

Episerver - Sustainability Report

This sustainability report encompasses Episerver and its subsidiaries.

Episerver belongs to a prominent low-risk industry with regard to its direct impact on people and the environment. Following the ten principles of the UN Global Compact, the company commits to conducting business ethically with respect for our own and employees of other companies and to minimizing the negative environmental impact. Based on these principles, Episerver strives to develop our activities with proper action in areas such as human rights, labor law, work environment and anti-corruption. Our Code of Conduct outlined below specifies the specific details regarding how we proactively work with this. The conclusion of the report includes target and plans to certify that risks are mitigated and that we continue to proactively work to ensure sustainability.

Episerver Code of Conduct

1. Overview

Episerver and its companies, operate in many markets and countries throughout the world, always committed to be a responsible organization that works sustainably, has good ethics and a great community commitment. As a commercial organization Episerver strives to work efficiently and achieve good economic results which will provide resources for business development and benefits to customers and partners, as well as contribute to a long-term, sustainable development. Episerver's business is built on three core values: dependable, collaborative and simple. Coupled with these core values, we are fully committed to sustainability, security and innovative. In order to ensure a responsible behavior this code of conduct (the "Code") will describe Episerver's requirements on its customers, partners, and suppliers (as well as their sub-suppliers and partners), which mimic Episerver's own code of conduct. These requirements are based on Global Compact, the UN's Universal Declaration of Human Rights and International Labour Organization ("ILO") Declaration on Fundamental Principles and Rights at Work, and are the same guiding requirements for Episerver, its employees and owners. The Code shall be communicated to sub-suppliers and partners, and the compliance is monitored. The Code may require an accompanying self-declaration to be completed and signed in order to show how the Code is complied with.

2. General Obligations to the Code

We, the officers and staff of all companies in the Episerver group, recognize our obligations to all who have a stake in our success including share owners, customers, partners, staff and suppliers; Information about our business shall be communicated clearly and accurately in a non-discriminatory manner and in accordance with local regulations; We expect and require all our business partners, suppliers, and customers to have the same commitment to the Code.

3. Legal, Privacy and Tax Compliance

Episerver shall follow national laws, transnational laws and regulations, as well as pay statutory taxes applicable in the countries where the business is carried out. In all instances, Episerver respects national laws and any other laws with an international reach, such as the UK Bribery Act and the US Foreign Corrupt Practices Act, where relevant, and industry codes of conduct. Episerver



committed to acting ethically in all aspects of our business and to maintaining the highest standards of honesty and integrity.

We will treat all information relating to the Episerver's business, or to its customers, partners and suppliers, as confidential. In particular, user of confidential information for purposes other than those explicitly granted is expressly prohibited and confidential information must not be used for personal gain;

We are committed to protecting customer, partner, supplier and employee data in accordance with national laws and industry codes. We expect our customers, partners and suppliers to act the same, as well as protect the personal data of Episerver's employees, and use this data for legitimate and authorized business purposes only. Customers, partners and suppliers must be clear on when and how they collect, use or share personal data. As Episerver does, customers, partners and suppliers should take appropriate security measures to protect the data;

We expect and require all our business partners, including suppliers, to have the same commitment to legal, privacy and tax compliance.

4. Business Ethics and Corruption

Actions that involve corruption, breach of trust, fraud, unfair competition, and the like leads to increased costs, will ruin customers, partners and suppliers trust and will ultimately endanger Episerver's business. Anything that may relate to corruption in a broad sense shall be avoided and shall not occur. If detected, it should be reported immediately, and actions shall be taken to control the behavior.

We will not knowingly engage in work which contains statements, suggestions or images offensive to the public decency and will give appropriate consideration to the impact of our work on minority segments of the population, whether that minority be by race, religion, national origin, color, sex, sexual orientation, gender identity or expression, age or disability. We will not undertake work which is intended or designed to mislead, including in relation to social, environmental and human rights issues.

We will consider the potential for customers, partners, suppliers or work to damage Episerver's reputation prior to taking them on.

