

Environmental and Social Responsibility Policy

Chain IQ is a professional services-based organization and is committed to responsible business practices and to working collaboratively with its employees, clients, suppliers, and other stakeholders. Chain IQ supports the United Nation's Sustainable Development Goals (SDGs) and the orderly transition to a low carbon economy (the Paris Agreement). We report on our activities in our annual United National Global Compact Communication on Progress and UK Modern Slavery Act statement.

We promote and offer advice on procurement services in an environmental and social responsible way, at the same time minimizing negative environmental and social impacts. Our actions are amongst leading industry standards and above legal conformity.

Environmental Commitment

We support environmental protection, prevention of pollution and prudent management of natural resources and reduce the environmental impact of products and services in line with or above environmental legislation that relates to Chain IQ. To accomplish this, we aim to

- Use latest information technology to reduce our travel activities. For all remaining air travel of our employees in all regions we offset all generated greenhouse gas emissions with an accredited program
- Source electricity from renewable sources where feasible (indirectly through landlord or 3rd party service provider)
- Minimize waste by promoting recycling
- Source products and services which minimize the environmental impact

Social Commitment

With regard to employees, we commit to respect and promote human rights standards through our human resources policies and practices. Based on the Universal Declaration on Human Rights and the Declaration on Fundamental Principles and Rights at Work of the International Labor Organization, we support

- Freely Chosen Employment – we do not use any form of forced, imprisoned, indentured, bonded or involuntary labor
- Child Labor Avoidance – we do not employ children under the age as defined by the International Labor Organization conventions or by national law whichever is highest
- Non-Discrimination – we provide equal opportunity and advancement opportunities for all employees regardless of ethnicity, gender, national origin, age, disability, sexual orientation or religion
- Compensation and Benefits – we provide wages and benefits that comply with any applicable law and which match prevailing local practices
- Hours of Work – we ensure that our employees are not required to work more than the local legal limits on regular and overtime hours
- Freedom of Association – we recognize and respect the right of our employees to freely associate and collectively bargain within the boundaries of the applicable law
- Humane Treatment – we treat our employees with respect and dignity and provide a work environment free of harassment, intimidation and bullying
- Health and Safety – we have a responsibility to provide a healthy and safe working environment for our employees

Supply Chain Responsibility

With the Environmental and Social Responsibility Policy of Chain IQ we regard sustainable business practice a fundamental business aspect. Thus, we request the same standards from our suppliers. These requirements are defined in the Chain IQ Supplier Code of Conduct.