



Responsibility Report 2022



Foreword



My goal has always been to make this world a bit better. I am grateful that together with my team, we have found a way to do just that.

Our mission at Glacier is to support people in making the right decisions - decisions that align with a sustainable and future-oriented world.

We have set ourselves an ambitious target: to support 100 million people in making these groundbreaking decisions. Our approach goes far beyond assisting companies in their journey toward Net Zero; we aim to motivate, inspire, and educate their employees.

I firmly believe that education is a crucial tool that we have overlooked in discussions over the past years. We have talked a lot about reducing our carbon footprint, but we have failed to empower people to take this action. Many of us talk about climate change, but only a few truly understand why it is happening and what specific actions we need to take.

This is where we come in, with a strong belief that we can make this world a better place.

With our Responsibility Report, we, as a team, have set ourselves motivating, yet challenging goals. With one of our values being "authenticity" we want to walk the talk. We want to lead by example and demonstrate how much is possible, even for a small company like ours. This Responsibility Report plays an important role in this mission and should provide transparency and hopefully inspiration for you - its readers.



Andreas Tschas
CEO & CO-FOUNDER



Responsibility Report 2022

Executive summary

In Glacier's 2022 Responsibility Report, we examine the environmental and social aspects of our company structures and practices throughout 2022. These insights have been compiled by our dedicated internal Team Green.



Environmental Aspects

We conducted a thorough assessment of our company's carbon footprint: according to our calculations, it is 31 tCO₂e for the timeframe of January 1, 2022, to December 31, 2022. Our evaluation covers Scopes 1 and 2, and to a certain extent, 3. It includes a detailed analysis of our energy and electricity usage, food and beverage practices, office and IT operations, material and waste management, offsetting initiatives, and financial considerations.

Our commitment to progress drives us to set ambitious objectives for 2023 in each of these areas. Our goals include optimizing office heating and cooling and switching to a green electricity provider. We aim to improve our performance in waste management, especially targeting food packaging. After implementing a general travel policy in 2022, we aspire to establish a dedicated policy for business travel in 2023. Additionally, we set out to create a purchasing guide for office supplies of all kinds.



Social Aspects

We are committed to fostering a positive work environment, diversity, fair labor practices, and social responsibility. The company's team grew from 16 to 20 employees, offering both part-time and full-time contracts, and employing interns. Although experiencing a 29% employee attrition rate, Glacier aims to reduce this to 20% in 2023.

Diversity and inclusion are central to Glacier's ethos, with a balanced male-female ratio, international team members, and gender-inclusive practices. The Team Green initiative champions environmental sustainability. Glacier's emphasis on employee well-being is evident through various activities like team retreats, regular breathing exercises, marathons, and mountaineering events, contributing to a lower-than-average sick leave rate.



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Employee benefits include transportation tickets, subsidized meals, and regular team trips and events, while the company invests significantly in education and continuous learning. Glacier also engages with its community through projects and free climate knowledge offerings.

Our goals & scope of the report

Whilst we strive for constant improvement in our sustainability efforts, we want to achieve the following with this report:



Reinforce and **strengthen our commitment** to climate action.



Prompt us to **reflect on our internal** environmental and social **processes**, encouraging ourselves to challenge existing structures and strive for continuous improvement.



Promote transparency among our stakeholders, demonstrating our dedication to aligning our actions with our words and minimizing our carbon footprint.



Provide accountability for the measures we have implemented since our 2021 Responsibility Report and outline our plans, aiming to offer comparable figures and key indicators for future reporting.

Goals from 2022

In our report from 2021 we set ourselves these high-level goals for 2022:

- Set up a stakeholder dialog to properly analyze materiality (What matters to our stakeholders).
We achieved this goal. Please look at the chapter [Stakeholder Engagement](#)
- Start a value definition process across the entire Glacier team.
We achieved this goal. Please look at the chapter [Glacier's WHY / Our values.](#)
- Publish a new climate report.
We achieved this goal with this report.
- Implement an impact framework for our products, so we can measure the impact we have on other companies and their employees.
We achieved this goal. Please look at the chapter [Impact Measurement.](#)



Goals for 2023

Demonstrating our commitment to continuous improvement, we set ourselves the following high-level goals for the year 2023:

- Become a B Corp-certified company.
- Set science-based reduction goals for our corporate carbon footprint.
- Enhance our responsibility report by implementing a reporting framework, such as GRI (Global Reporting Initiative).

As a young business, we anticipate that our responsibility reporting will evolve and become more detailed with each future edition, growing alongside Glacier. In this report we focus on the climate and social performance in our business.

Regardless of its designation, we hope you find enjoyment from reading our report and perhaps even find inspiration to create your own. We eagerly welcome any feedback or suggestions you may have, which can be shared with us at teamgreen@glacier.eco.



Team Green Statement

Welcome to our second responsibility report where we aim to highlight our actions and commitment towards a sustainable present and future. At Glacier, sustainability is at the core of everything we do. We are passionately committed to creating a better world, where environmental consciousness and responsible business practices go hand in hand.

Our sustainability commitments drive us to take bold actions, embrace innovation, and lead by example, which is feasible for small companies and large enterprises alike. From preserving our planet's fragile ecosystems to empowering communities and inspiring positive change, we are convinced that together, we will create a reality that balances human progress with the well-being of our planet.

While setting up this report we realize that lots of improvements can be made, especially when you look more closely at things. As an interdisciplinary Team Green we still hope to provide you with transparency and the insights you are looking for and really tried to step up our game in the field.

This report should also inspire other companies, no matter what size, to take accountable action. Join us on this journey, as we strive to make a lasting impact and create a legacy of sustainability for generations to come.

Together, we can turn the tide and be the change we would like to see in the world, as Mahatma Gandhi once expressed it.

Team Green, Glacier

Rainhard Fuchs, Co-Founder & CCO

Tanja Halicki, Digital Marketing Manager

Kim Y. Mühl, Business Development Manager

Isabel Pointecker, Project Manager Climate Education

Sophie Wirth, Finance Manager



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Glacier's mission and vision

In this chapter we look at Glacier's history, the development of our products, and values, as well as the impact measurement of our services. Before we dive into it, we want to highlight our vision and mission, which drives us every day and reminds us of our purpose.

Our Vision

Our vision is a world where Climate Action is part of every company's DNA.

Our Mission

We empower & educate 100,000,000 employees to take impactful climate action.

Glacier's history and our "Why"

The climate crisis is one of the biggest challenges and drivers of change we face at the moment. It influences our daily lives, our behavior, how companies work, the labor market, value chains, but also our physical and mental health. We need change and we need it fast!

Our founders Andreas Tschas and Rainhard Fuchs began considering a climate action company in 2019. After engaging in meetings, workshops, and discussions with experts, they attended COP25 in Madrid. Witnessing excessive talk and insufficient action, coupled with weak political leadership, compelled them to take the plunge.

Despite facing the hurdles of COVID-19, Glacier Carbon Reduction GmbH was formally established in September 2020. During the pandemic, Andreas and Rainhard garnered early support for their vision and developed milestones such as the Climate Impact Day and the digital Carbon Manager (CARMA).

In 2021, the first Climate Impact Day attracted over 140 participating companies and inspired over 21,000 employees to take climate action. The CARMA tool helped 39 companies calculate their carbon footprints, while the successful Climate Academy had 189 participants from over 50 companies.

In the year 2022 we lifted our products to the next level. We extended the Climate Impact Day to a whole week, taking place from 10th to 14th of October. During this week we reached 45.000 employees from 277 companies. Furthermore, the Glacier Climate Academy grew to a platform that offered beginner and advanced courses. 461 employees participated in our Academy.



