

**s:imployer**

**ESG Report 2022**

“Simployer seeks to make sustainability an integrated part of our business and, through our offerings, make it easier for companies and individuals to succeed in an increasingly international, digital and sustainable world.”

# Table of contents

Words from our CEO.....	4
About Simployer.....	6
Key Metrics.....	7
Simployer’s ESG journey.....	8
Our Stakeholders.....	10
Materiality assessment.....	11
UN’s Sustainability Development Goals.....	13
Working with ESG in Simployer.....	16
E – environment.....	17
S – social.....	18
– Simployer is a people first company.....	21
– An internal insight to Simployer.....	23
G – Governance.....	25
Simployer’s ESG impact in our offerings.....	27
Simployer’s focus areas 2023-2026.....	28
Conclusion.....	30
Appendix.....	31
– Sustainability priorities.....	32
Simployers goals for diversity and inclusion in 2022.....	33

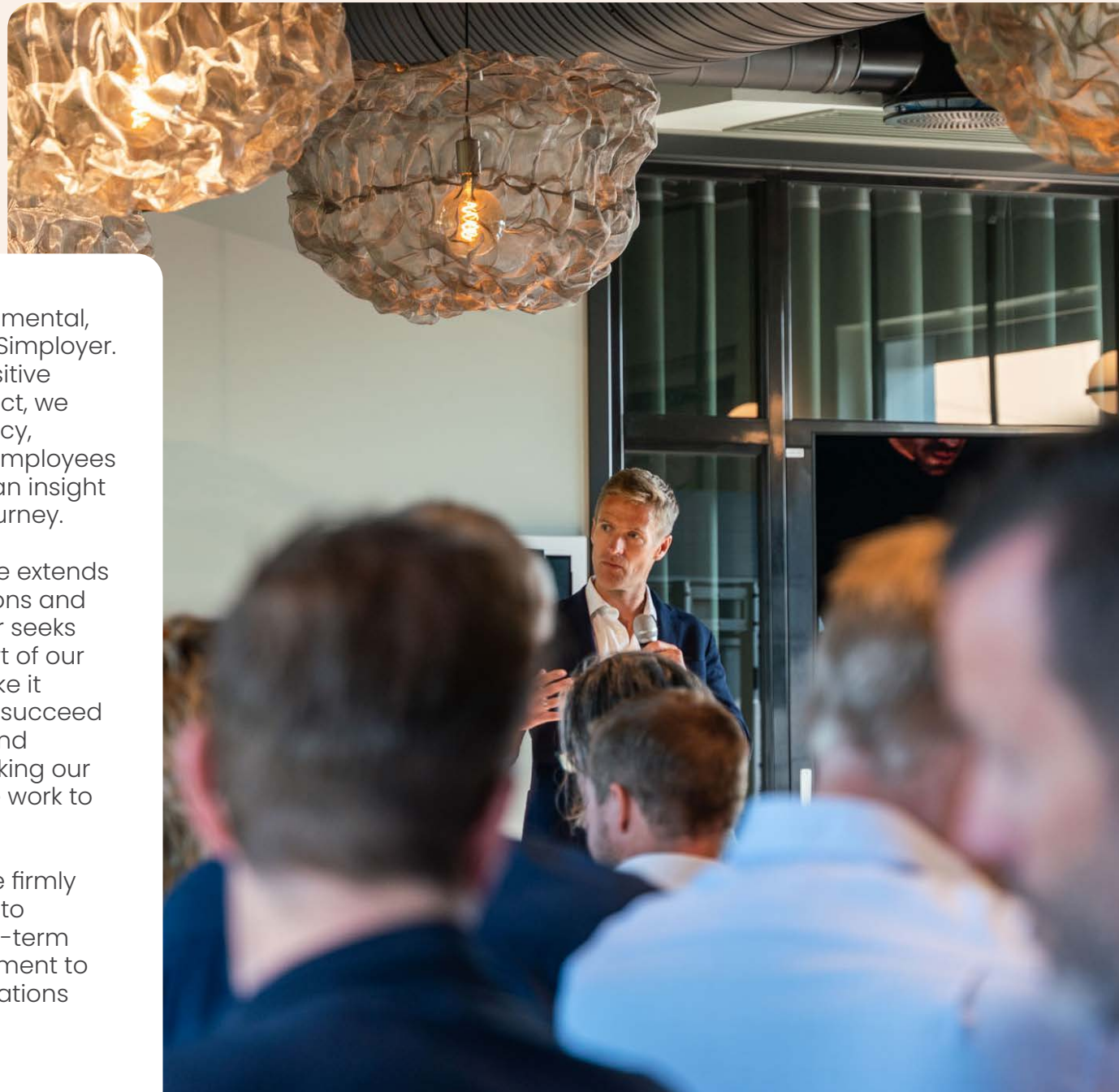


## Words from our CEO

We are proud to present our first Environmental, Social, and Governance (ESG) report at Simployer. As a company committed to driving positive change and making a meaningful impact, we recognize the importance of transparency, sustainability, and the wellbeing of our employees and stakeholders. This report gives you an insight to how we embrace our ongoing ESG journey.

At Simployer we understand that our role extends beyond developing innovative HR solutions and sharing our expert knowledge. Simployer seeks to make sustainability an integrated part of our business and, through our offerings, make it easier for companies and individuals to succeed in an increasingly international, digital and sustainable world. We also believe in “taking our own medicine” and showcasing how we work to unleash the full potential in our people.

As the world faces global challenges, we firmly believe that integrating ESG principles into our business practices is crucial for long-term success. This report reflects our commitment to aligning our strategies with the United Nations Sustainable Development Goals (SDGs).







Throughout the following pages, you will be presented to how we can make a difference in the workplace. We have undertaken various initiatives to minimize our environmental footprint, enhancing employee engagement and wellbeing, contributing to diversity and inclusion, and upholding the highest standards of corporate governance.

