

## Eduix Responsibility Policy

### Eduix Ltd

Eduix Ltd is a financially stable and growing company established in 1996. Eduix designs, implements and delivers digital solutions that address educational needs and support lifelong learning. A significant portion of our customers work in the education sector in Finland and other Nordic countries. Our guiding principles are responsibility, transparency and sustainability.

At Eduix, we strongly believe in responsible business. Responsible operation gives us a competitive advantage and thus safeguards our future operating conditions. We take responsibility for Eduix's impact on people, the economy, operations and the environment.

The Eduix Responsibility Policy defines responsibility, links it to practical actions and sets out long-term responsibility objectives. The Responsibility Policy is approved by the Board of Directors. The Responsibility Policy is published at: <https://eduix.com/responsibility/>.

Eduix's management team is responsible for ensuring that the responsibility policy is updated accordingly. Through internal communication, the management team provides the staff sufficient understanding of the content and purpose of the responsibility policy. Eduix's management team is responsible for monitoring compliance with the responsibility obligations.

### Code of Conduct

Eduix's responsibility policy and the responsibility requirements for suppliers include commitment to meeting the minimum responsibility requirements (Code of Conduct), which are described in the "Code of Conduct - minimum responsibility requirements" document. The document is attached to contracts. The requirements cover the following areas:

- A. International conventions
- B. Obeying local legislation
- C. Respecting human rights
- D. Obligations related to employment terms and working conditions
  - i. Child labour is prohibited

- ii. Forced labour is prohibited
- iii. Discrimination and harassment are prohibited
- iv. Freedom of association and collective bargaining
- v. Wages and hours of work
- vi. Safe and hygienic working environment
- E. Environmental protection
- F. Minerals from conflict-affected and high-risk areas
- G. Preventing corruption

## Code of Eduix

The Code of Eduix is our way of acting responsibly. It evolves through experience and learning, and it applies to all employees and all company activities. A culture of responsibility is embedded in daily activities and conscious choices.

The Code of Eduix approach describes, among other things:

- responsibility and its communication
- staff well-being
- operational development (process work and annual cycle of process work)
- risk management
- data protection
- producing products and services in a resource-wise and sustainable way
- accessibility and usability of products
- security of products and services
- minimising environmental impact
- cooperation
- responsibility reporting

The policy also includes procedures for

- regular risk assessments and the identification and prioritisation of risks
- continuous monitoring of activities to ensure compliance with minimum accountability obligations
- the prevention, reduction and elimination of grievances and deviations and their adverse effects.

## At Eduix, responsibility means

### Responsibility for people

At Eduix, responsibility for people includes responsibility for all the impact that our activities have on different groups of people and communities. These stakeholders include our staff, customers, end-users and partners. We maintain long-term relationships with our stakeholders.

### Responsibility for people in practice

As a company

- We respect human rights in all our activities and also strive to promote their realisation within our sphere of influence.
- We commit our partners to ensuring that human rights are respected.
- We treat all people equally.
- We do not tolerate discrimination.
- We do not use child labour or forced labour.
- We invest in the safety and well-being of our employees.
- We train our staff in social responsibility.

As an employee

- I respect all Eduix employees, customers and other stakeholders.
- I do not discriminate against anyone on the basis of gender, age, origin, nationality, language, religion, belief, opinion, political activity, trade union activities, family relationships, health, disability, sexual orientation or any other personal reason.

### Responsibility for finances and operations

For us, responsibility means operating profitably over the long term, and it is a prerequisite for acting responsibly towards our owners, employees and customers.

We follow and aim to predict the laws and regulations that govern our activities. Our operations are guided by our values of responsibility, transparency and sustainability.

We encourage our staff and stakeholders to act responsibly, and we expect the same from our partners.

Data confidentiality and security are of the utmost importance to us. Every employee has the responsibility to raise concerns and suggestions for improvement.

## Responsibility for finances and operations in practice

As a company

- We will achieve our long-term targets for revenue and profitability in a sustainable way.
- We comply with the laws, rules and regulations that govern our activities and aim to predict them.
- We require our employees and partners to comply with the law in all situations.
- We require our partners to commit to Eduix's corporate responsibility standards.
- We communicate our activities openly and honestly.

As an employee

- I am aware of the rules governing my activities and follow them accordingly.
- I comply with the Eduix Responsibility Policy, Code of Eduix practices and guidelines.
- I act with care, honesty and integrity.

## Responsibility for the environment

Our biggest impact comes from the digital solutions we deliver to customers and end-users.

## Responsibility for the environment in practice

As a company

- We help customers reduce their environmental impact by providing digital solutions for education and lifelong learning.
- We strive to improve the energy efficiency and environmental friendliness of our solutions.
- We aim to reduce the climate impact and energy use of our operations.
- We promote the use of responsible materials.
- We reduce waste and recycle as much as possible. We promote the principles of the circular economy in our activities.

- We ensure that our employees are aware of environmental responsibility through an environmental liaison officer.

As an employee

- I turn off lights and appliances when I no longer use them.
- I reduce waste and recycle as much as possible.
- I use the information I get from my environmental contact.

## Eduix's long-term responsibility goals

Eduix aims to be a leader in its field in corporate responsibility and to extend responsibility to software production by producing sustainable solutions in a resource-wise manner.