



# **Environmental policy**

This version was published: 2023-10-27

Owner: CEO

Approved by the Board of Directors

## Introduction & purpose

Lime aims to be an environmentally conscious company that reduces our negative environmental and climate impact while maximizing the positive effects of our products and services. We provide solutions that contribute to smarter use of shared resources, increased flexibility, and improved measurability, creating conditions for sustainable development for the environment and climate. Additionally, we encourage the transition from physical to more energy-efficient digital alternatives.

This environmental policy defines how Lime impacts the environment, identifies responsible individuals within the organisation, and outlines how the environmental policy is translated into goals and actions.

### Scope

This policy applies to all aspects of Lime's operations, including but not limited to our facilities, processes, products, and services. It encompasses our employees, contractors, suppliers, and any other stakeholders involved in our activities. Lime is dedicated to environmental sustainability and will strive to integrate responsible environmental practices into all aspects of our business operations.

### Responsibilities

The CEO holds ultimate responsibility for our environmental efforts. We ensure that our environmental policy is effectively communicated to all employees through our internal corporate portal. Working proactively within relevant areas of operation and integrating the policy into daily routines is crucial for making it a natural part of our company's operations. Each employee is responsible for following the guidelines and procedures established by the company for environmental work. Environmental management at the offices is handled by the administrative staff, while the responsible purchaser ensures that environmental considerations are considered in procurement and sourcing for the company.

## Our commitments

### Compliance

We are committed to complying with applicable local, national, and international environmental laws, regulations, and standards relevant to our industry.

## Environmental and climate aspects

Lime has identified several key areas of focus in terms of environmental impact, all guided by our core value "Spend resources wisely".

### Purchasing

We prioritize questioning the necessity of purchases and selecting suppliers or products with the lowest environmental impact. Factors such as product lifespan, repairability, and resale value are considered. Eco-labels play a significant role in choosing consumables, and responsible procurement and management of IT hardware are emphasized.

### Energy

Lime actively works to reduce energy consumption and utilizes environmentally labeled energy sources for heating, hot water, and electricity. We invest in solar parks and strive to minimize energy use in data storage. Measuring our energy consumption annually according to the GHG Protocol helps us track progress and identify areas for improvement.

### Suppliers

Lime considers the environmental impact of its suppliers, primarily in terms of energy consumption (data storage) and production and disposal of used or discarded equipment (mainly hardware). Besides considering environmental factors when selecting suppliers, Lime strives to reduce the suppliers' environmental impact.

### Travel & transport

Lime promotes sustainable travel practices. Considering trains over flights, coordinating travel for multiple employees, and selecting low-impact vehicles like electric or hybrid cars are priorities. We also aim to minimize unnecessary goods transportation and choose environmentally friendly shipping methods (e.g., sending goods to other offices with traveling employees).

### Waste

As an office-based company, Lime encourages waste reduction, promote reuse whenever possible, and ensure correct recycling practices. Each office provides sorting containers for different waste types, managed by the respective office cleaning company. We also prioritize digital alternatives to minimize paper consumption.

### Provide safe and healthy workplaces

We are committed to ensuring healthy and stimulating work environment, characterised by safety, job satisfaction, and participation. It is in Lime's interest to guarantee that the work environment is of high quality so that co-workers thrive at work. We will maintain safe and healthy workplaces by identifying and mitigating environmental risks, addressing workplace hazards (both actual and potential), and complying with relevant occupational health and safety regulations. (More about this in our *Work environment policy*.)

## Review & improve

Engaging in active environmental work and reducing the company's environmental impact is an ongoing effort with continuous improvements. We annually assess our climate impact and share the findings in our public sustainability report. Regular review of our environmental policy helps us stay aligned with our goals and identify areas for further enhancement. We will consider changes in environmental regulations, industry best practices, and stakeholder expectations to update and improve our environmental policy as necessary.