As this is our first ESG report we are aware that we can only improve. We recognize that our journey towards sustainability is an ongoing one, and we remain dedicated to continuous improvement. Through our collaborative efforts, we aim to inspire and empower our employees, customers, and partners to join us in embracing sustainability and making a tangible difference in their respective spheres.

We invite you to explore this report and join us in our commitment to drive positive change. Together, we create a more sustainable future by contributing to a more inclusive and thriving workforce.

Thank you for taking part of our ESG-journey.

Vignleik Takle, CEO in Simployer

# About Simployer

Simployer is a leading player in the Scandinavian HR market, delivering the unique combination of HR tech solutions and knowledge services. Simployer is the preferred choice of more than 15,000 customers, servicing over 1.2 million users.

Simployer helps customers inspire, engage, manage and develop their workforce through our combination of HR tech and expertise tailored to local market needs.

We are 350 Simployees in Sweden, Norway, Denmark, and Poland, and we all know that it is all about the people. It is people that make businesses grow.

**Together with our customers, our vision is to unleash the full potential in people.**

 **7 Locations**



# Key metrics 2022

## Financials

469m

ARR (NOK)

535m

Total revenues (NOK)

86%

Recurring revenue (of total)

99.7

Adjusted EBITDA

## Employees

350

Employees

14

Nationalities

45/54/1

Female/Male/They split (%)

## Engagement

26

Average eNPS

79

Overall engagement KPI

## Customers and users

15.000

Customers:

1.2m

End users



## Simployers ESG journey

Simployer has been working with initiatives within the areas of Environment, Sustainability and Governance for many years, but our ESG journey accelerated in the autumn of 2020, as we committed to integrating ESG principles into our operations. After thorough deliberation, we aligned our values with four key United Nations Sustainable Development Goals (SDGs).

In the autumn of 2021, we engaged external partners to assess and refine our existing ESG efforts. This collaborative process played a vital role in selecting SDGs that best align with Simployer's purpose.

