



# Sustainability Policy

Young people's lives and futures are very important to us. To create a bright pathway we need to make sure we take care of our planet and realise the state we are in. We are aware that the clock is ticking and we are committed to reducing our negative impact on the environment. We also try and educate ourselves and others about climate change and ways to slow it down. That's why we have created this policy.

Due to COVID-19, we resigned from an office space and mostly work from home or wherever is the most comfortable. We do have weekly meetings to stay connected, but we reduce our carbon footprint by not using transport to get to work everyday.

Another advantage of not having an office is that we don't waste energy on

air conditioning, supplies and do not take much space. Thanks to that we reduce the necessity of building new office spaces, which also minimises pollution.

We reduce our net printing and digitise everything we can.

We make sure that kindness is the most important value for our employees and partners. Kindness towards everyone and everything, also our planet. We encourage our employees to be greener.

We do not work with enterprises that don't care about the environment. We know nobody's perfect and that's not what we are after. We hope everyone is aware of the state our world is in so we can become better and bring changes to save the planet and young people's futures.

