

A WORD from our CEO

Since our **initial assessment by Ecovadis** in 2023, our journey towards sustainability has been nothing short of transformative. At innotio, we are **equally dedicated to sustainability as we are to delivering excellent services to our clients.**

Driven by a strong sense of community, dedication, and a mission to leave a positive impact on the world, innotio is on a transformative journey toward becoming a more sustainable company.

Recognizing the need to enhance our understanding and practices in sustainability, I personally completed a comprehensive three-month course with **Cambridge University for Sustainable Leadership**. This served as a foundational step in equipping ourselves with the knowledge and skills necessary to navigate the complexities of sustainability in today's world.

Early 2024, our entire company participated in the **Ecovadis academy**, engaging in "Beginners Sessions" that covered a spectrum of vital sustainability topics, including ethics, human and labor rights, and environmental concerns. This collective effort underscored **our commitment to fostering a culture of sustainability** across all levels of our organization.

Moreover, we established a dedicated **core sustainability team** within our company, which diligently completed intermediate Ecovadis courses and product sessions in the first quarter of 2024. This team serves as the vanguard of our sustainability initiatives, providing invaluable guidance and expertise as we progress along our sustainability journey.

In conjunction with our efforts to bolster our knowledge base, we undertook a **comprehensive update of our policies**, which now encompass a wide array of crucial sustainability aspects, including diversity and inclusion, health and safety, human rights and labor policies, as well as information security and GDPR compliance.

Furthermore, we implemented a **Code of Conduct** that serves as a guiding principle for all employees, fostering a culture of integrity and accountability throughout our organization. Additionally, we developed an **employee handbook** to provide comprehensive guidance on our sustainability practices and expectations.

In line with our commitment to transparency and accountability, we conducted our **first baseline assessment of our company's carbon footprint** in collaboration with the team from **PLAN A**. This isn't just a milestone; it's a testament to our pledge for a better world. It's not just about meeting standards; it's about setting new benchmarks for environmental stewardship and paving the way for a greener future.

Armed with this insight, we have implemented a **series of corrective measures aimed at supporting the decarbonization efforts of both our company and our clients.**

As we reflect on our journey thus far, we take pride in our rapid progress and accomplishments over the last 12 months and look forward to the exciting goals we have set ourselves. We also recognize that our pursuit of sustainability is an ongoing endeavor—one that requires dedication, collaboration, and unwavering resolve. Together, we are poised to make a meaningful difference in the world.

Sincerely,

Florence Manger
Founder and CEO,
INNOTIO GmbH

At innotio, we are:



A **female-founded and owned company**, which cultivates a spirit of inclusion and empowerment that promotes diversity, equal opportunities, family-friendly, and flexible working conditions.

A **multicultural and age-diverse team** of creative and unique individuals who complement each other's strengths with their individual talents. What connects us is that we always care for each other.

A **closely connected team-driven company**. Our sense of community within and outside the organization is the binding force and driver of our actions.



Our foundation is dedication. What we do, we do with 100%, giving our all every step of the way:

Operating from **Switzerland**, we benefit from its stunning nature, egalitarian society and democratic governance, being fully aware of the privileges this entails for our daily lives and our work as a company.

At the same time, the **Alpine region is strongly impacted by climate change**, showing the effects already today. It will be even more affected in the coming decades, a thought that occupies us regularly.

At innotio, we commit to:

- Social and environmental responsibility
- Community involvement and societal contribution
- Creating a sustainable future

by

- Acting in an ethical and socially responsible manner that is good for planet, society and people
- Respecting each other and the planet we inhabit
- Leaving a place worth living for future generations

while

- Raising awareness and educating on rare disease, helping to develop therapies and strategies improving the lives of those affected
- Creating unforgettable experiences and encounters with an ever-present focus on sustainability
- Utilizing our expertise and women-power for social causes.



At innotio,
we know that:



Our services can have both positive and negative impacts on both people and the planet.



As such we want to make clear commitments to understanding our impact, and put in place creative yet practical actions that achieve our strategic goals and targets.