To drive our ESG initiatives, we appointed four dedicated ESG ambassadors. Their responsibilities encompass spearheading initiatives, monitoring progress and ensuring effective reporting.



Additionally, they actively promote awareness and understanding of their respective goals internally, while also recruiting team members to amplify our collective impact.

Our People & culture department has been leading this work, recognizing the need for additional expertise in the emerging ESG domain. This work has required substantial effort and resources from our organization.

To gather comprehensive insights and data to ensure evidence-based decision making, we conducted stakeholder surveys, inclusion analyses of our employees and partners, and engaged stakeholders through various channels.

We remain steadfast in our commitment to advancing ESG integration at Simployer, driving positive change and contributing to a sustainable future.



# Our stakeholders



Nurturing an ongoing dialogue with our key stakeholders significantly enhances Simployer's relationship with the societies we operate within.

We engaged with our internal and external stakeholders through interviews and surveys. This collaborative approach allowed us to gather valuable insights from key stakeholders, including our customers and employees. Their perspectives on ESG issues and their expectations from Simployer proved invaluable in shaping our ESG priorities.

The surveys gave us further depth and detail, offering us a comprehensive understanding of the specific ESG issues that are of utmost importance to our stakeholders.

# Materiality assessment

Simplyer conducted a materiality assessment to gain a deep understanding of the environmental, social, and governance (ESG) issues that hold the most relevance and significance for our stakeholders. This assessment was instrumental in identifying the priorities that matter most to our stakeholders and guiding our commitment to sustainability and responsible business practices.

To begin the assessment, we initiated a peer analysis to benchmark our ESG performance against industry peers. This analysis provided valuable insights into emerging trends and best practices within our sector, enabling us to identify common areas of focus and align our efforts accordingly.

We then collected data from various internal and external sources to evaluate our current ESG performance. By analyzing this data, we identified both our strengths and areas requiring improvement, thereby facilitating a targeted

approach towards enhancing our overall ESG performance.

We gained valuable insight and feedback from our customers and employees in this process.

