as those laid out in regulations, applicable laws, and other compliance criteria.

Our Environment policy is developed continuously and systematically to promote environmental protection. Environmental targets are set and the harmful effects of our operations are constantly measured, followed and controlled. Environmental deviation detected in our operations are handled openly and the obtained information is utilized in the continuous improvement of our processes, methods and procedures. Environmental consciousness is valued by evaluating the aspects and risks of our operations, and also encouraging suppliers, partners and customers to control their environmental impacts and to commit to environmental standards.

The environmental policy applies to all levels in the organization. The environmental policy is approved and communicated to everybody in the Company. Taking care of the environment is the responsibility of everyone. Each employee is aware of their and their operation's impact on the environment and safety, and they are able to initiate and, where necessary, take preventive and corrective actions.

Relevant SDG Targets:

9.4: By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities

12.5: By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse



Decarbonization Policy

Over 90% of our GHG emissions come from our upstream supply chain. We focus on pursuing decarbonization with our supply partners, to help us reach our science-based net-zero target by 2050 with 90% emissions cut. We integrate emission reduction ambitions to our supplier selection and evaluation criteria.

We account for our emissions in Scope 1 and 2 and for Scope 3 in relevant categories. Data is published annually in our sustainability report and CDP evaluation.

Lifecycle assessments, eco-friendly material sourcing, energy-efficient manufacturing processes, and a resolute commitment to reducing greenhouse gas emissions associated with our operations.

Relevant SDG Targets:

12.6: Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle

13.2: Integrate climate change measures into national policies, strategies and planning



Waste management Policy

In a circular model, waste generation is minimized, especially when considering electronic waste. Creating long-lasting products, that can be reused by reprogramming, is in a key part to avoid waste generation.

We follow applicable laws and regulations to control recycling of electronic waste and packaging waste. In our offices, comprehensive recycling methods are in place and trained to the personnel.

Our target is to improve material reusability, by investigating the possibility to use recycled input material in our products. This will also directly decrease the carbon footprint of our products.

Relevant SDG Targets:

- 9.4: By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities
- 12.5: By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse



Our People

04



People Policies

Our key to success is our personnel and in the very heart of our business is our employees. We believe in people, and we want to create a work environment where our people can thrive, grow and belong.

Our people policies are essential for creating a structured and fair work environment, ensuring legal compliance, managing risks, fostering a positive organizational culture, and supporting the development and well-being of employees. They serve as a guide for both employees and management, promoting a safe and effective workplace.

iLOQ People Policies

Anti-harassment Policy

Disciplinary Policy

Diversity, Equity & Inclusion Policy

Global Mobility Policy

Health, safety and wellbeing Policy

Learning and Development Policy

Recruitment Policy

Remote Working Policy

Remuneration Policy

Travel and Credit Card Policy



Business Ethics

We are committed to high ethical standards and conduct our business and operate in compliance with applicable regulations, applicable laws, other compliance criteria, and generally accepted practices for good governance.

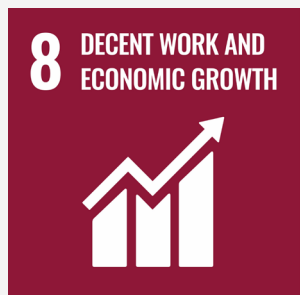
05



Good Governance

We are committed to complying with all laws and regulations wherever we operate, and we ensure this e.g. through formal and comprehensive risk management process and procedures. We understand that violating laws and regulations can cause serious harm to our stakeholders. All of our employees must be aware of the applicable laws and regulations and commit to complying with them in accordance with company policies. iLOQ actively and openly participates in the life of communities where the Company operates.

We promote the well-being of communities, for example, by paying taxes, providing direct and indirect employment and participating in community activities. We report ESG performance and disclose relevant information to provide transparency to stakeholders. Our business is governed by a set of policies and instructions.



Good Governance - Policies

Sustainability

Code of Conduct
Competition Manual
Corporate Compliance Program
Data Protection Manual
Modern Slavery Act Statement
Supplier Code of Conduct
Sustainability Policy (incl. environmental policies)
Tax Policy
Trade Compliance Manual
Whistleblowing Policy
AntiBribery Manual

People

Anti-harassment Policy
DEI Policy
Health, safety and wellbeing Policy
Recruitment Policy
Remote working policy
Travel and credit card Policy
Disciplinary Policy
Global Mobility Policy
Learning and development policy
Remuneration Policy

Information Security

Access Control Policy
Device Management and Clear Desk and Screen Policy
Cryptography policy
Information Security Policy
Information Transfer Policy
Personal Data Lifecycle Process
Privacy Policy, internal
Privacy Policy, external
Cyber security policy

Quality and Risk Management

Quality Policy
Risk Management Policy



Document history

Version	Date	Author(s)	Comments
0.1	23.11.2023	K. Huttu, J. Koivula, H. Leskinen	1 st draft created, environmental policy included
0.2	12.12.2023	E. Sankari, V. Tolvanen, H. Hiltunen, J. Klinga, J. Lampinen, M. Tuomikoski, T. Thörewik, T. Ainali, T. Pirskanen, T. Karjalainen	Reviewed by Leadership team
1.0	12.12.2023	E. Sankari, V. Tolvanen, H. Hiltunen, J. Klinga, J. Lampinen, M. Tuomikoski, T. Thörewik, T. Ainali, T. Pirskanen, T. Karjalainen	Reviewed by Leadership team

iLOQ Life made
limitless.