

# CSR Policy 2021

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WAYPOINTER is dedicated to protecting people and the organizations they exist within or otherwise rely upon.

*We live out this dedication by developing sustainable safety- and risk management solutions for both public institutions and private corporations.*

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## Introduction

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This CSR policy is an integral part of our business strategy as well as our daily operations. It applies to all employees of WAYPOINTER in both internal and external interactions.

WAYPOINTER is a consultancy specialized in safety- and risk management through systems thinking. We see ourselves as an orchestrator of safety- and risk management practices rather than inventors of new paradigms or methodologies. WAYPOINTER's value proposition is centered around our ability to create structure in a World of uncertainty and continuous change.

With our pool of highly competent, and experienced professionals, we can help organizations implement sustainable safety- and risk management practices to the benefit of the organization, their stakeholders and society.



## UN GLOBAL COMPACT

While not yet a member, due to the limited size of our company, WAYPOINTER has adopted all 10 principles of the UN Global Compact and is therefore actively supporting the preservation of

1. Human rights
2. Labor rights
3. The environment
4. Anti-corruption

Through principles, this CSR Policy will outline how we support the UN Global Compact, our results, and the initiatives we take to build a sustainable and socially responsible future.

## THE TRIPLE BOTTOM LINE

In WAYPOINTER we see ourselves as a small piece of a much bigger puzzle and acknowledge that we are critically dependent on the environment as well as the society we are a part of. While we endeavor to create a healthy business and secure our employees financially, we must also ensure that we have a positive impact on our society and the environment we operate within.

Therefore, WAYPOINTER is also committed to creating sustainable results on three bottom lines:

1. The environmental
2. The social
3. The economic

When measuring our results on these 3 dimensions we will not only consider the perspective of WAYPOINTER, but also that of our partners, clients and other stakeholders that are affected by our business.

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## PRINCIPLE 1

*WAYPOINTER will always support, and respect internationally proclaimed human and labor rights*

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We denounce all forms of discrimination. In creating management systems, and advancing the safety agenda, we know that people are the most important resource, no matter their background, age, disability, culture, religion, gender, or social status. In fact, we advocate for a well-diversified workforce at both management and process level to secure a balanced perspective in safety- and risk management.

To implement this principle in our daily work:

1. We must ensure that we are not complicit in human rights abuses.
2. We must uphold the freedom of association and the effective recognition of the right to collective bargaining.
3. We must uphold the elimination of all forms of forced and compulsory labor.
4. We must support the effective abolition of child labor.
5. We must support the elimination of discrimination in respect to employment and occupation.

## COMPANY VALUES

To help our people prioritize tasks, manage health, and uphold the principles of the UN Global Compact, WAYPOINTER has decided upon 3 main values that serve as a beacon in our daily work. In prioritized order, these values are:



First, our people are expected to DO WELL. By this we mean that people must take care of their physical and mental health. This is a prerequisite for being able to function at work and a matter of safety. When health is ensured, our people must ensure that they DO RIGHT. Regardless of any adverse outcome it may have on our company, our partners, or our clients. WAYPOINTER has zero tolerance for discrimination, fraud, or bribery. When our people are



confident that we have done right, they are expected to DO GOOD. At this stage we apply our knowledge and expertise to do good for the client and to deliver on our promise of a sustainable improvement to their safety- and risk management practices.

## MENTAL HEALTH

While people are resilient and adaptable, they are also vulnerable. Mental health is a growing issue in our fast-paced society and a noticeable stigma still exists to this day. Therefore, we make a conscious effort to always put people first. We do so by regular one-to-one conversations and by encouraging people to reach out, both when they need help, but also when they notice a colleague in distress. This initiative has only become more important after the COVID-19 pandemic due to the personal implications that isolation and uncertainty can have on stress, work joy and motivation for the individual.

## RESULTS

To date there has been no registered breach of our company values. While we have zero tolerance for breaching the values of doing well and doing right, we acknowledge that as a learning organization we will not always DO GOOD. Even with the best intentions mistakes will happen. Such cases are continuously registered and monitored by our safety management system to improve our performance and prevent similar incidents in the future.

So far, the results of our efforts are highly satisfactory; However, we recognize that the short history of our company is the primary explanation of these results. Going forward, we will continue to be vigilant and monitor our operation for any new trends that may arise.

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## PRINCIPLE 2

*WAYPOINTER will always consider its environmental footprint*

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We are keenly aware of the impact we have on the environment. We actively work to minimize our own impact by taking conscious actions that reduce our impact. Our care for the environment benefits employees, customers, partners, and local communities. Our impact on the environment has been identified to the following:

- CO2 emission from lighting and heating
- Paper waste
- Electronics such as computers and phones

To implement this principle in our daily work:

1. We must support a precautionary approach to environmental challenges
2. We must undertake initiatives to promote greater environmental responsibility
3. We must encourage the development and diffusion of environmentally friendly technologies
4. We must educate and motivate employees to take responsibility to improve the environment and our impact both internally and externally
5. We must follow all relevant laws and regulations
6. We must communicate openly about our efforts



## DIGITAL ALTERNATIVES

Rather than having physical meetings and using unnecessary transportation it is our policy to execute meetings and projects online whenever possible. To further minimize our environmental impact, we have made a series of conscious selections and deselections for the operation of the company:

Selections	Deselections
Public transportation	Company cars
Recycling	Office building
Waste sorting	Excessive transportation
90% paperless work	Excessive physical workshop materials
Virtual meetings	Demand-creating “green” gadgets

## RESULTS

WAYPOINTER has, through the above activities, worked to limit its environmental impact.