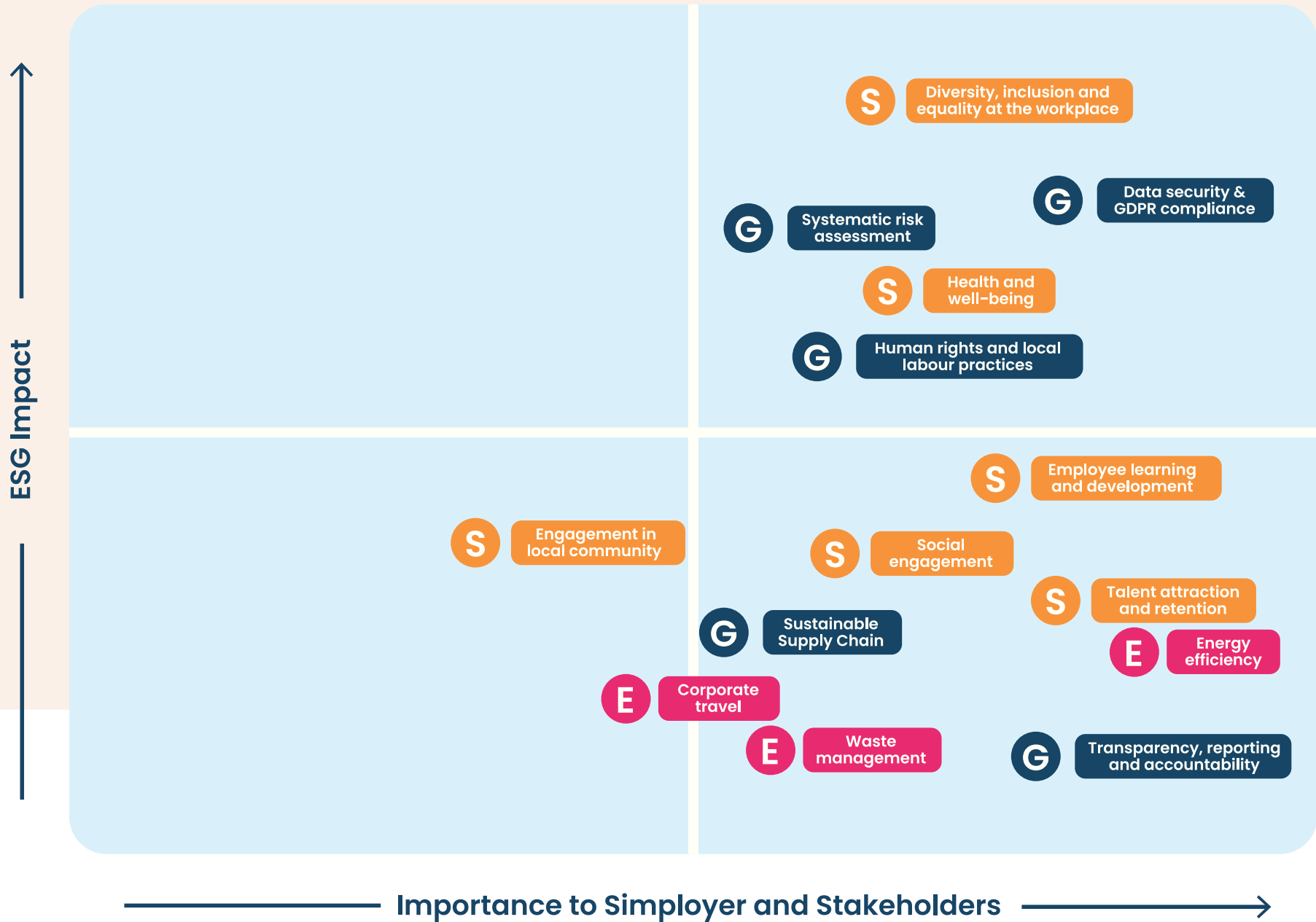
See appendix I for some of the perspectives of these stakeholders, offering insights into their expectations regarding our ESG performance. This feedback is highly valued, as it enabled us to align our sustainability efforts with the expectations from our stakeholders.

Based on the findings of our materiality assessment, we have identified four primary United Nations Sustainable Development Goals (UN SDGs) that are directly relevant to both our organization's operations and stakeholder priorities.

These goals embody the areas where we believe we can make the most substantial positive impact and contribute.



# Results from the materiality assessment





A close-up photograph of two people shaking hands. The person on the left is wearing a grey and white checkered blazer. The person on the right is wearing a dark blue long-sleeved shirt. The background is a blurred teal color.

## UN Sustainable Development Goals

Based on the materiality assessment Simployer have chosen to focus on four of the goals that are particularly relevant to the company and its stakeholders: Gender equality (5), Decent work and economic growth (8), Responsible consumption and production (12) and Partnership for the goals (17).



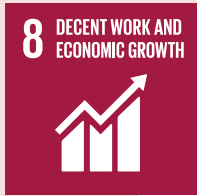


We wish to increase our positive impact on SDG 5 by being best in class when it comes to promoting equality and equal access to career development and equal pay and developing working conditions that are satisfying for both men and women.



We seek to reduce our negative impact on the environment by reducing unnecessary travel and purchases.





We strongly believe that we can achieve more by promoting and helping start-ups and students and in this way helping society to create new job openings along with economic growth. We have begun a start-up funding collaboration with our majority owner, Ferd.



We know that we can achieve more by working together to reach the ambitious UN goals. For our partnerships, we seek organizations and initiatives that touch on our core goals. Partnering up means that we work towards common goals as part of the community.



## Working with ESG in Simpoyer

Integrating Environmental, Social, and Governance factors is crucial for a comprehensive understanding of Simpoyer's sustainability performance.