This includes reputational damage from association with customers, partners and suppliers that participate in activities that contribute to the abuse of human rights;

- We will not give, offer or accept bribes, whether in cash or otherwise, to or from any third party, including but not restricted to government officials, clients and brokers or their representatives. We will collectively ensure that all staff understand this policy through training, communication and by example;
- We will not offer any items of personal inducement to secure business. This is not intended to prohibit appropriate entertainment or the making of occasional gifts of minor value unless the customer has a policy which restricts this;
- We will not accept for our personal benefit goods or services of more than nominal value from suppliers, potential suppliers or other third parties;
- We will not have any personal or family conflicts of interest within our businesses or with our suppliers or other third parties with whom we do business;



No corporate contributions of any kind, including the provision of services or materials for less than the market value, may be made to politicians, political parties or action committees, without the prior written approval of the Episerver board of directors.

We expect and require all our business partners, including suppliers, to have the same commitment to business ethics, anti-bribery and anti-corruption provisions.

5. Discrimination

People that We, our customers, partners and suppliers deal with are to be treated with dignity and respect. We do not harass or discriminate, whether through culture, nationality, race, religion, gender, political preference, disability, association, sexual orientation, gender identity, age or any other feature that is protected under national law.

We select and promote our people on the basis of their qualifications and merit, without discrimination or concern for culture, nationality, race, religion, gender, political preference, disability, association, sexual orientation, gender identity or age.

Customers, partners and suppliers shall not allow any kind of discrimination based on culture, nationality, race, religion, gender, political preference, disability, association, sexual orientation, gender identity, age or any other feature that is protected under national law. The employees of our business

6. Workplace Environment

Episerver believes that a workplace should be safe and civilized; We will not tolerate sexual harassment, discrimination or offensive behavior of any kind, which includes the persistent demeaning of individuals through words or actions, the display or distribution of offensive material, or the use or possession of weapons on Episerver premises. Episerver shall respect and follow the UN's Universal Declaration of Human Rights as well as ILO's eight core conventions.

We will not tolerate the use, possession or distribution of illegal drugs, or our people reporting for work under the influence of drugs or alcohol;

We expect and require all our business partners, including suppliers, to have the same commitment to the workplace environment.

7. Child, forced labor, conditions and salaries

Episerver shall not allow child or forced labor to occur itself or through its customers, partners or suppliers. People are not to be employed against their will, transported for exploitation, engaged in slavery or servitude, nor deprived of their rights. Legal minimum age requirements as outlined in the relevant ILO conventions and the laws of the countries of operation are adhered to and children under the age of 16 are not to be employed.

The normal working hours may not exceed the number of hours allowed under each respective country's national laws and regulations. In case overtime occurs, it may not be mandatory, and it shall be adequately compensated.

The salary shall be higher than, or equal to, the minimum salary stipulated by national law, however not lower than the so-called "living salary", i.e. in accordance with the UN's definition. Salary and other benefits shall be paid out regularly and in the currency of the country where the business is carried out.



Customers, partners and suppliers shall not allow any kind child or forced labor to occur and should strive to meet the same work conditions and salary requirements.

8. Sustainability and the Environment

Episerver shall work systematically and actively to minimize the climate and environmental impacts by reducing emissions to air, land and water, as well as increasing the efficiency for its use of resources including raw materials, energy and other natural resources while minimizing waste, emission and noise. There shall also be a systematic approach for reducing the impact on biological diversity.

We will comply with all relevant environmental laws and ensure that necessary permits are in place. We care about the communities we operate in, participate in their betterment and listen to their concerns.

We expect and require all our business partners, including suppliers, to have the same commitment to sustainability and the environment.

Targets

- Our sustainable Work Environment and goal to be an Attractive Employer

For us at Episerver work environment is extremely important, this to ensure that our workplace is safe from physical and psychological harm but also to ensure that our employees have a productive and enjoyable environment to work in.

Episerver's mission is to provide an attractive workplace that offers a good work environment from a social, physical, psychological and technical perspective. We strive to ensure we have a work environment and climate that provides development and job satisfaction for our Employees. Furthermore, our Employees shall be safe and have the possibility to influence work environment matters.

