



# ESG and sustainability strategy

Nord Interactives OÜ

10.04.2024

# ESG and Sustainability Strategy

## Context and boundaries

The purpose of the ESG and sustainability strategy is to define principles and clear objectives for environmental, social and governance performance. In it, we specify our sustainability-related activities, the transparency and reliability of our operations.

The scope and focus areas of the ESG and Sustainability Strategy cover ESG impacts, risks and opportunities across the value chain that are important to our business. Our ESG and sustainability strategy also considers the impacts, risks and opportunities associated with our key stakeholders:

- *employees of the company*
- *value chain companies*
- *B2B customers*
- *end users*

Based on the ESG and sustainability implications of our business, as well as the risks and opportunities that pertain to our business strategy (i.e. the principle of double materiality), the following ESG topics are important to us:

- *Circular economy, resource use*
- *Consumer health and safety*
- *Raising awareness*
- *Climate change mitigation*
- *Work-life balance*

## Vision and ambition

Innovation, responsible consumption, and climate action define our approach to interior design projects. We prefer environmentally friendly and sustainable materials and circular design principles with the aim of reducing waste, environmental impact, and carbon footprint. We operate transparently and want to create a positive impact on the environment and society and stakeholders, from suppliers to the end user.

## An umbrella goal

We develop products/services that, compared to other common alternatives on the market, help target groups to reduce the environmental impact of their activities directly and significantly. We want to increase the use of recycled materials in our products to 20% by 2030. We rely on climate goals 8, 9, 12 and 13 of the UN Global Compact in our ESG strategy.

We help our clients create a work environment aimed at increasing employee motivation and satisfaction.



## Guiding principles of ESG and sustainability

### Environmental issues

We help mitigate the effects of climate change by reducing greenhouse gas emissions from our business operations and supply chain. We help raise the awareness of our customers as cooperation partners about sustainable materials and circular design principles.

### Guiding principles of sustainability environmental issues

We use environmentally friendly and recycled materials where possible.

We design products in such a way that their life span is long, and the parts of the product can be easily replaced when they are used. So that end customers get a high-quality product whose parts are cheap, environmentally friendly, and easy to replace.

When choosing suppliers, we prefer those for whom environmental issues are important.

When packaging products, we base our choice of packaging materials on environmentally friendly materials and plan the packaging in such a way that it is possible to sort them by type when disposing of the packaging material.

### Social issues and guiding principles for our employee's well-being

We value work-life balance. Creating a positive and supportive workplace culture is a priority. We offer fair wages, training opportunities, and a safe working environment. Encourage employee involvement in ESG initiatives, fostering a sense of pride and ownership. We take into account the surrounding community when developing our business.

- *we develop employees' awareness of employee health risks.*
- *through regular one-to-one meetings, we reduce the risk of burnout.*
- *Knowledge of the working conditions of employees in value chain companies*

### Value chain workers and supply chain responsibility

Our priority is to ensure fair labor practices and ethical sourcing throughout the supply chain. We prefer suppliers who contribute to the well-being of their employees and value the principles of sustainability.

## **Community engagement**

We follow the norms provided by the law to avoid a negative impact on the community with our activities. We base our development plan and investment planning on solutions that consider our surroundings and location.

## **Consumers and end users**

When designing our products and services, we focus on consumer safety and product functionality.

For this we focus on:

- *In the planning phase, we are also based on the needs of the end user, not only the order of the business customer, who is the intermediate link between production and the end user.*
- *We carry out marketing activities that raise awareness of the environmental impact of materials and their footprint.*
- *To provide circular solutions*

## **Management topics**

Nord Interactives OÜ recognizes the importance of ESG principles, guiding our company's behavior towards sustainable and responsible practices. We are aware that integrating ESG considerations into our operations is important for long-term value creation, risk management and meeting the expectations of our stakeholders.

To achieve this, we have a code of conduct that we adhere to and expect the same from our key suppliers.

## **ESG and sustainability strategy management**

Strategy management is integrated into the company's regular meeting system. Management success is evaluated through set metrics. Middle managers and senior management are responsible for implementation. In general, the strategy is reviewed once a year (at the annual summary meeting held in the last quarter) or in case of significant changes in legislation (for example, new laws, acts, etc.).

Raising awareness among all the employees is supported by the onboarding process and regular progress review meetings.

This strategy will be published on the company website.

This strategy is approved by the board on 10.04.2024