On the following pages, we give you an insight to how we specifically work with the E, S & G in Simpoyer.

**E**

**S**

**G**

s:mployer



# E



## Environment

### **Waste Management**

We strive to make our offices environmentally friendly and compliant with local waste treatment regulations and cooperating with our partner Intility to recycle and refurbish our old electronic equipment.

### **Energy Efficiency**

Simploner has offices that are energy efficient, and we provide services and technology that promotes reduction of paper-use by digitizing all relevant HR-systems.

### **Gifts and giveaways**

We have opted to cut down on the number of gifts and gadgets for our employees and customers and to make more sustainable and reusable replacements for the occasional bouquet of flowers.

### **Sustainable Supply Chain**

Simploner procures goods and services from vendors and partners both locally and internationally, choosing vendors that can document sustainability and can be part of long-term business partnerships.

### **Emission reduction**

Simploner has implemented a new travel policy which aims to reduce our negative impact on the environment.

# Social

## Diversity and Inclusion

- Simployer promotes equality and equal access to career development and equal pay.

- When we recruit, we focus on diversity and gender equality at all levels in the organization. Simployer will continue our efforts to ensure equal rights and opportunities for all and will strive proactively to prevent discrimination.

## Healthy organization

We provide diversity, pay equity reporting and measuring and have an empowered and knowledgeable HR department to maintain a safe and healthy work environment.

## Employee wellbeing

Simployer is using, and providing as a digital service to our customers, tools to measure the wellbeing and work-life balance of our employees, also providing suggested actions on how to improve wellbeing.

## Social engagement

We contribute to create new job openings along with economic growth. We do this by providing education to students within our expert areas and support start-ups with freemium versions of our services. We also collaborate with academia.





### **Community Engagement**

- Simployer is engaged with local communities and is supporting community development initiatives.
- Ongoing initiatives include the provision of free access to learning library to students, Freemium solutions to companies that need our services but are unable to pay for them (primarily start-up companies), school visits to share our knowledge within SaaS and HR and an apprentice program.
- We have established a partnership with the ODA network for women in tech to strive for a more diverse and inclusive workplace.
- We work with academia and value our relationship with business partners both locally and globally.
- With our headquarters in Sarpsborg, Norway, we believe we can make a difference to the society where we are in, and we are members of Sarpsborg Næringsforening and Kristiansund og Nordmøre Næringsforum.



### **Ethical Business**

Simplyer has an internal ethical guideline to make sure we conduct our business with high ethical standards and with a culture that enables employees and stakeholders to speak up and report any undesirable or unethical activity. Simplyer also provides Whistleblowing as a service to our Customers.

### **Labour practices**

Simplyer promotes fair and ethical labor practices, including fair wages, safe working environments, diversity and inclusion, and promotes these practices through our service to our customers.

### **Human rights**

Simplyer adheres to and promotes human rights, and which are an integral part of our business, see Simplyers Code of Conduct.







## Simployer is a people first company

We are here to help companies unleash the full potential in their people. We have a unique position in the market because we have both HR expertise and technology in our offering. This combination makes Simployer one of very few companies that can deliver on such a bold vision.

This is also reflected in our ambitions, and by 2026, we aim to become the preferred choice as HR vendor for employees and customers in Northern Europe.

To make sure we have an empowered staff we make sure to “take our own medicine” and have a high focus on developing our own people.

“We believe, as a people first-company, that our people are the most important asset.

We strive to build a culture based on belonging and inclusion...”

**Eilin Gillesen**

*Chief People and Culture Officer, Simployer*





# An internal insight to Simplifier

## Engagement Surveys

In Simplifier we utilize our own survey tool to measure employee engagement levels. Based on leadership, wellbeing, collaboration, recognition, pride, development, and alignment, our surveys provide comprehensive insights. In 2022, we conducted four surveys, with an average response rate of 75%, an average eNPS of 26 and an overall engagement KPI of 79, indicating high degrees of engagement.

