

Climate Action Policy



Climate Neutrality from Day 1

We commit to being climate neutral from Day 1. We will reduce our carbon footprint as far as possible and will only offset unavoidable emissions.

In all Glacier operations, we pledge to continually **strive to reduce our environmental impacts**, particularly our carbon emissions. Whilst management is responsible for ensuring compliance with this policy and establishing the framework conditions, we recognize that sustainability is the responsibility of all of us, at every level within our organization.

We commit to taking action in the **following 8 areas**:

1. Office & IT

*We commit to **reducing the need for new items**, prioritizing climate-friendly alternatives, reusing, repairing, and recycling our equipment.*

We will:

- Purchase refurbished or second-hand products, where reasonably possible.
- Repair broken equipment, where reasonably possible.
- Prioritize energy and resource-efficient products if available.
- Keep products in the lifecycle after decommissioning by donating or recycling them.
- Only print in case it is really necessary and, if so, in black and white and double-sided.

2. Buildings

*For existing and future office property, we strive to **reduce energy consumption** by ensuring high energy efficiency and using certified green electricity.*

We will:

- Ventilate the room as efficiently as possible



- Install smart heating and cooling thermostats to maintain a comfort working temperature without over-heating or over-cooling.
- Install smart outlets turning off automatically every appliance out of the working hours (during the night and the weekends).
- Turn off our laptops and electrical appliances at the end of the workday.
- Turn off the toggle switch of the next distribution outlet.
- Turn off the lights when leaving an empty room.
- Double-check if all screens and the air-conditioning are turned off upon closing the office.
- Subscribe to a certified green electricity if possible or request for switching the electricity contract when using co-working space.
- Prioritize property that meets as many of the following points as possible when purchasing or renting new office space:
 - » As much natural light as possible
 - » LED lighting system
 - » Certified energy performance building
 - » High energy efficiency systems with a minimum rate of B on the European energy label
 - » Motion detectors at least in rooms that are not used all day long during the working days.

3. Mobility

We commit to **reducing the need for travel** and encouraging the use of more sustainable forms of transport across all our operations. We pledge to commute by foot, bike, or public transportation whenever possible.

We will:

- Provide annual public transport tickets for the City of Vienna for all employees or, alternatively, offer compensation of bike service cost of the same annual value.
- Enable flexible working conditions with home-office and flexible working hours to limit the need for commutation.
- Implement business travel procedures that are as climate-friendly as possible, by:
 - » Reducing the need to travel (i.e. evaluate necessity and consider alternatives like video conferences)



- » Reducing travel distances through optimized meeting schedules (i.e. optimize timing, combine meetings at the same location)
- » Use the most environmentally-friendly mode of transport (i.e. prioritize public transport over individual vehicles; prefer train rides, car-sharing, or other group travel for multiple employees traveling to the same location; prefer e-mobility over fossil-fueled vehicles).
- » Striving to use public transport for distances of up to 800km. Exceptions shall only be made, if there are no reasonable alternatives and only in consultation with management.
- Locations of Glacier team trips shall be selected upon consideration of their accessibility by public transport.
 - » Air travel is not an option for team trips.
 - » E-cars can be used if the location is not easily accessible by public transport.
 - » Last mile transports can be done by taxi (as a group), and, if possible, e-taxi.

4. Nutrition

We strive for a **seasonal, regional, organic, plant-based and fair-trade company diet** that generates as little waste as possible.

We will:

- Choose vegetarian or vegan option for all meals paid for by Glacier.
- Provide an organic fruit box in the office on a bi-weekly basis.
- Provide fair-trade coffee and plant-based milk alternative in the office (if requested).
- Avoid the use of bottled water.
- Provide reusable food boxes in the office.
- Stick to the following pyramidal process to decrease packaging waste when ordering food in the office:
 1. Favor restaurants where we can collect food in our reusable boxes,
 2. Favor restaurants in partnership with zero waste delivery services (e.g.: Vytal)
 3. When the previous options are not available, suggest to the restaurant to propose zero waste alternatives.



5. Finance

We strive to align corporate investments and employee retirement plans with climate goals.

We will:

- Choose the climate friendly financial services, if available (i.e. green bank accounts, green insurances),
- Assess the potential climate impact of investment opportunities and consider their effect in decision making.
- Choose sustainable employee provision and retirement benefit funds for all employees.

6. Education

We pledge to educate ourselves regularly when it comes to climate action, the climate crisis and its impacts.

We will:

- Dedicate at least one hour every two weeks within our working hours for educational purpose, Glacier provides various educational formats such as:
 - » Live lecture with external speakers,
 - » Workshop with externals,
- Organize internally at least one climate related afterwork per month, Glacier provides various formats such as:
 - » Discussion rounds on climate-related topics,
 - » Movie nights with documentaries.

7. Climate Reporting

We commit to calculate and publicly disclose our carbon footprint annually.

We will:

- Track climate data throughout the year to ensure a high-quality annual carbon footprint calculation.
- Identify the main drivers of our carbon emissions and derive and implement impactful reduction measures.
- Report on the carbon footprint and reduction progress transparently and annually.



8. Emissions offsetting

We commit to **compensate our unavoidable emissions** by purchasing high quality offsets.

- We only compensate unavoidable emissions and offsets must comply with the following standards: verifiability, enforceability, additionality, permanence, and transparency.
- Under this policy, unavoidable emissions will be compensated by the end of each year. However, we do understand, that compensation & carbon offsetting is the last step within this process and should only be used as the last resort.

*This policy is a framework that enables Glacier and all employees to **integrate climate action in their operations**. Our vision is a world where **Climate Action is part of every company's DNA**. Only by building internal climate intuition Glacier can act as a role model and inspire others for climate action.*

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