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While we maximize our positive climate impact through our products, we also prioritize keeping our own carbon footprint as low as possible. Our ongoing challenge is to establish a carbon-neutral and ideally net-zero company from day one, a challenge we have been successfully embracing so far.

Our values

Values in a company are essential for many reasons. They can be guidelines for decision-making and influence and represent the work environment. That is why in 2022 together with coach Michael Hagelmüller we set up a process to define our own values.

As a first step in April 2022 a workshop took place to brainstorm and cluster values with the entire team. After a few weeks all employees were involved to vote with stickers for their most important values. The most voted ones were discussed and challenged to make sure they are truly represented within the team.

Finally, within a smaller team, the final values got defined and shortly after presented to the entire company in July 2022:

Final values



Authenticity

We walk the talk by being true to our own personality, values, and spirit, regardless of the pressure we are under to act otherwise.



Impact

We tackle the climate crisis by creating solutions collaboratively that have real impact and balance people, planet, and profit.



Purpose

We inspire and empower others and ourselves to find professional and personal purpose in driving climate action.



Entrepreneurial Spirit

We view challenges as opportunities, embrace change and tackle problems with solution-orientation and a supportive can-do attitude.



Ongoing measures

To ensure that we live up to our values, we came up with the following measures:

- Include our values in the recruiting process.
- Include our values in feedback talks and employee surveys. Ascertain whether employees identify with the values.
- Include values in strategy meetings.
- Assign a value team.

Our products

In 2022, our offering consisted of two main products: the Glacier Climate Academy and the Glacier Climate Week. With these main products we want to offer knowledge, employee engagement, and activation for climate action.

Glacier Climate Academy

The Glacier Climate Academy is an educational platform designed to elevate employees to the next level, transforming them into climate action experts within their organizations. With a growing number of employees seeking to make a meaningful impact within their companies, there is a strong commitment to internal climate action. However, many lack the necessary expertise to effectively drive change. Our courses provide in-depth guidance and support, empowering participants to become influential climate leaders.

The Basic Course spans four weeks and offers participants the opportunity to learn from leading experts in the field. They acquire essential knowledge about climate change and gain the skills needed to implement meaningful climate action within their companies. Additionally, participants have the chance to connect and collaborate with like-minded peers who face similar challenges.

Responding to the demand for further learning, we introduced an Advanced Course in May 2022.

The Advanced Course spans 6 weeks and provides participants with in-depth climate knowledge also provided by climate experts. They get equipped with the skills and practical measures they need to actively drive the sustainability transformation within their companies. Throughout the course, participants develop their own climate action plans which serve as a guideline for implementing the learnings directly in their companies, and serve as a starting point for a more comprehensive sustainability strategy. Additionally, participants are paired, so they could learn from each other, collectively work on their sustainability challenges and discover solutions together.

Beyond the Advanced Course we also offered a 6-week Masterclass on the topic of Climate Communication which provided a deep dive for everyone that works in Marketing, PR or internal communication.

Glacier Climate Week

The Glacier Climate Week took place from the 10th to the 14th of October 2022. The concept focused on three different outcomes:

Learn



This part was about learning and getting inspiration. Two livestream tracks (beginners and advanced) were provided. The participating companies could decide which track and which session they wanted to view with their employees. Some sessions were prerecorded, while some sessions were live. There was the opportunity to ask questions via Slido. Topics like team engagement, climate action basics or how to build a green team were covered.

Act



From a pool of interactive modules, companies could choose actions that fit their strategy and organization of the Glacier Climate Week. The goal was to get people motivated, engage them in sustainability and get them to be active as a team.

Connect



During the Glacier Climate Week we hosted five different events that aimed to connect people from different companies and give them the chance to exchange ideas on climate action. At every event, our partners TPA, Bank Austria, Volvo, ÖAMTC, UNEP, Klima- und Energiefonds and ServiceNow provided input. During the breaks and afterward, there was the opportunity to network and exchange ideas over food and drinks.



Glacier X

As a part of our offering, we created the Glacier membership that includes the participation at the Glacier Climate Week and Glacier X.

Glacier X is an exclusive event for Management and C-Level. The goal is to connect these decision-makers and to facilitate an exchange of common obstacles and solutions for the climate crisis. In 2022, we organized two Glacier X events.

The first Glacier X took place in May 2022 and gathered CEOs from 80 Austrian companies in Vienna. The event was dedicated to the topic of “Time for Climate Action” with the main message that firms should commit to giving employees dedicated time for sustainability. The Aim: Shift climate action to the top of business agendas.

After the event, 78% of participating CEOs deemed it important to allocate work time for employees' climate action, viewing it as key for company-wide transformation. Unfortunately, there is no data on how many actually do.

Impact Measurement

To ensure the effectiveness of our efforts, we implemented an impact measurement framework in 2022, spearheaded by Alissa Kovarik (Product Manager) and Thomas Wohlfahrtstätter (CFO).

Overview

This framework, based on the I-O-O-I methodology (Inputs, Outputs, Outcomes, Impact) and aligned with the Social Reporting Standard (SRS), allows us to assess the impact of our educational initiatives on individual learners and the participating companies.

At Glacier, we recognize the importance of impact measurement for various reasons.

Monitoring performance: Impact measurement enables us to effectively monitor our performance and assess whether we are successfully progressing towards our overarching purpose.

Generating valuable insights: Impact analysis provides us with invaluable insights into the transformative effects our programs have on participants and the companies involved, allowing us to identify areas for improvement.



Improving efficiency and impact: This data-driven approach empowers us to improve the efficiency and impact of our educational offerings by addressing any shortcomings in achieving desired outcomes.

Leading by example: by showing our commitment to impact, we can strengthen our brand reputation, differentiating ourselves as a trustworthy and credible force for positive change.

Framework and Process

Through a two-step intervention design based on the I-O-O-I methodology, we analyze the inputs, outputs, outcomes, and ultimately the impact of our upskilling programs both at the individual learner level and on a broader scale at the company level. This evaluation allows us to continuously optimize and refine our educational offerings, ensuring that our programs remain at the forefront of driving positive climate action.

2-step Intervention Design (indirect) for education based on Social Reporting Standard



Figure 1: Impact Framework Design

As part of our commitment to transparency and accountability, we employ a series of "impact steps" based on the Social Reporting Standard (SRS) to further breakdown and increase the impact of our measurement process on employees and client companies alike.

7 Step process

I-O-O-I Framework



Figure 2: 7 impact steps



Data collection

To ensure the collection of insightful and reliable data, we have employed three distinct methods at different stages of the employees' learning journeys within our course offerings:

- T0 – At the beginning of the educational program

We conduct a survey and a knowledge check comprising various sustainability-related questions to measure the participants' pre-existing awareness and knowledge of sustainability topics to eventually be able to determine the progress made through our programs.

- T1 – At the conclusion of the educational program

At the end of the program, we administer a quantitative impact survey, centering on the relevance of the provided content, the extent of increased empowerment, and the level of support received from the company and other stakeholders in driving climate action.

Additionally, we conduct a final knowledge check with sustainability-related questions to assess the learners' awareness and knowledge after completing the training.

- T2 – Six months after the educational program

A follow-up quantitative impact survey is conducted, focusing on the application of acquired knowledge, the implementation of actions (e.g., the creation of a Team Green), and the integration of sustainability strategies within the company.

Results

The numbers below reflect our Impact Measurement Data until the end of 2022. This data includes the results from all our Basic and Advanced Academies so far, as well as our Climate Communication Masterclass and our Glacier Impact Day & Week.