In 2023, Simplifier introduced monthly engagement level measurements to gain a more accurate understanding of employee experiences. This real-time feedback system helps us identify emerging trends promptly and proactively address employee needs. One such trend shows the need to improve employee wellbeing. To address this, a wellbeing program will be launched during 2023. This initiative aims to enhance overall employee wellbeing and create a healthier work environment.

Gender distribution in general:



Gender distribution in leadership:





### **Leadership programmes**

Two times a year, all managers gather for Leadership lab. We seek to create leadership through Direction, Alignment and Commitment, and are practicing this together. "Simply leading" is an individual leadership program for managers to improve their leadership skills through leading self, leading others and leading business.

### **Learning and education**

All Employees have access to our training portal Simployer learning library. We offer language courses (English, Norwegian and Swedish) to all, and put learning and development on the agenda frequently through feedback loops and talent reviews.

### **Culture**

We want to build a culture based on belonging, inclusions and engagement, through the 7 drivers of engagement. We do this through Identity workshops in different teams (to work on purpose, values and feedback), a yearly company gathering (Simply Together) and through local social committees. We also arrange Newcomers Day and make sure provide all new Employees and extensive onboarding.







# Governance

## Compliance

Simployer complies with relevant laws and regulations related to its business.

## Compliance risk and landscape

Simployer provides IT- and professional services to customers primarily in the Nordics. Simployer does not produce any physical products and does not require any special operating license or is operating in a highly regulated area/market.

## Simployer must however operate in compliance with:

- Regulations concerning running a business (i.e. registration, finance regulation)
- Being an employer (labor-law and other regulation concerning employees)
- The processing of large amounts of personal identifiable information (privacy-regulation, General Data Protection Regulation, "GDPR")

Summarized, with regards to compliance, Simployer is assessed to operate in the lower range, risk-wise, taking into account overall complexity of compliance and relevant follow-up activities.

### **Code of Conduct**

Simployer has a Code of Conduct in place that is available [here](#).

### **Board of Directors**

See our Board of Directors [here](#).

### **Executive Management**

See and read more about Simployers Executive Management Team [here](#).

### **Data Privacy and Security**

**Here** you will find documentation related to privacy & security, how we work with compliance and other useful content.





# Simployers ESG impact in our offerings

We believe Simployer can make an impact when it comes to ESG through the services and products we are offering. By making sustainability a part of our core, we contribute to a positive behaviour change in all our touchpoints with customers and end users.

We do this in several ways:

## **The product offering**

We invest in our solutions to ensure we have helped our customers so they themselves can measure and succeed with their ESG targets.

- Healthy organizations. We provide diversity & pay equity reporting and measuring, whistleblowing functionality, empowered and knowledgeable HR dep.

- Employee wellbeing. We provide measuring wellbeing/ work-life balance in surveys, suggesting actions on how to improve wellbeing.

## **Ethical considerations in R&D:**

The overall methodology and design principles for how we build our products:

- Privacy & security features in HR tech solutions
- Inclusive user experience: Our approach to diversity and accessibility is simple: everyone is welcome. We work with continuous improvement to follow best practices to make our products easy to use for everyone.







# Simployer's ESG focus areas 2023–2026

## **ESG Policy**

To solidify our commitment to ESG principles, we will continue to develop our ESG policy. This policy will further outline our approach to environmental stewardship, social responsibility, and ethical governance. It will serve as a guiding framework for our internal operations, decision-making processes, and interactions with stakeholders. Through this policy, we aim to ensure that ESG considerations are integrated into all aspects of our business.

## **Align with UN SDGs**

As an HR tech and knowledge provider committed to ESG, we continuously strive to align our efforts with the United Nations Sustainable Development Goals (UN SDGs). We have up and until now identified four key UN SDGs that resonate with our organization's operations and stakeholder priorities, and we will continue to focus on and develop within these chosen goals.