There is naturally an unavoidable impact from using computers and laptops as well as light and heating of our home offices. However, there is a focus on minimizing this, by turning off lights, and using power saving equipment.

Due to the considerable resources required to make a complete analysis of our environmental footprint, we have decided that it is not yet feasible to document our results. As the company grows, we will continue our search for solutions that allow us to document our efforts proportionate to the size of our company.

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## PRINCIPLE 3

*WAYPOINTER will always work against corruption in all its forms, including extortion and bribery*

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WAYPOINTER is a values-based organization. Therefore, we do not have a formal code of conduct. Instead, we expect our employees to behave according to our values:



Additionally, we have zero tolerance for:

- Participation in criminal organizations
- Participation in bribery
- Participation in any kind of fraud
- Participation in money laundering

We operate with complete transparency in our work and will always cooperate with our clients, partners, and stakeholders to eliminate fraud, corruption, or other criminal activity.

### DUE DILIGENCE

We encourage transparency when working with clients. Therefore, we will always cooperate in matters of due diligence and KY3P procedures. Likewise, we also conduct a preliminary due diligence of our clients and partners to get assurance that they live up to our values.



## QUALITY ASSURANCE

To ensure continuous improvement and prevent our company and stakeholders from harm, WAYPOINTER has implemented a safety management system. This system is guided by our business strategy and implemented through our Safety Policy, risk assessments, auditing, and training. The performance of our safety management system is monitored continuously throughout the year by the Safety Review Board who will, based upon their analysis, recommend changes to the management team to uphold our corporate defense and improve the performance of our organization.

## REPORTING

If an employee identifies a breach of this policy or the principles within, we encourage them to bring this information directly to management. This also goes for situations where a risk did not materialize but otherwise had the potential to cause harm to the company, our clients, or other stakeholders (a so called “near-miss”). Even if an employee has nothing more than a concern, management is still expected to fully investigate the matter. This reporting culture is vital to the efficiency of our safety management system.

Unless it is a matter of gross incompetence or willful misconduct, no employee can be sanctioned for bringing a breach of this policy to the attention of management, regardless of whether the employee is at fault or not. This is what we call a Just Culture, and it creates the mutual trust that is necessary to be a transparent and learning organization.

## RESULTS

Since inception WAYPOINTER has not experienced any cases where the company has been involved in corruption, bribery, or money laundering. However, these risks are continuously being monitored in our safety management system.



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## PRINCIPLE 4

*WAYPOINTER will always consider the impact on our triple bottom line*

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WAYPOINTER takes responsibility for our associates and their interaction with clients, partners and other stakeholders. Success can only be claimed when we have achieved a positive outcome on the environmental, social, and economic bottom line. We apply the same definition of success in our work with clients and we will proactively encourage this approach in all business dealings.

### SHARING

We are very engaged online and in our regular conversations with stakeholders. These are channels where we can promote our organization, our people, and our ideas. But at the same time, we are aware that not everyone can pay for our services. Therefore, we see it as our social responsibility to help wherever we can by sharing our experiences.

### INTEGRITY

Results are naturally important. Our goal is to always create value for our customers and partners. Consequently, it is our duty and obligation to defer to other service providers when we believe that our customer can create better results with other companies. Likewise, it is also our obligation to decline a task if we do not feel that we are equipped to solve it. We believe that this level of integrity forges the necessary trust to create a sustainable and mutually beneficial relationships with our clients over the long term.



## GIVING BACK

On our journey ahead we will be consciously aware of the support and help that we have received in the past. If not for the generosity of our stakeholders, we would not be here today. Therefore, we will always stand ready to respond to any stakeholder that may benefit from our experience and knowledge. We also know that to advance the safety- and risk management agenda it requires a collective effort. One that can only exist if we keep the door open.

To give back to society, we are currently a registered guest speaker and mentor at several business schools where we hope to inspire a new generation of safety- and risk management professionals.

## RESULTS

While results are hard to measure on these intangible goals, we still believe that our effort with sharing knowledge has contributed to a positive development for our stakeholders and society. If there is a demand for our participation, we will step up and contribute to the society that we are a part of.

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## *Principle 5*

*WAYPOINTER will always seek to improve its CSR efforts*

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At WAYPOINTER, we have a strong desire to continue with what we believe is the right path ahead for a sustainable future and to contribute wherever we can. Therefore, we are always thinking ahead. The below list contains the ambitions we have for our CSR agenda until 2025:

- Officially join UN's Global Compact
- Paper-less work
- Enhance further diversity in our organization
- Launch an SDG initiative
- Participate in more volunteer work

The above targets and goals will be evaluated continuously. There may be adjustments and additions to the list as the organization develops. An official announcement of the individual milestones will be made public as they are achieved and recorded in the CSR Policy.