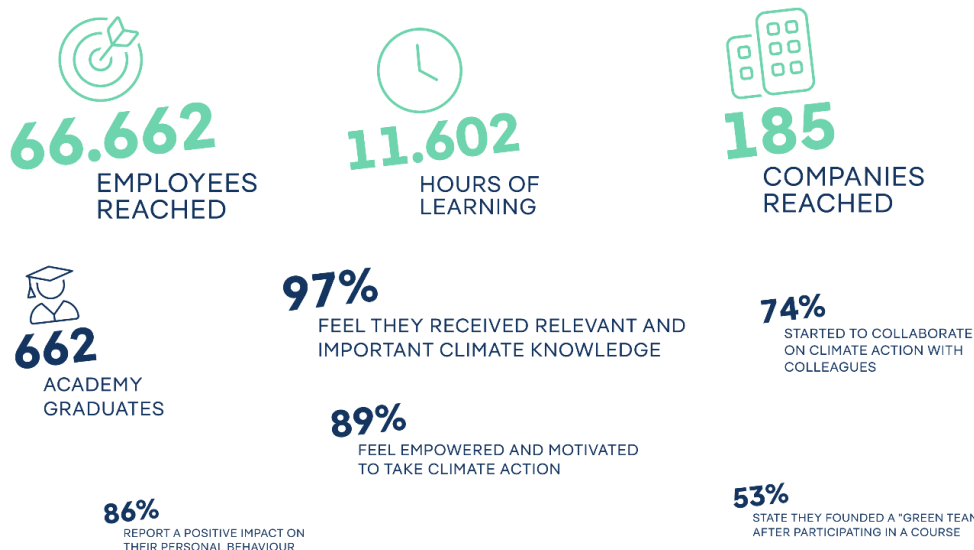


Figure 3: Results Impact assessment

Objectives for 2023

- **Increase the impact of our education offerings.** By continuously tracking learners' progress and their acquired knowledge, we aim to improve our education offering to maximize the impact we have on learners. We aim to achieve the following:
 - Ensure that 100% of learners state an increase in climate knowledge, up from 90% currently.
 - Increase the share of learners that feel empowered to take climate action after completing our education programs from 89% to 95%.
 - Increase the share of learners who state that our e-learning content was relevant to their respective job from 79% to 90%.
- **Extend the impact measurement framework** to our ever-expanding range of courses, including essentials, deep dives, and learning paths to comprehensively measure the impact of each program on all learners and companies.
- **Continuously improve our impact measurement framework** by actively involving stakeholders. Collaboration with learners, partner companies, and experts in the field will provide valuable perspectives and insights.



- **Automate the data collection process** on our new Learning Experience Platform (LXP) to efficiently gather relevant data and increase the accuracy and reliability of our impact measurement.
- **Collaborate with an external Ph.D. student** who will conduct an in-depth impact measurement of our educational programs within selected companies. This collaboration aims to extract unbiased and profound insights, enriching our understanding of the long-term effects of our initiatives and identifying opportunities for growth and innovation.



UN Global Compact

In August 2021, Glacier joined the United Nations Global Compact initiative. The mission of the UN Global Compact is to accelerate and scale the global collective impact of business by upholding their Ten Principles and delivering the SDGs through accountable companies and ecosystems that enable change. The approach relies on ten principles on human rights, labour, environment and anti-corruption. As a member of the UN Global Compact, we disclose an annual Communication of Progress (COP), reporting our commitments and action in the four aforementioned areas. The key findings presented in this climate report will also form the basis of our COP.

For 2022, we renewed our commitment to the UN Global Compact:

I'm proud to confirm Glacier's commitment to the principles of the United Nations Global Compact in the areas of human rights, labour, environment and anti-corruption. In this annual sustainability report, we outline our actions to integrate the Global Compact and its principles into our business strategy, culture and day-to-day operations. We also commit to sharing this information with our stakeholders throughout our key communication channels."

- Andreas Tschas, CEO, Glacier

Detailed description of measures

The measures taken in 2022 are described in detail in the 'Environmental Aspects' and 'Social Aspects' chapters. Each of these chapters also lists our objectives for 2023.



Stakeholder Engagement & Materiality Analysis

To ensure our sustainability efforts are as impactful as possible, we decided to conduct a materiality analysis to identify the most important and relevant sustainability topics for Glacier.

A materiality analysis should be a necessary component of any sustainability report as it helps organizations identify and prioritize the most relevant environmental, social, and governance issues that significantly impact the business and stakeholders.

Ideally, this process starts with a stakeholder engagement process. In 2021 we didn't have the time nor the resources to set up a proper process, but significant progress was made in 2022 and 2023.

Why are we doing a Materiality Analysis including Stakeholder Engagement?

- **To define goals** for Responsibility Report 2023.
- To gain **insights** into their diverse perspectives, concerns, and expectations, ensuring that the identified material topics align with the actual interests of those affected by Glacier's activities.
- To strengthen our **credibility** – showing that we “walk the talk”.
- To foster **transparency, trust, and accountability**, and hopefully reinforce the credibility of this sustainability report.
- To be a **role model** for other companies.
- **To foster relationships** with stakeholders encouraging the development of effective strategies to address shared challenges and create positive societal and environmental impacts.

Stakeholder Mapping and Matrix

The first step was the stakeholder mapping, where we listed every possible stakeholder group. In this first step it is important to not rate or judge a group on importance or relevance. The next step was the rating of the stakeholder groups. We rated them on 2 factors: interest in and influence on Glacier

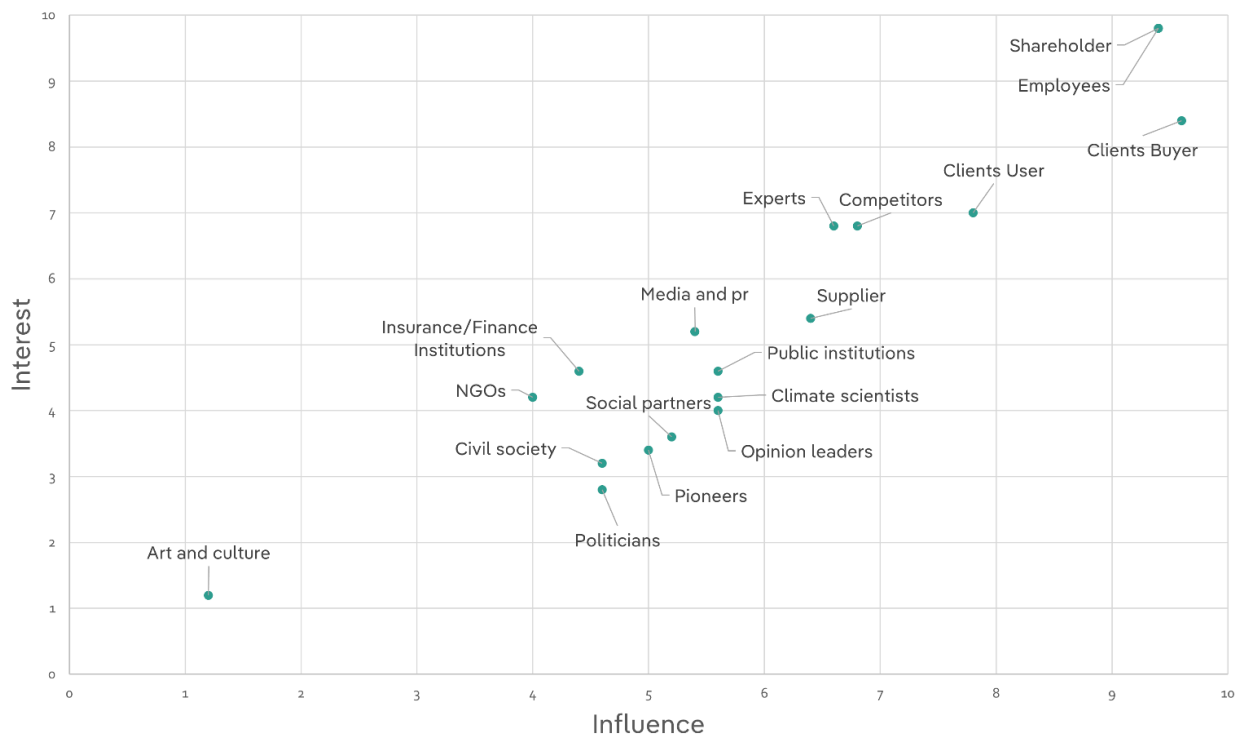
- **Interest:** How interested/concerned is this stakeholder group in what we do?
- **Influence:** How strongly can this stakeholder group influence what we do?