## **Stakeholder analysis**

Recognizing the importance of stakeholder engagement, we plan to conduct an internal ESG survey before the end of the year. This survey will enable us to gather valuable feedback from our employees, capturing their perspectives and expectations regarding our ESG performance. By involving our workforce in the ESG conversation, we strive to create a culture of shared responsibility and commitment to sustainability.

### **HR promotes sustainability**

Furthermore, we will continue to prioritize the integration of ESG in our product development initiatives. We recognize the influential role our HR tech solutions can play in promoting sustainability and responsible practices across organizations. By incorporating ESG features and functionalities into our products, we empower our customers to embrace ESG values and integrate them into their HR practices.

By implementing these initiatives, we reinforce our dedication to ESG and strive to make a meaningful impact. We believe that by integrating ESG considerations into our operations, engaging our stakeholders, and delivering products that enable sustainable practices, we contribute to a more sustainable future for our organization, our clients, and society as a whole.

### **Continuously work with environment in mind**

In our commitment to environmental sustainability, we understand the significance of monitoring and reducing CO2 emissions. A new travel policy is established, and we continue to implement changes that can contribute to reducing negative environmental footprint. We see partners in our supply-chain that are raising awareness on this topic, also implementing digital tools for us to monitor and assess our carbon-footprint based on our use of their services.







## Conclusion

We sincerely appreciate your interest in Simployer's first Environmental, Social, and Governance (ESG) report. Our commitment extends beyond offering HR solutions and expert knowledge; we aim to further embed sustainability into our business practices and empower companies to unleash the full potential in their people.

In the face of unprecedented global challenges, we firmly believe that embracing ESG principles is not only essential but also vital for long-term success. This report exemplifies our alignment with the United Nations Sustainable Development Goals (SDGs) and showcases our contributions

towards building a sustainable and equitable work life. As we present our first ESG report, we are dedicated to continuous improvement and advancing our ESG impact on the workforce of tomorrow.

We are inspired by the positive impact that can be achieved through our collective efforts and remain steadfast in our commitment to drive positive change. By embracing sustainability, we can create a brighter future for generations to come both in society and at work

Once again, we extend our gratitude for your interest and involvement in Simployer's continuous ESG journey.



# Appendix

# Sustainability Priorities

Which themes / areas within sustainability (ESG) should Simployer prioritize in the future based on you as a customer and the outside world's expectations for the work with sustainability? Show clearly that Simployer...

Rank	Internal	External
#1	...represents <b>diversity, inclusion and equality</b> among own employees	...represents <b>data security/GDPR</b> in its customer solutions
#2	...represents <b>data security/GDPR</b> in its customer solutions	... represents <b>green change and behavior</b> in own company/ among employees
#3	...represents a high degree of <b>competence development and learning</b> for own employees	...represents a high degree of <b>competence development and learning</b> for own employees



# Simployers goals for diversity and inclusion in 2022

## Zero-tolerance for bullying and harassment

- Make sure we have a healthy and safe work environment for all, by working systematically with culture
- Use different tools so people can report if an incidents should occur

## Recruit diversity

- Increase diversity, both in gender, ethnicity and disability through evaluation of recruitment processes, and use “structured interviews” and tests to avoid biased opinions
- Partner up with tech networks for females
- Offer language classes to all

## Increase number of women in leadership

- Make sure we have a healthy balance between men and women in leadership positions through setting goals for diversity in final interviews.
- Individual leadership training where 68 % of participants are female

## Equal pay for equal work

- We want a fair pay policy, and work to even out any unintended differences
- Pay analysis implemented for Norway in 2022 and all countries will follow
- Use results from pay analysis to secure equal pay also in recruitment

## Facilitate for internal mobility

- Create a culture and arenas to develop our people, and have equal opportunities for all
- Clear processes for promotions and internal mobility
- Talent Reviews implemented to spot talents across business units

## Offer internships

- Collaboration with local partners to create relevant arenas for job training and other internships



**s:mployer**