



**CSR Policy**  
**Version 1.3**  
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# CSR in team.blue



In recent years, we, team.blue, have experienced an explosive growth in employees and customers.

Today, we serve more than 250.000 customers and employ 200 specialists in the Nordics alone. This gives us of a great social responsibility of which we are both very proud and very aware.

The IT industry to which we belong is responsible for significant CO2 emissions. For this reason, we as an IT company need to consider how we affect the environment and how we continuously find sustainable ways of operating our business.

To our customers, we wish to be a trusted digital enabler who actively invests in better and more sustainable ways of delivering our solutions – without ever compromising the quality.

To our employees, we wish to be an employer who actively engages in their development and physical and mental well-being.

To our local society, we wish to be an active stakeholder who supports local businesses, organizations and entrepreneurs.

# Climate and environment

The IT industry is one of the biggest sinners regarding CO2 emissions – a fact that we cannot and should not shy away from.

We can and must work towards building a company that is as sustainable as possible. One way is to pay close attention to exactly how energy efficient our data centers are.

Data centers use a substantial amount of energy which means that by finding and investing in better equipment we can create enormous energy savings.

In recent years, we have invested heavily in equipment which now enables us to save 431 tons of CO2 annually.

In the illustration, you can see how much this is converted into everyday objects.

Whenever we change IT equipment, both in the offices and in our data centers, we choose energy efficient hardware and make sure that old equipment is either reused or recycled in the safest and most environmentally friendly way possible.

## The following numbers equal last year's savings

Round trips to  
Tokyo



270

Cars



173

Cows



113

Pigs



755

Beeches



105

# Environmentally Friendly Electricity certificate

The IT industry to which we belong is responsible for significant CO2 emissions. We have already made numerous improvements to team.blue, which all help us setting a greener footprint on the environment. We are not done at all, but we are very well underway.

We have greatly reduced our energy consumption, by converting our electricity into Environmentally Friendly Electricity.

In 2020 we bought Environmentally Friendly Electricity from Nordic hydropower plants. This way we will be doing our part by helping setting focus on the need for sustainable energy.

When we use electricity from renewable energy sources, we make it more attractive to produce sustainable energy.

We received our certification of Environmentally Friendly Electricity purchased from Energi Denmark. Also, it is documented through guarantees of Origin, the so-called Recs certificates.



# Workspace sustainability



As our building is new and most of it built per our request, we have had the opportunity to influence material choice and the overall construction.

We have chosen to have large open offices, as this not only supports our way of working, but also creates a better and more efficient way of heating and cooling the building, resulting in energy saving. For the same reason we have equipped our windows with sun curtains and solar film.

One of our priorities was to have a lot of windows installed. It may seem simple, but it is an efficient way to lessen the need for artificial lighting. The lighting we do have, however, is intelligent, meaning that it turns on and off by itself as a further measure to conserve energy.

In addition to the energy saving initiatives that we have taken; we are also actively trying to reduce food waste. Our kitchen invests both time and money in creating a menu where leftover food can be reused the next day.

We prioritize buying local and ecological food products whenever possible. Furthermore, the kitchen provides an inexpensive dinner solution with the leftover food they have by creating portion sized dinner boxes for our employees to take home.



# Physical well-being

Our employees are our most valuable assets.

As an employer, we wish to hold on to our employees and ensure that that they are happy, healthy and educated.

We believe that education is an important part of our employee's development and that it should be an integral part of their work lives. For this reason, we offer our employees a range of different supplementary training whilst working for team.blue.

As an employer, we also have a responsibility for helping our employees fulfill their social needs and aspirations for a healthy lifestyle. Among other things, we provide a healthy breakfast and lunch, free health insurance and free access to our in-house gym.

At least once a year, we arrange a "health initiative" – typically in form of a competition which helps our employees become more aware of their eating habits, exercise habits and/or their health in general.



# Employee care



We believe that the physical environment is fundamental to the well-being of our employees which is why we tailor their workspaces to their exact wants and needs. We provide our employees with the IT-equipment of their choice and we offer height adjustable tables and chairs that are customizable to the needs of the individual.

We try to facilitate a work environment where the individual has his or her own project that he or she can manage however they see fit. We strive to also meet individual demands from our employees, to enhance their work experience and their general well-being.

We adhere to relevant collective agreements regarding pay, meaning that all team.blue employees receive a salary and benefit package that is competitive in relation to the market standard.

We provide a range of benefits which include, but is not limited to, physiotherapy, carwash whilst at work, massage and much more.

To better the balance between work life and family life, we provide the possibility of working from home if needed in most of our departments. Furthermore, we include our employee's family on festive occasions when relevant and possible.