We rated these two factors from 1 to 10 (10=highest interest/influence; 1=lowest interest/influence). To ensure that we do not influence each other, the members of the Team Green rated the stakeholder groups individually and independently from each other. Below you can find the final stakeholder matrix with employees, shareholders, clients buyer and clients user as the most important ones.

Stakeholder Matrix

Figure 4: Stakeholder Matrix



Stakeholder Dialogue

After the stakeholder mapping and the finalization of the matrix we decided to include these groups in the stakeholder dialogue:

Clients buyer, clients user, employees, experts, media and PR, NGOs, and shareholders

Methodology of the Stakeholder Dialogue

Altogether we conducted 14 qualitative interviews - 2 people from 7 stakeholder groups. The interviews were guideline-based, took between 20 to 30 minutes, and covered the following topics: Sustainability in general, Sustainability in the companies/organizations of the participants, Sustainability at Glacier, and collaboration with Glacier.



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At the end of the interview, we gave the participants a variation of different sustainability topics and asked them to pick five, that should be a focus for Glacier's sustainability efforts and then rank them from one to five (1=most important topic):

- *CO₂/greenhouse gas emissions*
- *Water consumption*
- *Biodiversity*
- *Waste management*
- *Energy & electricity consumption*
- *Offsetting or CO₂ compensation*
- *Air pollution/particulate matter emissions*
- *Internal training*
- *Nutrition*
- *Mobility*
- *Diversity*
- *Inclusion*
- *Anti-discrimination*
- *Compliance*
- *Occupational health and safety*
- *Circular economy*
- *Sales/profit/economic growth*

In the following graph you can see the topics that were named most often, being ranked from one to five, and therefore state the material sustainability topics for Glacier.

Sustainability topics

Rated from 1 to 5



Figure 5: Sustainability topics, rated



You can find more information on the respective topics on the following report pages:

- CO₂ Emissions → Chapter [**Corporate Carbon Footprint**](#)
- Biodiversity → Not yet covered, planned for 2023
- Internal further education → Chapter [**Education and talent management**](#)
- Sales/Profit/Economic Growth → Cannot be disclosed
- Energy → Chapter



- **Energy and** electricity

The materiality analysis was conducted alongside this report, this prevented us from fully incorporating its findings into the content. As a result, in certain instances, we delve into topics that extend beyond the scope of these deemed materials, such as our coverage of social aspects. We currently lack data regarding our impact on biodiversity, which we intend to address in 2023. Additionally, we are unable to present any financial data owing to our status as a privately-owned start-up company.

Objectives for 2023

- Prepare a stakeholder dialogue with a qualitative methodology for 2024.
- Disclose data on the biodiversity impact of Glacier in the next report.



Environmental Aspects



Environmental Aspects

This section will elaborate on environmental aspects of Glacier's operations by outlining our corporate carbon footprint and then going into more detail on the contributing indicators.

Corporate Carbon Footprint

The Glacier corporate carbon footprint for 2022 has been calculated using our Carbon Manager CARMA. The carbon emissions accounting in CARMA follows the Greenhouse Gas Protocol guidelines and uses the Akaryon database. It includes emissions from the following categories: electricity, energy, mobility, food, office, IT, waste and processes. Details about the data collection methodology are presented below.

Indicators

The overall carbon footprint for Glacier in 2022 was 31 tCO₂e, which is equivalent to an average of 1.6 tCO₂e per employee. For comparison, our corporate carbon footprint in 2021 amounted to 18t, which was an equivalent of 1.4 t CO₂e per employee. In terms of absolute numbers, the footprint has unfortunately increased by 13 tons from 2021 to 2022. This can be mainly explained with the growing number of employees, from 13 in 2021 to 17 in 2022. Nevertheless, also the footprint per employee has slightly increased, as shown in Figure 6.

Comparison yearly footprint
per employee in tCO₂e

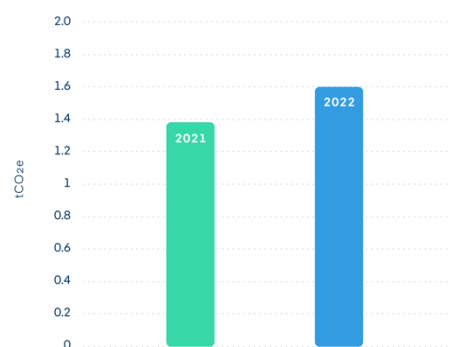


Figure 6: Yearly comparison footprint per employee

This increase can be partly explained by an increased staff travel activity in 2022 and more events which were held and the current growth stage that Glacier is experiencing. For comparison, the carbon footprint per person in Austria amounted to 8.3 tCO₂e in 2020¹. Nevertheless, we want to lower our emissions and will therefore set emission reduction targets for 2023. We also believe that with our office switch in 2023, we will have more control over certain office factors such as electricity, waste management and heating. The following sections list the greenhouse gas (GHG) emissions in detail, by scope as well as by category.

¹ Umweltbundesamt, Klimaschutzbericht 2022,
<https://www.umweltbundesamt.at/fileadmin/site/publikationen/rep0816.pdf>

**Greenhouse gas (GHG) emissions by scope:**

At Glacier, we report on Scope 1, Scope 2 and Scope 3 emissions.

Scope 1 covers the company's direct emissions. Direct GHG emissions arise from sources owned or controlled by the company. For example, emissions from combustion in owned or controlled boilers, furnaces, vehicles, etc. In our case, Scope 1 emissions amount to 4.75 tCO₂e and include emissions from operations such as heating and cooling – both in our office and in employee home offices. Furthermore, they also include mobility emissions resulting from staff travel and team event travel.

Scope 2 accounts for GHG emissions from the generation of purchased electricity consumed by the company. In our case, this includes the electricity used in the office and home office. Glacier's Scope 2 emissions amount to 4.75 tCO₂e.

Scope 3 emissions are a consequence of the company's activities but derived from sources not owned or directly controlled by the company. Scope 3 is an optional reporting category that allows all other indirect emissions to be considered. In our case, Scope 3 emissions amount to 21.50 tCO₂e and include:

- Employee commutes to the office
- Food and drinks consumed in the office
- Use of paper and IT devices
- Waste generation
- Events: location, commutes, drinks, food, tech equipment, waste

All three scopes add up to our total carbon footprint of **31 tCO₂e**.

(Note: Water consumption during the course of remote work is not included in our carbon footprint.)

Greenhouse gas emissions per category:

The main contributors to this carbon footprint are the energy used for heating and cooling in the building, followed by office & IT emissions. Figure 1 shows each category's contribution to the carbon footprint.



Total Carbon Footprint 2022



Figure 7: Corporate carbon footprint 2022

The following sections explain the data collection methodology and key figures. For each category, we break down the CO₂ emissions into main indicators (e.g.: energy consumption, electricity consumption, percentage of employees using public transport), evaluate the achievement of our main objectives for 2022 and present new objectives for 2023.

Objective for 2023

- Increase data accuracy for the CO₂ footprint calculation 2023 in order to use 2023 as a base year for further reduction targets.