Equality and diversity are essential for an ethically sound environment. Effective flow of information via internal communication channels provides the opportunity for everyone to participate.

Our work environment is also compliant with our values, which means that we all work together as one team to create a positive culture; an enjoyable, open and sharing environment that inspires confidence in our brand and promotes longevity through a healthy work-life balance.

A good work environment means following to Episerver:

- Management of Workplace Health, Safety and Wellbeing (WHSW) should be ongoing based on a close dialogue between the management and Employees. Management's responsiveness, involvement and commitment is essential to achieve an attractive workplace.
- Managers have WHSW responsibilities that has been delegated to them and they receive continuous training and/or information required to perform their delegated WHSW responsibilities.
- Managers should have good knowledge of WHSW and the business to enable them to recognize risks and hazards in the workplace in an early stage.
- All Employees shall have a Development Dialogue meeting at least once per year to ensure that everyone has clear goals and understands their priorities.



- Episerver promotes health and wellbeing, and for our Employees to have a healthy lifestyle through planned strategies. Regular physical activity is one way to achieve positive emotional and psychological effects
- Episerver continuously works to manage stress levels of our Employees through WHSW reviews with the aim to find conditions that can cause stress and ensure preventative measures are put in place.
- Episerver is responsible for an early, appropriate and coordinated rehabilitation process. The Company works proactively and continuously with rehabilitation to prevent and shorten absence.
- Episerver should provide good facilities, work tools and working procedures, as well as having good internal climate regarding temperature, air quality and lighting.
- Risk assessments should be performed regularly and be documented, addressed and followed up.
- Occupational healthcare will be used as a resource if deemed necessary.
- Protection and safety issues must be continually monitored and tested regularly. All Employees should in a crisis know their responsibilities and mandate.
- Episerver provides all new Employees with a thorough onboarding plan to ensure they are introduced to the company and our values.

Target:

To enable adherence to the above Episerver provides training to all managers and employees regarding how we manage work environment at Episerver.

During 2018 our aim is to ensure that all managers have attended this training.

1. Anti- harassment and discrimination

It is Episerver's policy and responsibility to provide our employees with a workplace free from discrimination and sexual and other harassment. Harassment based on all protected classifications undermines our workplace morale and our commitment to treat each other with dignity and respect. To that end, harassment of Episerver's employees is absolutely prohibited. Further, any retaliation against an individual who has complained about sexual or other harassment or retaliation against individuals for cooperating with an investigation of a harassment complaint is similarly unlawful and will not be tolerated.

To ensure that this is embedded in the organization we provide all managers and employees with training.

Target:

Our goal for by end of 2018 is to ensure that all employees have attended this training.

2. Foreign employees

By 2030, 33 percent of the north European labor force between 25-64 years will have been born outside of Sweden compared to 20 percent in 2014. Thus, we need to increase our knowledge of cultural difference and the impact this may have on work practices and company culture.

To achieve this, we ensure training is provided to managers and employees on a regular basis. Today training is provided as part of employees onboarding and throughout their employment.

Target:

To enhance our training offerings to our workforce with more in depth culture and communication trainings. Target is for all managers to attend this training during 2018.



3. Environment

Of Episerver's direct impact on carbon dioxide emissions, business travel accounts for the largest part. Through our travel policy, we try to strive to choose the more environmentally friendly modes of transport. Above all, we work on the principle of reducing unnecessary travel and, as far as possible, having digital meetings instead of personal.

Target:

To improve our global communication challenges to enhance the team experience.
To reduce our air travel usage by 5% during 2018

The Group's management has several group-wide processes, resources and guidelines in the personnel area. For the group-wide processes, goals are set, and the outcome is monitored regularly.

4. Equal Employment Opportunity

At Episerver we work proactively to ensure equal employment opportunity irrespective of gender. Hence, we work closely to certify that all employees are equally compensated where we monitor internal equality and external benchmarks.

Target:

During 2016, 27 % of our workforce was female, this was increased to 30% during 2017.
Our aim is to continue to increase the number of females in our company so that females comprise of 35% of our workforce.

