Sustainable Development Goals Arbor Media

Arbor Media takes social policy and sustainable development seriously. In that context, Arbor Media has also developed a SDG policy. In doing so, Arbor Media aligns itself with the sustainable development goals of the UN.

Sustainable development goals

The UN's sustainable development goals provide a framework for CSR policy documents. The UN has set 17 goals. Namely:

Arbor Media has looked within its organization to see which objectives are widely supported and which fit the identity of Arbor Media. The following objectives are part of the SDG policy of Arbor Media:

 The well-being of our employees is one of our top priorities. Arbor Media promotes this well-being through various measures related to working from home to strengthen the work-life balance, the approach to vitality and offering policies in the field of performance and development. This approach makes us a more dynamic, happier and more innovative company.

5 GENDER EQUALITY

Equality between men and women is not only a human right, but also the basis for a peaceful, prosperous and sustainable world. Arbor Media actively promotes diversity, because we believe that organizations with a large diversity of people are better able to attract talent, are more customer-oriented, better consider decisions and are more innovative. Diversity in the workplace mainly offers us opportunities. We take the male-female ratio into account in our hiring policy. And we encourage women to have a leadership position within our organization. Of course, we reward men and women equally in the same position. Furthermore, Arbor Media ensures equality of all persons irrespective of racial, ethnic origin, gender and/or age. We recognize that many people in our society experience discrimination or lack of opportunity for reasons which are not fair. Arbor Media respects the identity rights and value of each individual and is committed to oppose all direct and indirect discrimination in the organization and the organization of subcontractors.

Arbor Media will:

- challenge discrimination and lack of opportunity in its own policy and practice, and encourages other organizations and individuals to do the same;
- aim to create a culture that respects and values each other's differences and recognizes that difference/diversity is a great asset to the organization – to its work and the people it serves.
- ensure all employees will be made aware of the objectives within this policy and encouraged to support its objectives.

8 DECENT WORK AND ECONOMIC GROWTH
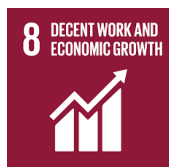
We have always been committed to being a good employer with attention to safety, health and the environment. We ensure that everyone who performs work for us and for us can do this safely and healthily. We take our social responsibility as an employer not only for our own people but also for the people who work elsewhere in the production chains of which we are part.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

We limit our energy consumption and emissions as much as possible. We process the waste that is released during our work responsibly and recycle it where possible. For example, when redesigning our head office, we reused as many existing materials as possible, and the new materials were largely sustainably produced.

13 CLIMATE ACTION

Reducing energy consumption is a point of attention for any company that wants to reduce its CO_2 emissions. Some of the most carbon-intensive actions are day-to-day business activities. To address this, we are working on an overview of the CO_2 emissions of our entire organization and setting reduction targets. We are also working to reduce commercial vehicles and look at emissions from waste and other areas of energy use.

Arbor Media does its uppermost to eliminate or reduce its negative influence on the environment during its corporate activities. Key elements in effecting the above target are:

- Reducing energy usage inside the company as well as at its customers. This can be achieved by using energy saving systems and by letting its software work efficiently with recourses.
- Usage of modern vehicles which are economically and produce minimal harmful emissions
- Usage of public transport if possible
- Promote recycling of products internally as well as at its customers and suppliers. This can be achieved by e.g., take back used products (servers) and, if possible, re-use them after revision
- General usage of products which damage the environment as little as possible
- To follow and obey general rules dictated by the government in relation with environmental measures.