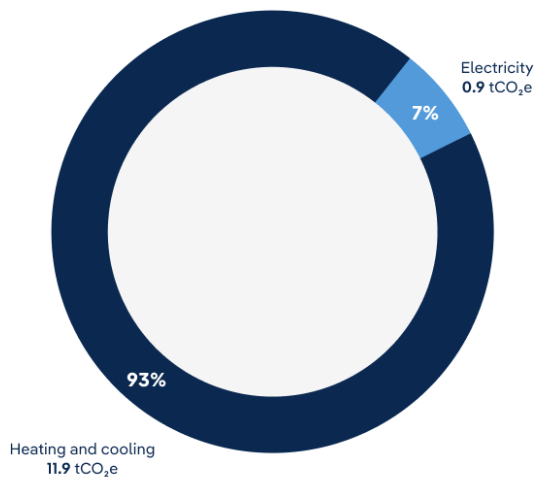


Energy and electricity

This category includes greenhouse gas emissions attributed to electricity consumption and energy consumption for heating/cooling in the office and in home office.

GHG emissions from electricity, heating and cooling | Indicators (quantitative and

Electricity and Energy



qualitative)

Figure 8: Electricity and energy

Electricity and Energy Office and Home Office

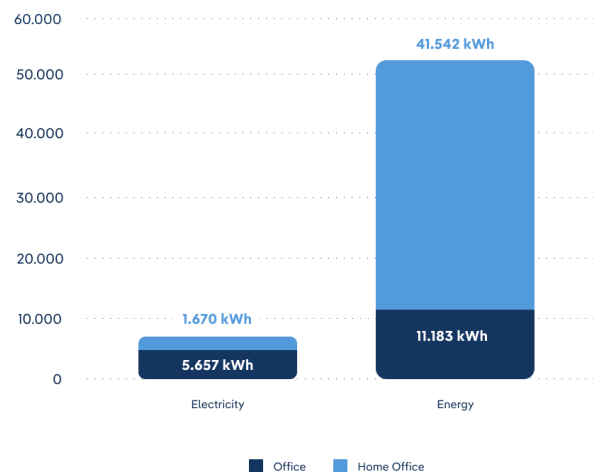


Figure 9: Electricity and Energy, Office and Home Office

Data collection methodology

Our office is located in a shared space in which we rent one office room and one meeting room, giving us a total of 110 square meters. Our calculations are based on data we received from our shared office provider, as well as a survey we conducted internally to assess energy consumption in home office.

The electricity consumption calculation is based on the numbers we received from our shared office provider, using the total electricity consumption per month for the whole shared office space as a baseline and calculating our own office's percentage thereof. We also calculated electricity consumption in home office, basing this on annual electricity requirements and factoring in lighting and equipment for every employee. According to our employee survey, the average home office share was 35% during 2022 and was thus used for this calculation. One of the first things we always tell our Climate Academy participants is to switch to certified green electricity – but since we only rent two rooms in a shared office, we



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don't have the option to switch electricity providers. Nevertheless, we have made a request in this regard in 2021 and again in 2022.

The energy consumption calculation for heating and cooling is based on yearly totals we received from our shared office provider. We also calculated typical heating and cooling usage for the workforce while working from home. This data was collected via a survey of all team members.

There is no limit on home office days at Glacier. That provides a lot of flexibility for the team, but also limits our control over energy behavior. The total energy footprint thus only represents an estimate.

Ongoing measures

- We ventilate our rooms as efficiently as possible (e.g. opening the windows wide for a short period when the heating is on).
- We turn off our laptops and electrical appliances at the end of the working day.
- We turn off switches at the nearest distribution outlet at the end of the working day.
- We turn off the lights when leaving a room.
- We double-check if all screens and the air-conditioning are turned off upon closing the office.

Objectives from 2022

- Installing smart heaters and cooling thermostats.
- Installing smart outlets for all our work appliances.

Unfortunately, these objectives could not be reached as implementing these in a shared office space was difficult.

- Conducting a new survey to collect data on the emissions during telework.

Was not conducted as this would have been very time consuming. For this reason, Austrian averages for electricity and energy consumption were used for the home office calculation.

As a result, all objectives will be shifted to the next reporting period.

Objectives for 2023



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- Install smart heating and cooling thermostats to maintain a comfortable working temperature without over-heating or over-cooling.
- Conduct a new survey to collect detailed data on CO₂ emissions in home office.
- Switch to a certified green electricity provider for our new office.
- Create a heating and cooling guideline for our new office.

Mobility

The mobility category includes GHG emissions from the employees' commutes to and from the office, as well as from staff and team event travel.

Objectives for 2022

- Implement a business travel policy that is as climate-friendly as possible.

We started to implement the policy, however, it wasn't implemented until the beginning of 2023.

- All our team event and trip locations must be reachable by public transport.

All locations were reachable via public transportation, solely for the last mile we sometimes had to take a shared taxi.

GHG emissions from mobility

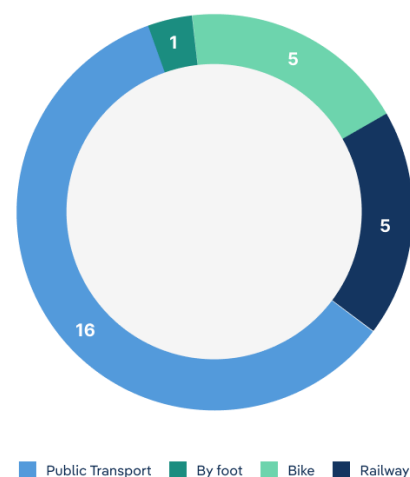
GHG emissions from mobility amounted to 7.3 tCO₂e in 2022, including commuting, business trips and team events.

Indicators (quantitative and qualitative)

100% of our 27 employees (total headcount of employees in 2022) commute to the office using 'clean' means of transport. The breakdown is shown in Figure 9. None of our employees used cars or carsharing.

When it comes to business trips by road/railway, 84% of staff travel kilometers in 2022 were covered by train, and 16% by public transport. In addition, we had 6 short distance flights and 2 mid-distance

How our employees commute to work





flights. For team events, 95% of the kilometers travelled were covered by train, and the remaining 5% by car.

Figure 10: Commuting of employees

Potential for carbon saving

While our commutes to the office are already relatively sustainable, it would be even better for the climate if more people rode a bike or walked instead of taking public transportation. These are even greener ways of getting around, while the health benefits are also clear. In contrast, when it comes to business trips and team events, we identify the biggest potential in reducing our number of flights, as well as trips by car.

Data collection

The data here was collected by surveying employees about their commutes, as well as from our HR department.

Ongoing measures

- Glacier provides flexible working conditions, with unlimited home office and flexible working hours reducing the need to commute.
- All employees are provided with an annual public transport ticket for Vienna. Alternatively, bicycle service costs are reimbursed until the cost of such a yearly ticket is reached.
- All our team event locations must be reachable by public transport.

Objectives for 2023

- Implement a climate-friendly business travel policy.
- For our climate action day, we ask our speakers and guests to come by train / public transport, instead of by car and there will only be a reimbursement for trips by public transportation / bus.
- If the speakers wish to travel by car, they must personally cover the costs for fuel, parking, etc.
- If the speakers would need to take an airplane to attend, we ask them to participate virtually.



Food & drinks

This category covers GHG emissions owing to food and drink consumed in the office. This includes soda water, tap water, fruit juice, tea and coffee consumption, as well as team lunches and food served at our team events.

GHG emissions from the food & drink category

The total GHG emissions from this category amounted to 2.4 tCO₂e in 2022.

Indicators

As a climate education company, we've committed to continuously improve our sustainability performance. For this reason, from July 2022 we switched from serving veggie meals to only serving plant-based meals at company and team events, as well as for our team lunches.

