



EWQ

Roadmap for Integrated Sustainability



Verified sustainability every day

” Here, at EWQ, sustainability means concrete actions, not just ceremonious speeches. We foster transparency in all our operations and we also require this from our partners.

Every year, we prepare an engagement report in which we explain our sustainability principles and what kind of responsible actions we have taken during the year.”

Our Sustainability Team

Sampo Brisk, CEO, ESG & CSR Director

Sanni Siilin, CSR Coordinator

Read more about Corporate Social Responsibility (CSR):

ewq.zone/en/corporate-social-responsibility/



**TAIMI
TEKO**
4H



We look after our environment

We are a truly carbon-neutral company. We offer our customers sustainable and energy-efficient solutions. Our devices are durable and their energy consumption is low. We also encourage our customers to recycle or return the devices to us for recycling. We ensure that recycling is arranged in an appropriate manner.

We offset the emissions caused by our production by planting forests in cooperation with Taimiteko project, which employs young people through the 4H organisation. This also ensures that our indirect carbon footprint is neutral.



Good workplaces are made together

Corporate social responsibility and meeting employee needs are seen in our company as a good and confidential working atmosphere. We take care of the well-being of our employees and involve them equally in the development of our operating methods. We also offer our staff the opportunity for career guidance and training.



Uncompromising data security

We process a huge amount of data on a daily basis, and we do not take any risks when it comes to data security. In our company, the processing of data is always reliable, transparent and secured with world-class data protection. In addition, all of our employees have signed a data security policy. We have started auditing our data security with an external partner. Our goal is to complete the audit in 2023.



Responsibly throughout the supply chain

We engage our partners to our sustainability principles. If we notice any activity in violation of the principles of sustainability, we will start the process of influencing. We give the company the opportunity to correct its process in accordance with the EWQ CSR Code of Conduct.

We foster a high degree of domesticity in our operations and favour domestic partners. If this is not possible, we always carry out a risk assessment and require a sustainability audit of the factory in the country of origin. Domestic design and production ensures a transparent and sustainable supply chain and also creates new jobs in Finland.

Case: SOLUM

The sustainability audit of our supplier SOLUM's factory in Vietnam was a prerequisite for cooperation with us. We started an engaging process in which we gave the company the opportunity to improve its processes in accordance with the EWQ CSR Code of Conduct. In the audit carried out by a third party, particular attention was paid to working conditions and human rights. The process resulted in, for example, reliable monitoring of working hours, a higher minimum wage, the right of employees to form unions and safe day care for children at the factory for the duration of their parents' shifts. The SA8000 certificate granted for the factory ensures a transparent supply chain and ethical trading.

EWQ

EWQ Zone Oy is a modern and reforming growth company whose development is based on more than 20 years of experience and customers that include the largest retail chains in the Nordic countries.

Domesticity and sustainability are the cornerstones of our operations. We want to provide our customers with high-quality products that are produced responsibly and support jobs in Finland. Our vision is to be the best place for both our customers and our employees!

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The world's largest and most trusted provider of business sustainability ratings Ecovadis has awarded a gold certificate for the overall responsibility of our business. Only 5% of more than 90,000 companies assessed worldwide have received the gold certificate.

Domesticity is one of our most important values. We have been awarded the Key Flag symbol for our queue management products manufactured in Finland and our operations that create jobs in Finland.



Our company has a zero tolerance policy for harassment, racism and discrimination. Through the whistleblowing channel, anyone can report unethical or illegal activities related to our company or our partners at a low threshold and anonymously.