

Our Sustainability Statement

Aspire to make a difference.

Purpose

At Staffbase, we believe in the power of communication to inspire change. We acknowledge our responsibility toward people, the planet, and the way we govern and steer our business to ensure long-term positive impact. Guided by this understanding, our approach is grounded in core principles: taking ownership, caring deeply, and fostering growth. In doing so, we ensure that every action and decision reflects our commitment to sustainability.

We are fully committed to operating in a responsible manner and in compliance with global standards and regulations. We also expect our employees and business partners to align with our values and collaborate with us toward long-term sustainability.

This Sustainability Statement outlines our commitment, actions, and decisions in addressing our responsibilities across the following areas:

- Environmental Sustainability
- Social Responsibility
- Corporate Governance

PURPOSE

ENVIRONMENTAL SUSTAINABILITY

SOCIAL RESPONSIBILITY

CORPORATE GOVERNANCE

Environmental Sustainability



Our path towards net-zero

At Staffbase, we understand that our environmental impact extends beyond our immediate operations, influencing our entire value chain and a wide range of stakeholders. We are committed to minimizing our environmental footprint and protecting the planet for future generations.

Staffbase is committed to environmental sustainability and recognizes the urgency of addressing the climate crisis. Our efforts are guided by the following:

Climate action towards net-zero:

We are committed to the Paris Agreement and aim to keep global warming well below 2°C.

Science-based targets:

We commit to reducing Scope 3 greenhouse gas emissions intensity per revenue by 52% by 2030, from the 2023 base year.

Staffbase is also committed to rescue absolute Scope 1 and 2 greenhouse gas emission by 42% by 2030, from the 2023 base year.

Renewable energy:

Staffbase commits to actively source 100% renewable electricity by 2030.

Carbon footprint measurement:

We monitor our carbon emissions, adhering to the internationally recognized standard of the Greenhouse Gas Protocol (GHG).

Carbon mitigation in practice

We implement a carbon mitigation action plan focused on:

Sustainable transportation 🚗

Transition to electric vehicles (EVs), encourage cycling, and support public transport to reduce Scope 1 and 3 emissions.

Sustainable supply chain practices ♻️

Collaborate with suppliers to implement eco-friendly solutions, reducing emissions across the value chain.

Energy-efficient facilities ⚡

Invest in energy-efficient systems and renewable energy to reduce emissions from our buildings.

Sustainability in operations 📈

Optimize processes, continuously improve sustainability practices, and offset unavoidable emissions.

Community engagement 👥

Partner with local organizations and business partners to drive collective sustainability efforts beyond our operations.

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Social Responsibility



Empowering people to thrive

At Staffbase, we believe that sustainability begins with people. Guided by our core values — we truly care, we take ownership, and when you grow, we grow — we are committed to fostering a supportive, inclusive, and empowering work environment that prioritizes wellbeing, flexibility, personal growth, and social impact.



We truly care

We recognize that time, wellbeing, and a sense of belonging are essential for people to thrive. That's why we offer:

- | 30 days of vacation
- | 1 floating holiday per year
- | All Fridays paid time off in August to recharge
- | Focus Fridays year-round
- | Wellbeing allowance for mental, physical, social, or financial wellness
- | Access to support services
- | A workplace culture that supports psychological safety



We take ownership

We empower employees to take charge of how, where, and when they work - enabling them to design a work life that suits their needs:

- | FlexWork allowance to support remote work needs
- | Flexible, hybrid, and remote work options
- | Global travel health insurance for work-related trips



When you grow, we grow

We cultivate an inclusive culture where everyone can develop their skills, contribute meaningfully, and drive impact together:

- | DEIB principles embedded in our people practices, supported by Employee Resource Groups (ERGs) and our DEIB Committee
- | Growth budget for continuous learning and development
- | Paid volunteer day for community or open-source contributions
- | Fair labor and human rights standards across our operations
- | Pension contributions

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Corporate Governance



Upholding integrity and accountability

We act with integrity and we value and support, transparency and accountability in all our business activities. We foster a culture where concerns can be reported without fear of retaliation.

Ethical conduct

Our [Code of Conduct](#) outlines our ethical guidelines for 'doing the right thing' and highlights how concerns can be raised in a safe way.

Corruption and anti-bribery

We have a zero-tolerance approach toward bribery and corruption. Our [Anti-Bribery-Policy](#) outlines accepted and prohibited behavior and includes our rules on giving and receiving gifts and hospitality. Employees are trained annually about the risks of corruption and bribery and existing procedures on reporting potential issues

Enterprise risk management

Our Enterprise Risk Management Policy guides our approach to identifying and addressing risks. We actively manage risks by integrating environmental, social, and governance (ESG) factors into this framework. Regular reviews ensure a proactive and structured response to potential risks.

Security and privacy

Staffbase puts great efforts into protecting (personal) data of our employees, our customers, and other stakeholders. We're ISO 27001 and TISAX certified, and SOC 2 compliant. We perform annual audits of our Information Security Management System to ensure ongoing compliance and security. Employees must complete annual Privacy and Information Security training. For more details, please refer to our [security webpage](#).

Responsible use of technology and AI

We are committed to using AI responsibly in both our customer solutions and internal operations. Our internal AI guidelines, developed by our internal AI Working Group, ensure that we follow ethical practices, transparency, and accountability in all AI-related activities.

Supplier responsibility

We expect our business partners are committed to the same high ethical standards. The behavior we expect from our business partners in relation to their ESG practices is outlined in our [Business Partner Code of Conduct](#).