In 2022, we organized four team events at which a total of 246 vegan meals served.

Data collection

Data was collected via a survey of team event participants. Assumptions were made based on our carbon footprint calculation for 2021.

Objectives for 2022

- Increase share of vegan meals.

This was achieved and from July 2022 onwards, all meals which are paid by Glacier were switched from vegetarian to vegan meals.

- Switch to a fair-trade and organic coffee in the office.

This goal was achieved.

- Increase awareness within the team about dairy products and their climate impact.

Was raised through an internal education event where we watched documentaries about the dairy system, its environmental impact and moral implications.

Objectives for 2023



- To hold 2 cooking events together to increase awareness about sustainable cooking and diets.
- To organize at least one more movie night on the topic of dairy consumption and its climate impact.

Office and IT

We operate in a shared office space: the Impact Hub Vienna. They are responsible for providing the space, heating, lighting, printing and sanitary facilities. We have only limited influence on the selection of the relevant electricity, gas and water suppliers and the products that are bought and used in the office space (e.g., janitorial products, paper and printing inks, office supplies). We are continuously in touch with the Impact Hub team with regard to a switching to more sustainable suppliers and products in various areas. The Impact Hub recently switched to environmentally friendly faucets in the toilets. The nozzle helps the Impact Hub Vienna to save up to 96% of water.

Our GHG emissions in 2022 attributable to office & IT amounted to 5.9 CO₂e.

Given that we work flexible hours with the freedom to work from home whenever we desire, we don't have a desk space with a second screen for every single employee. Desks and screens are shared. This reduces the need to buy equipment and therefore saves emissions.

Laptops, tablets and phones are exclusively bought refurbished. Smaller appliances such as mice and keyboards are sometimes not available refurbished and therefore bought new, with a strict policy of one mouse and keyboard per employee and no extra appliances bought in addition.

In 2022, ten laptops were bought for team members, nine of them were refurbished. One new device had to be bought for our graphic designer. The total number of laptops owned by Glacier amounted to 22 by the end of the year. Additionally, 1 refurbished screen was bought. Two computer mice were purchased, neither of them refurbished.

Our cloud storage in 2022 for the website, the CARMA tool and Microsoft SharePoint amounted to 706 Gigabytes.

Objectives from 2022

- All laptops and screens purchased will be refurbished ones.

Goal was achieved, 100% of laptops and screens were bought refurbished.

- Come up with purchasing guidelines.



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Not achieved, due to limited time resourced, pushed to 2023.

- Repair broken equipment were reasonably possible.

Research was done on where and how to repair broken screens, however, no reparation was needed.

Ongoing measures

- All laptops and phones are bought refurbished.
- Paperless office: we only print when it's really necessary. And when we do, it's double-sided and in black & white.

Objectives for 2023

- We will move to our own office space which will give us the opportunity to have a better understanding, control and overview of our office suppliers and supplies. The goal is to choose the most sustainable gas and electricity suppliers on the market.
- We choose the most sustainable products/supplies for our office.
- All janitorial products purchased for the new office will be environmentally friendly and biodegradable.
- Office furniture as well as dishes, glasses, pots and pans will be bought second hand.
- Come up with purchasing guidelines.

Material & waste

Greenhouse gas emissions from this category (quantity per type of waste, etc.) total 0.2 tCO₂e (approx. 0.7% of our total emissions). This low number reflects the structure of our small company, our shared office, almost non-existent packaging & printing, and the absence of a bespoke canteen.

One thing that we are continuously improving, however, is the consumption of take-away food at work. To tackle this every employee is provide with a reusable insulation /water bottle, as well as glass containers (i.e., tupper ware). When ordering food, our employees are being asked to notify the restaurant that we will bring our own containers upon pick-up. However, we occasionally we have the challenge that restaurants refuse to use our reusable containers, and sometimes our employees do not have the time or simply forget to bring reusable containers when ordering food. We're still looking for a better incentive system as a viable option to lower our footprint.



Indicators

We have a system for waste sorting/recycling in the office. The categories are glass, plastic, cans, paper, organic waste and general waste. Electronic purchases are expected to remain in the company for a longer period of time than in average companies. In this regard, the majority of our inventory consists of refurbished devices.

Data collection

As we used shared waste facilities of the Impact Hub Vienna, there is no reliable data available. To make up for this major limitation, we've drawn on studies from the WKO, ARA and others that outline typical behavior with regard to waste management and calculate various averages for workers in Austria.

Objectives for 2022

- Come up with a system to reduce waste from lunch orders and pick-ups.

This goal was achieved by providing reusable lunch containers for pick-ups, spreading information about reusable packing offerings like [Vytal](#) and promoting restaurants near the office that offered reusable lunch packaging that could be brought back.

- Reuse event materials (eg. stage).

The second objective could not be met, as we had to switch locations and the 2021 Stage was too big for the new location. However, for 2023, the 2022 stage will be re-used, as the location will be the same.

Objectives for 2023

- Improve our incentive system to reduce waste from lunch orders and pick-ups.
- Reuse event materials (e.g., stage).
- Implement a waste system for our new office.

Green finance

Green bank account

For 2022, we switched to UniCredit Bank Austria's Go-Green business account, which has sustainable financial product certification from The Austrian Ecolabel. The account strictly excludes investments in (among other things) armaments, coal extraction and technologies powered by fossil fuels. Given the highly limited choice of green business bank accounts in the Austrian market, we see this as a promising first step in mitigating the negative climate and social impacts of conventional bank accounts.





Fair Finance

According to Austrian Law, each employer has to pay 1,53% of wages into an employee pension fund. Glacier chose the Fair Finance sustainable pension fund. If you're interested in a more detailed definition of what that means, take a look at their sustainability report (<https://www.fair-finance.at/service/downloads>).

Objectives for 2023

In addition to the breakdown above, there are other areas where we want to make a big effort going forward. Therefore:

- We aim to place all corporate investments and cash in climate-friendly banks.



Offsetting

We've committed to calculating and publicly disclosing our carbon footprint on an annual basis, starting with last year's climate report. To achieve this, we'll track climate data throughout the year to ensure a high-quality annual carbon footprint calculation. We'll then be able to re-evaluate the main drivers of our carbon emissions and implement impactful reduction measures.

We've also committed to compensating our unavoidable emissions by purchasing high-quality offsets governed by the principles of verifiability, enforceability, additionality, permanence, and transparency. To cover our 2022 carbon footprint of 31 tCO₂e, we purchased 32 t of the following carbon offsets, including one ton extra to include uncertainties. To diversify the offsets in terms of geographic region as well as efficacy, we chose 3 different projects:

- Carbon Sequestration through Biochar, Switzerland
- Forest Plantations, Vichida, Colombia
- Afforestation in Panama

We'd like to stress that only unavoidable emissions should and will be compensated. Our priority has to be avoiding and reducing emissions wherever possible. Compensation and carbon offsets should only be used as a last resort when it comes to a company's climate neutrality journey.





Social Aspects

At Glacier, we believe that our employees are our most valuable assets. We want to ensure that Glacier is a great place to work. We recognize the importance of fostering a positive work environment, promoting diversity and inclusion and ensuring fair labor practices and wages. This Responsibility Report highlights our initiatives and achievements in the areas of employees and social aspects throughout the year 2022.

Employees

Our team consisted of 16 people in January 2022 and grew to 20 people by the end of December 2022.

At Glacier, we do our best to support our employees' educational aspirations and family obligations. This is why we offer part-time as well as full-time contracts. On December 31st, 2022, two out of 20 employees had part time work contracts.

We also employ interns. In the course of 2022, we had three interns.