# Societal and local responsibility

As one of Europe's leading digital enablers, we have a strong responsibility for developing the Danish IT industry.

For this reason, we cooperate with several research and educational institutions such as Aarhus University and Business Academy Aarhus.

By cooperating with schools, academies and universities, we believe that we can play an important part in promoting the development of the IT industry. In return, we get a unique opportunity to meet students who provide us with input and ideas which we can implement in our company.

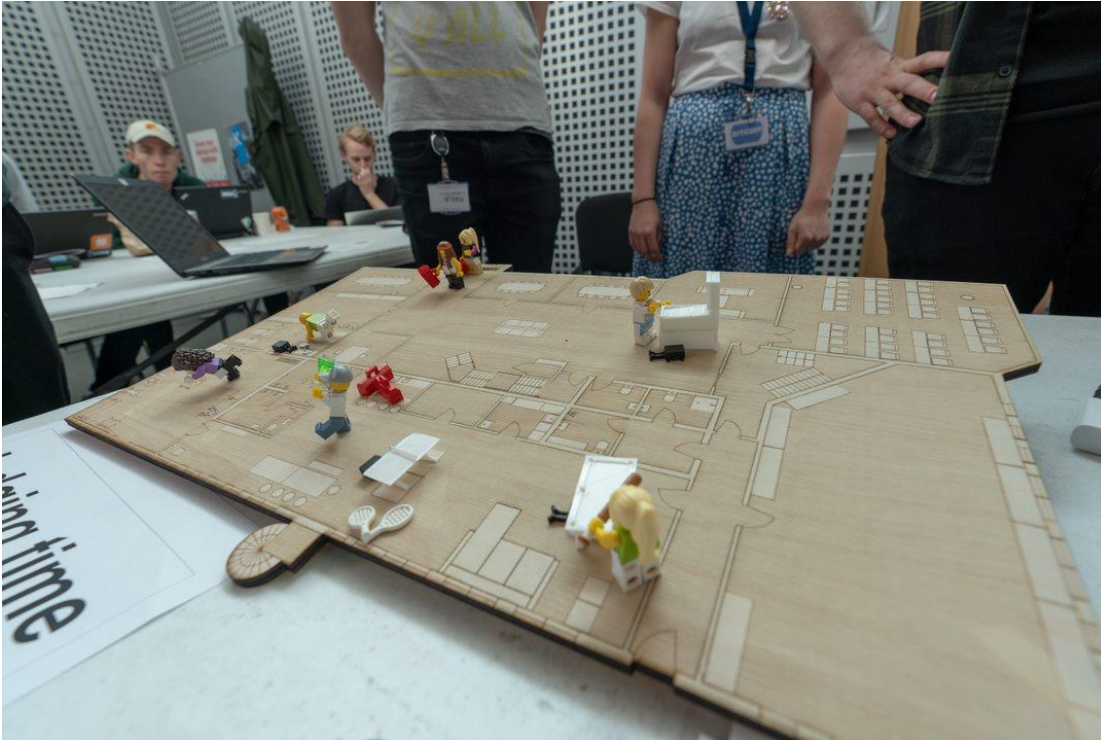
In addition to cooperating with schools, we frequently hire interns and if possible, offer apprenticeships.

Also, we wish to contribute to the development of the local business and startup environment. For this reason, we regularly sponsor local initiatives and organizations and host local events whenever possible.





# Specific initiatives



We enjoy being an active part of our local society and strive to participate in the development of the Danish IT scene. We also do whatever we can to help keep our employees happy and healthy.

Below is a list of some of our initiatives supporting these causes:

- Local sponsorships
- Cooperation with Aarhus University
- Sponsor for Skanderborg Culture Center
- Main sponsor for FC Skanderborg
- Coding Class for young students
- Continuous education of our employees
- Health initiative with Anders Oll, former national Triathlon coach
- Health initiative with Morten Elsøe, author and health expert

# Continuous development

Once a year, we review our policies and initiatives and discuss whether they suffice to reach our ambitious goals, which are based on the United Nations' 17 Sustainable Development Goals:

1. No Poverty
2. Zero Hunger
3. Good Health and Well-Being
4. Quality Education
5. Gender Equality
6. Clean Water and Sanitation
7. Affordable and Clean Energy
8. Decent Work and Economic Growth
9. Industry, Innovation and Infrastructure
10. Reduced Inequalities
11. Sustainable Cities and Communities
12. Responsible Consumption and Production
13. Climate Action
14. Life Below Water
15. Life on Land
16. Peace, Justice and Strong Institutions
17. Partnerships

We continuously discuss how our competences can create the biggest positive difference, and once a year, we review and prioritize our CSR action plan.

