



## UpHigh's sustainability commitment

Through our core values – *integrity, dedication* and *willingness* – we continuously seek to maximize our positive social, economical and environmental contributions for a transformation of the global village we live in. Further, an important element of our own sustainability agenda concerns how we can minimize our own negative environmental footprint.

We make the following commitments:

### Our business

- Follow and promote good sustainability practices through our business services: We demand of all our clients that they are serious and ambitious in their sustainability commitments and do not wish to contribute to “green washing”.
- Contribute to a transparent consulting scene: We strive to encourage transparency around our partnerships, assignments and fee structures.
- Continuously seek ways to increase our positive social and environmental impact on the society at large: As of 2016, we invest 80 percent of our employee corporate pension scheme in sustainability funds.
- Be transparent about our own work: Our working documents and board instructions are codified with disclosure requirements of non-financial information and sustainability factors.

### Our environmental impact

- Use public transport, cycle or walk whenever possible. Exclusively travel by train or bus to destinations within 8 hours.
- Apply carbon offsets when travelling by air or car. We estimate the CO2 emission for our travels<sup>1</sup> and purchase corresponding amount of [carbon credits](#) from the Swedish Society for Nature Conservation. The cost is shared equally between UpHigh and the client.
- Minimise our use of paper and other office consumables, for example by reading/editing all documents online and by printing double-sided.
- Turn off all equipment and lights when not in use.
- Purchase fair-trade and organic coffee, milk and fruits, and influence our suppliers and customers to do the same.
- Exclusively choose vegetarian meals at meetings and conferences.

### Our people

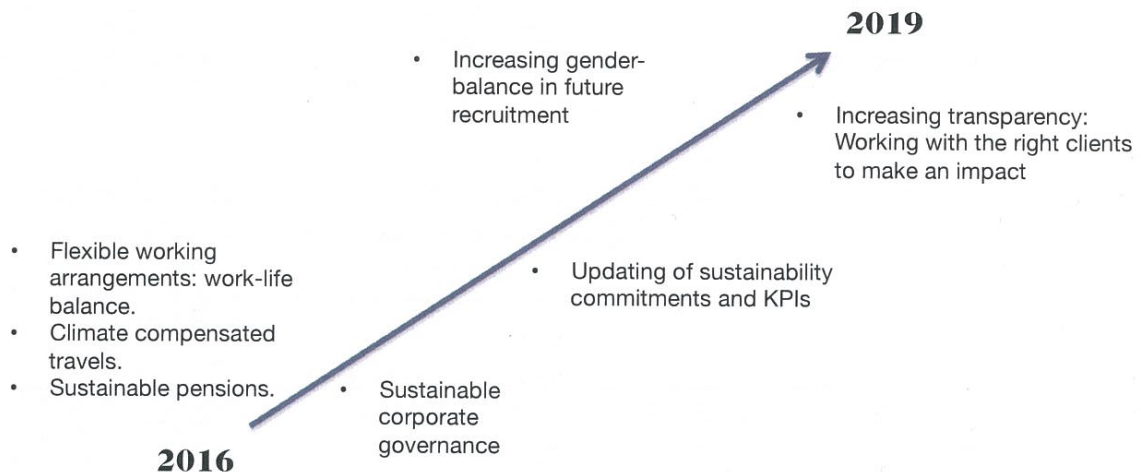
- Facilitate a good work-life balance for our employees and interns, for example by providing flexible working arrangements such as teleworking.

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<sup>1</sup> We use the online calculator provided by the independent website [utsläppsrätt.se](http://utsläppsrätt.se)

- Invest in employees through wellness grants and continuous appraisals with focus on physical and mental health.
- Promote a fair treatment of interns, by requiring internships to be a part of an education program and financed by grants and students loans via Swedish National Board of Student Aid (CSN).

We update our commitments annually and strive towards constant improvements in our sustainability work. For the period 2016-2019, the key contours of the journey we are on looks as follows:



Martin Hallberg,  
CEO and member of the Board UpHigh

Cecilia Seddigh,  
Chairperson of the Board UpHigh

Gustav Bolin,  
Member of the Board, UpHigh

Ola Pettersson,  
Member of the Board UpHigh

Daniel Roempke,  
Member of the Board, UpHigh

## Following up our commitment

Our sustainability commitment is reviewed in January each year.

We use a number of key performance indicators to track our performance against the commitments made. These indicators are reported in our annual report.

1. Share of Uphigh's contribution to employees' pensions that are invested in sustainability funds and/or green bonds.
2. Number of working travels by Uphigh staff carried out by air or car.
3. The total value of carbon credits purchased.
4. Number of appraisals carried out per employee during the year.
5. Percentage of suppliers (such as hotels and conference/office venues) used by UpHigh that provides coffee, milk and fruit that is fair trade and/or organic.
6. Percentage of clients publically available on homepage

Key performance indicator	2016	2017	2018	2019
1 – Sustainable pensions				
2 – Travels by air/car				
3 – Carbon credits				
4 – Appraisals				
5 – Fairtrade coffee/milk/fruit				
6 – Disclosed clients				