We do not work with independent contractors. We offer employment contracts rather than independent or temporary contracts.

Employee attrition rate: 29%

With an employee attrition rate (people leaving vs. average number of employees) of 29% in 2022 we are a little above the average among start-ups. One of Glacier's goals is to support its employees in developing and growing personally and professionally, so we do all we can to provide an attractive, supportive work environment. Nevertheless, the higher attrition rate is due to the fact that Glacier is a fast-moving and fast-changing start up. We changed our focus again in 2022 from offering live online courses and climate events to online on demand education for the whole workforce of our customers.

Team composition & diversity

As is very common for start ups, the average age is under 30. Our youngest team member is 24 and our oldest is 45. For a young, small team, we're pleased to be fairly international. Even though the majority of our staff is from Austria, we have had team members from Germany, Portugal, France and the Netherlands. Most of our team members hold a university degree, either a bachelor's or a master's degree. One team member holds a doctorate.



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Team composition as of December 31, 2022:

	Average Age	Gender	Nationality	Education	Total number
Founders	37	2 male	2 Austrian	2 university degree	2
Management / C-Level	39	2 male, 1 female	3 Austrian,	3 university degree	3
Employees	28	6 male, 8 female	12 Austrian, 2 German	12 university degree, 2 high school diploma	14
Interns	24	1 female	1 Austrian	1 university degree	1
Glacier team in total	31	10 male, 10 female	18 Austrian, 2 German	18 university degree, 2 high school diploma	20

Objectives for 2023

- Reduce the attrition rate from 29% to 20%
- Ensure gender equality and diversity → see chapter Diversity and equality.



Our Orgchart from December 31, 2022

The following orgchart depicts our team structure as of December 31, 2022. As a start-up, however, teams and structures are continuously changing and evolving. Therefore, this orgchart should be understood as a snapshot.

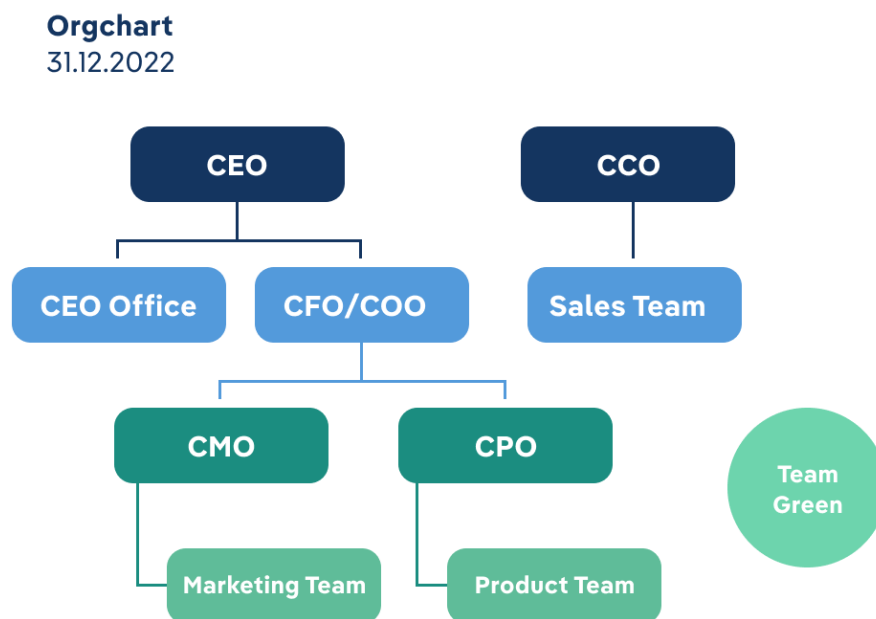


Figure 11: Orgchart 2022



The Team Green story

We launched our Team Green in 2021, with a mandate to promote environmental sustainability and implement eco-friendly practices. Our Team Green was founded by Anna-Sofia Kraus (Climate Intelligence), Camille Reynaud (Climate Intelligence), Magdalena Wallis (Climate Academy Program Manager) and Tom Wohlfahrtstätter (CFO). Over the years 2021 and 2022, more and more team members joined. As of December 2022, the following Glacier team members are part of Team Green:

Benedikt Fiedler, Customer Success Manager

Rainhard Fuchs, CCO

Tanja Halicki, Digital Marketing Manager

Isabel Pointecker, Finance Manager

Magdalena Wallis, Program Manager Climate Academy

Felix Woduschek, Production Manager

The Team Green began its work by compiling a Climate Action Policy that outlined all climate action measures we wanted to implement in our working lives. The Climate Action Policy was then shared with the entire Glacier team and adapted with their feedback and suggestions. At the beginning of 2022, the Climate Action Policy was signed by the entire team. And it is mandatory that it be signed by all new team members. While this Responsibility Report aims to inform our stakeholders about what we do and who we are, the Climate Action Policy is an internal tool and reminds us of our pledge:

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.

To keep our carbon footprint as small as possible, everyone needs to do their best. We challenge, motivate and remind each other of the pledge we took and the measures to which we've committed ourselves.

In 2022, the Team Green organized monthly educational team activities. The Team Green is also responsible for this Responsibility Report.

In 2022 it was decided to take part in the B Corp assessment process with the goal of obtaining a B Corp certification in 2023.



Diversity and equality

Glacier strives to be an inclusive employer and inclusive business partner. We do not tolerate any kind of sexism, racism, ableism, or discrimination because of gender, sexual orientation, religion or ethnicity.

Inclusive employer

We are happy to have a 50:50 ratio of male and female in the whole Glacier team. However, we must acknowledge that we have not achieved this in our management team, which consists of two male and one female.

When communicating in German, we use the gender star * in order to include not only female, but also non-binary, agender, gender neutral or genderfluid people. We created a guide for gender inclusive language in German and had a special presentation about gender, sex, sexuality, pronouns and language in autumn 2022.

Our office at the Impact Hub is accessible by wheelchair and offers non-binary restrooms.

Inclusive business partner

Within our programs (Climate Week & Climate Academy) we will give preference to female, non-binary, agender, gender neutral or genderfluid people until at least 50% of the speakers/experts are female or non-binary, agender, gender neutral or genderfluid.

We want to be inclusive not only in terms of gender, but also regarding the accessibility of our content. This means offering our content in different languages (at least in German and English) and adding subtitles, to ensure comprehension without audio. Going forward we also want to include sign language to make the content as inclusive as possible.

Ongoing measures

To ensure that we create an inclusive workplace and operate as an inclusive business partner we have the following ongoing measures:

- Pronouns in our email signature and our LinkedIn profiles
- Gender inclusive job ads
- Gender inclusive language on all our communication channels
- 2 LGBTQIA+ representatives



Objectives for 2023

- Include diversity in the HR strategy (recruiting process, raising awareness in the team).
- Create a strategy to recruit more women in the management team.
- Ensure gender neutral restrooms and accessibility in the new office space.
- 50% of our experts (Climate Academy and Climate Action Day) have to be female or non-binary, agender, gender neutral or genderfluid.
- All our content (Climate Academy and Climate Action Day) is available with subtitles.

Healthcare

We prioritize the well-being and development of our employees by providing a safe and inclusive workplace that fosters growth and supports their overall well-being. Instead of “burning” our employees as this happens in many start-ups, we aim not only for a sustainable world but also for sustainable jobs. In 2022, we implemented several initiatives to promote a healthy working environment, including.

- Breathing exercises to start our weekly team meetings as well as other workshops or meetings including the whole team. These breathing exercises help us to practice mindfulness and reduce stress.
- Marathon relay with 2 Glacier teams (registration fee paid by the company)
- Mountaineering event
- Various team activities and team retreats throughout the year 2022 with sports activities such as paddle tennis or Yoga
- We further promote joint sports activities outside working hours: climbing, outdoor workouts, tennis.

