



Supplier ESG assessment 2023

Summary

Requested by

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Provided by

OneMed OÜ

The assessment was done using Esgrid's value chain sustainability management platform. Esgrid's assessments are based on a thorough legal analysis of EU's sustainability-related legislation. The legal analysis has been conducted with the help of experts from COBALT Law Firm. The company provided responses to the ESG assessment, and the maturity of its ESG performance was evaluated based on the submitted data and verification documents.

Total

ESG progress



General

ESG metrics

Revenue efficiency

744 276

Revenue per employee (€)

ESG progress

100%

General ESG practices 4/4 points



ESG process status

- ✓ **Development of sustainability strategy**

Does the Company have a sustainability strategy in place, either as a separate document or as part of other documents/policies? Please provide a link to the document or include it as an attachment.
- ✓ **Public sustainability reporting**

Does the Company have a sustainability strategy in place, either as a separate document or as part of other documents/policies? Please provide a link to the document or include it as an attachment.
- ✓ **ESG materiality assessment**

Has the Company conducted an ESG double materiality assessment to evaluate its impact, risks, and opportunities pertaining to ESG?

Environmental

ESG metrics

Energy consumption

132 Total energy consumption (MWh)	11 Energy consumption per employee (MWh)	0.00001 Energy consumption per revenue (MWh)	10% Share of renewable energy
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GHG emissions

40 Total amount of CO ² emissions in all scopes (tCO ₂ eq)	3.33 GHG emissions per employee (tCO ₂ eq)	0.0000004 GHG emissions per revenue (tCO ₂ eq)
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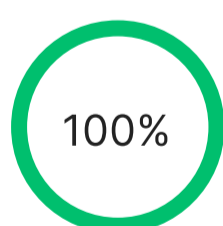
Waste production

181 Total waste production (m ³)	15.08 Waste production per employee (m ³)	0.000002 Waste production per revenue (m ³)	58% Share of waste recycled
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Water consumption

40 Total water consumption (m ³)	3.33 Water consumption per employee (m ³)	0.0000004 Water consumption per revenue (m ³)	0% Share of water recycled (m ³)
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ESG progress



- 100% Climate change 12.5/12.5 points
- 100% Pollution 2/2 points
- 100% Circular economy 2/2 points
- 100% Water and marine resources 1/1 points
- 100% Biodiversity 1/1 points

Environmental

ESG process status

- Measurement of GHG emissions
 - Has the Company estimated its gross greenhouse gas (GHG) emissions? Please add a link or a document as an attachment.*
- Activity plan to reduce GHG emissions
 - Has the Company taken actions to reduce its GHG emissions, including changes to its product or service portfolio and adoption of new technologies? If yes, please list those.*
- Setting of science-based climate targets
 - Has the Company joined Science Based Targets initiative (SBTi) or any other framework for setting climate goals? Please provide a link to the official statement.*
- Assessment of climate-related risks
 - Has the Company assessed or analysed physical, transitional, or any other climate-related risks affecting its business?*
- Reduction of waste
 - Does the Company have an action plan for waste reduction?*
- Avoidance of pollution
 - Does the Company have processes and action plan in place to mitigate and avoid air, soil, and water pollution (or any of those depending on the nature of the Company's business)?*
- Implementation of circular economy principles
 - Does the Company have a policy and action plan related to resource use and circular economy? If yes, please shortly describe the Company's practices in this area.*
- Responsible water usage
 - Does the Company have principles and action plan for responsible use of water and marine resources?*
- Prevention of biodiversity loss
 - Does the Company have an action plan and measures to prevent or reduce possible negative impacts on biodiversity?*

Social

ESG progress



- 100% Own workforce 5/5 points
- 100% Consumers and end-users 4/4 points
- 100% Affected communities 1/1 points

ESG process status

- ✔ **Employee engagement and equal treatment**
 - Does the Company implement different practices supporting good working conditions, employee engagement, equal treatment and opportunities for all, and other working rights?*
- ✔ **Measurement of employee satisfaction**
 - Does the Company measure employee satisfaction regularly (e.g., eNPS or other)?*
- ✔ **Work health and safety management**
 - Has the Company implemented and certified any work health and safety related management systems (eg ISO45001)? Please provide a link to the document or include it as an attachment.*
- ✔ **Customer communication and engagement**
 - Does the Company use different practices to inform and engage with its customers?*
- ✔ **Data privacy and security management**
 - Does the Company have customer data privacy and security policy in a written, documented format? Please provide a link to the document or include it as an attachment.*
- ✔ **Support to local communities**
 - Does the Company support local communities in the markets it operates in?*

Governance

ESG metrics

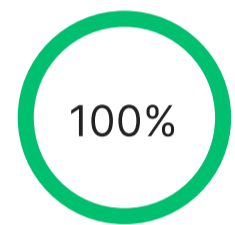
Share of women

33

Women in Highest Decision-Making Body (%)

ESG progress

100% Business conduct 11/11 points



ESG process status

- Code of Conduct development
 - Does the Company have a Code of Conduct? Please provide a link to the document or include it as an attachment.*
- ESG assessment of value chain
 - Does the Company collect ESG data from its value chain?*
- Prevention of corruption and bribery
 - Does the Company have anti-corruption and anti-bribery policy and related processes and procedures in place?*
- ESG clauses in supplier contracts
 - Does the Company include contract clauses covering ESG matters in its supplier code of conduct or supplier agreements?*