

ENVIRONMENTAL POLICY

1 Introduction

This policy ensures that environmental protection and circular economy is part of Startecon Oy together with all its affiliates (“**Startecon**”) key principles. Our company’s main objective is to reduce use of virgin materials and ineffective resource use. This policy includes principles for all actions and projects lead or managed by Startecon and its collaborating parties.

2 Purpose

The aim of this policy is to solidify Startecon’s environmental protection principles. This policy’s key goals are to pollution and waste prevention, efficient resource use and greenhouse gas (“**GHG**”) emission reduction.

3 Relevant impacts

Startecon’s GHG emissions consist mostly of Scope 3 emissions due to business sector and services provided. Most notable emission sources are business travel, heating, AI use and commuting.

4 Resource efficiency

The use of energy, materials, water, and other natural resources are used to the best of our abilities as efficiently and circularly as possible. Waste management is part of our resource efficiency principles.

Our short-term target is to prevent emissions, energy consumption, trash, and negative environmental impacts in day-to-day life.

Our long-term target is to reduce air travel by avoiding single-purpose trips and combining multiple ventures to one trip.

4.1 Waste management

Our waste management protocol bases to three-tier system. Firstly, all materials should be evaluated for re-use purposes e.g. possibility of upcycling or part repurposing. Secondly, all materials should be recycled as accurately as possible. Thirdly, if all other options are exhausted the waste should be sorted to energy production purposes if possible.

We value our workforce and management of hazardous waste is done only by informed personnel who understand the risks and safety precautions of hazardous waste.

4.2 Sustainable Procurement

Staratecon will do due diligence process before investing into products, such as merch or computers, to do more informed decisions about product sustainability, country of origin and recyclability.

Due diligence process ensures that our policies are not in conflict with procurement processes. Our 1st criteria in procurement is product sustainability and 2nd is cost.

5 Green ICT

We believe that Information and Communication Technology (ICT) is one of the key solutions to minimize global carbon emissions right now and in the future. We believe that furthering sustainability should be done in sustainable ways, and we always promise to advocate for less environmentally harmful ways to promote sustainability. Our Green ICT principals and focal points are set in our Green ICT policy.

6 Renewable energy and heat

Staratecon aims to purchase certified energy and heat if possible. If direct influence on renewable energy purchasing is not possible, possible adaptations or 3rd party certification purchases are made to ensure share of used energy is backed by certifications.

7 Incentives for Employees

We take part in events which promote sustainable living and transportation. This way, our Employees can take part in charity work through sustainability actions.

8 Training, safety and health

Sustainability actions always consider four-pillar sustainability system with economic, environmental, social, and governance (“**EESG**”) in Startecon’s processes. For example, environmental actions should not deduct from Employee safety or health and vice versa.

All EESG actions shall be considered with care and should be based in scientific evidence.

Weekly sustainability meetings are held to help open discussion about ideas, questions and contingency.

9 Contingency and measurement

Environmental work should be evaluated regularly to ensure forward-looking and evolving sustainability landscape in Startecon. This policy should be reviewed and updated yearly. Chosen Critical Success Factors (“**CSF**”) will be used as Key Performance Indicators (“**KPI**”) to measure base year statics to FY2027. These CSFs and KPIs are based on source materials and are presented in table 1.

Table 1. Chosen CSFs and KPIs.

CSF	KPI	Explanation
Energy efficiency	% of electricity consumption reduction	Total energy consumption
Energy efficiency ratio	€/kWh	Income per kilowatts used
Carbon Footprint	CO ₂ e	Total footprint
Carbon Footprint	% of CO ₂ e reduction	Total footprint reductions
Circular Economy	% of recycled materials	Amount of recycled material
Sustainable procurement	% of sustainable procurement	Sustainable procurement share of all procurements
Sustainability knowledge	% of Employees participating to sustainability work	Meeting participation, action participation