Employee survey

We conducted our second employee survey in Q3 2022. Employee satisfaction with the overall team atmosphere was very high (4.5 out of 5 stars) and sense of belonging was also very high (4.19 out of 5 stars). However, a substantial part of the team perceives their work as challenging (3.56 out of 5 stars). They can accomplish their work mostly, not always within the working hours (3.25 out of 5 stars).



Objectives from 2022

- Exercise mindfulness in our working days. We'll start our weekly team meetings – as well as bigger workshops – with breathing exercises.

Goal achieved, breathing exercises have become a fixed part of every big team meeting or workshop.

- Repeat the employee survey and implement appropriate measures thereafter.

Achieved.

Indicators

We had a total of 106.50 sick leave days in 2022. This gives an average of 6.26 sick leave days per person. The average in Austria was 12.3 sick leave days on average in the year 2021 (Source: Fehlzeitenreport 2022 by WKO). This shows that Glacier can record a relatively low amount of sick leave which can be interpreted as a positive indicator for health and wellbeing of our staff.

Objectives for 2023

- Conduct our 3rd employee survey to monitor the overall well-being and health and implement appropriate measures to improve staff health.
- Maintain the relatively low amount of sick leave.
- Engage a mental health coach.
- Hold a well-being workshop with the result of defined next steps on this topic.

Employee benefits

As mentioned above, Glacier does its best to offer an attractive workplace. Also, team spirit and cohesion mean a lot to us at Glacier. Therefore, we offer several benefits for employees:

- Annual public transport ticket for Vienna. Alternatively, bike service costs are reimbursed up to the cost of the yearly ticket.
- Edenred subsidized meals
- An organic fruit and vegetable box is provided in the office on a weekly basis.
- Coffee, olive oil & vinegar and other basic ingredients are provided.
- 2-3 team retreats per year



- 1-2 mountaineering trips per year

Objectives from 2022

- Provide an organic fruit box in the office on a weekly basis, thus providing healthy snacks during the working day.
- Team breakfasts in the office once a month.
- Two team retreats.
- Team trip to the carbon-neutral Coldplay concert in Paris.
- Mountaineering trip.
- Monthly educational climate activities
- Implement a staff discount system for sustainable brands.

All goals were achieved and/or implemented.

Objectives for 2023

- Evaluate tax-free health care & other employee benefits.
- Organize in two general team retreats to work on our team goals, as well as organize two management retreats to create closer alignment on the strategy among the management team.
- Organize a mountaineering trip to the Pasterze, Austria's biggest glacier.
- Continue the healthy habit of celebrating our successes, and travel to Budapest by train to acknowledge last year's achievements.
- Organize an office welcome party to celebrate our new office location and acknowledge the team's efforts.

Education and talent management

We understand that fostering a culture of learning is vital for the growth and success of both our employees and our organization as a whole. To that end, Glacier is committed to offering a wide range of educational opportunities that empower our employees to expand their knowledge and enhance their skills.

Through our own learning platform, the Climate Academy as well as training programs, workshops, and seminars, we provide our employees with the resources they need to thrive in their roles and stay at the forefront of the rapidly evolving education industry. These



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learning opportunities cover a diverse array of topics, including the latest e-learning technologies, instructional design, educational methodologies, content marketing, leadership skills, and climate-related learning modules. By investing in their education, we equip our employees with the tools they need to excel in their respective areas and contribute meaningfully to Glacier's mission.

Objectives from 2022

- Allocate an education budget of €800 per person, per year. Each employee chooses a relevant course/program in agreement with their manager and HR.
- To start monthly climate-related team activities in Q1. For example, a climate movie night, workshop or guided tour.
- Every new employee can take part in the Basic and/or Advanced Course of our in-house Climate Academy.

All goals were achieved and/or implemented.

Indicators

70% of our employees received a skills-based training on cross-job functions. Example for trainings were individual and group sales trainings, coachings, digital e-learning courses and many more.

Also 70% of our staff have participated in external professional development. Examples include university studies, conference attendance and individual coachings.

Data collection

Education budget spent in 2022: 29.981,65 €. This is a significant increase compared to the previous year where training expenses amounted to only 6493,00 €.

- Time spent in internal learning courses: 406 hrs
- Time spent in external learning courses: 383 hrs
- Time spent within the Climate Week: 283 hrs
- Time spent in climate-related and skills-related team-activities: 306 hrs

Ongoing measures

- We are providing a budget of € 800 per employee for their personal growth and development.



Objectives for 2023

- Our Head of HR (to be hired) shall come up with a career development strategy to ensure continuous learning and personal growth and development of every employee.
- Every new employee shall take part in our in-house Climate Academy and shall successfully complete 3 or more modules every quarter.

Giving back to the Community

Giving back to communities is not only a moral imperative but also a strategic decision for companies. It helps build a positive brand, engages employees, strengthens stakeholder relationships, and contributes to the overall well-being and development of society.

Considering the triple bottom line in sustainability (environmental, social, economic), we see it as our responsibility to give back to the community.

In 2022, Glacier participated in two projects: Give Back Hackathon organized by Austrian startups with 30+ participants and a cooperation with the University of Natural Resources and Life Sciences, Vienna (BOKU) with 25 students participating.

Ongoing measures

- We believe that climate knowledge should be accessible for everyone. That's why we provide free content such as webinars, blogposts and parts of our livestream of the Glacier Climate Week.

Objective for 2023

- Organize a voluntary blood donation activity with the team.

Human rights and anti-corruption

Human rights

At Glacier, we are committed to being an employer that values respect, fairness, and the protection of human rights on both national and international levels across all aspects of our business. In our workplace, we prioritize upholding the fundamental principles of human rights. This includes providing safe and healthy working conditions, granting access to essential healthcare and education, and ensuring non-discrimination in our employment



practices. As we move forward, we are actively working on developing company-specific policies and frameworks that will enable us to effectively measure and evaluate our activities in relation to human rights issues. By continuously improving our approach, we strive to create an environment where human rights are respected, upheld, and integrated into all aspects of our operations.

Anti-corruption

At present, Glacier acknowledges the importance of addressing corruption and bribery within our organization. As we continue to grow, we are actively developing a comprehensive policy to combat these unethical practices. We firmly believe that corruption poses a significant risk to our business, our customers, and our stakeholders. Therefore, we are committed to adopting a zero-tolerance approach to corruption, implementing robust measures and policies to effectively track and prevent any potential instances of corruption. By prioritizing transparency and integrity, we aim to safeguard the development of our company and uphold the trust placed in us by our valued stakeholders.

Objectives from 2022

No objective stated.

Objectives for 2023

- Code of ethics policy created and implemented.
- Whistleblower policy created and implemented.
- Breastfeeding policy created and implemented.
- Successful B-Corp certification which requires several policies in the field of human rights and anti-corruption.



Imprint

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Occupational Group: Management consulting, Event agency
Member of: Vienna Chamber of Commerce (WKO)
Applicable laws: Trade regulations (www.ris.bka.gv.at)

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August 2023



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Appendix

Offsetting certificate by First Climate



First Climate

Certificate

This certificate serves to confirm that First Climate, on behalf of



compensated for the greenhouse gas emissions caused in scope 1, 2 and 3
in the amount of:


32 t CO₂e

These emissions were offset utilizing carbon credits from the following climate protection project

Carbon Sequestration through Biochar, Switzerland

Forest Plantations, Vichida, Colombia

Afforestation in Panama

and the corresponding emission reduction certificates have been permanently retired.



Bad Vilbel, June 2023



Olaf Bachert
CEO First Climate Markets AG



FC-Reg-Cert-ID: 310008842



glacier