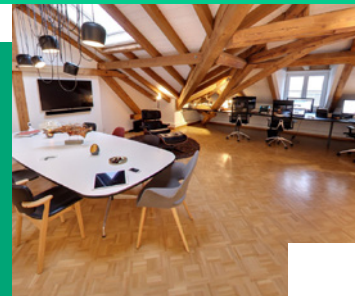


Environment

At innotio, we are committed to understanding and reducing our carbon emissions, whilst protecting the vital resources needed to continue doing business in a sustainable way.

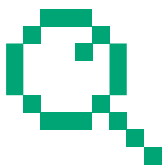
Social

At innotio, we know that people need to be cared for to ensure they live life to their full potential. We are committed to providing a safe, pleasant and productive work environment.



Governance

At innotio, governance is very important to us. Good governance builds trust, and ensures that people continue to work with us to deliver their services. We commit to creating transparent and robust ethical standards that demonstrate high levels of legal and reputational integrity within our business.



Our ESG Vision

At innotio, we envision a world where long-term business success harmonizes with ecological and social objectives. Our vision involves giving back more to society and the environment than we consume. We adopt a holistic approach to Environmental, Social, and Governance (ESG) issues, addressing challenges strategically, ambitiously, and pragmatically. Our goal is not only to confront existing challenges but also to inspire our business partners and clients to join us on this transformative journey.

Our commitment to sustainable corporate development aligns with the 17 United Nations Sustainable Development Goals and the 10 principles of the United Nations Global Compact. Our services encompass all aspects of sustainability, and we think and act sustainably.

We acknowledge the vast opportunities in addressing environmental concerns and the risks associated with inaction in a rapidly changing world with evolving environmental and societal needs. Therefore, in our corporate activities, both internally and within client projects, we consistently recognize the contributions supporting various initiatives, and we identify numerous measures that directly contribute positively, mitigate negative effects, or aid in developing solutions with a positive impact on achieving the SDGs.

To realize a positive impact, we have established high-level strategic goals that guide our decision-making and operational functions. These goals serve as the foundation for our actions and shape our path forward.

Our Strategic ESG Goals

To achieve continuous improvement in our ESG, we will work towards the following strategic goals:



Environment:

- Leverage our baseline Corporate Carbon Footprint to put in place appropriate reduction plans and measures to reduce our emissions over time with a target to reach net zero by 2035
- Monitor our impact on Air, Water and Land, working with others to reduce potential pollution; as well as protect or increase biodiversity for flora and fauna
- Publicly report on our carbon footprint and reduction targets and measures, moving towards full disclosure through the CDP and/or SBTi
- Work with our suppliers to implement a sustainable procurement system that eases them into the same ESG journey we have embarked on.

Social:

- Ensure we are the best employer we can be by providing excellent working conditions, equity, diversity and inclusion, additional benefits and professional development
- Protect the human rights of people in our operations as well as our supply chain to ensure they are treated with dignity, respect and fairness. We are vehemently opposed to modern slavery, child labor, and forced labor, and commit to maintain a zero-tolerance policy towards these practices within our operations and throughout our supply chain, ensuring the dignity and rights of all individuals involved
- Support local, disadvantaged or under-represented communities to thrive during the challenging economic, environmental and social circumstances we face.

Governance:

- Ensure we run our business to the highest ethical standards through transparency and integrity in everything we do
- Remain legally compliant with all local or international laws and regulations, and follow best practice within
- Seek to become a leader in our Industry, adopting ambitious targets to embed ESG into the core of everything we do, and demonstrating this through certifications and accreditations.

2023

Accomplishments

- Our office operations run on 100% renewable energy (since 2015)
- We complete a baseline Ecovadis certification
- CEO completes a 3-month Business Sustainability Management Course with the Cambridge University Institute for Sustainability Leadership
- We commit to the 17 UN Global Compact principles
- We made a significant donation to support the National Swiss Individual Squash Championship (SEM) 2023 and supported with a considerable amount of our time to prepare, set up and supervise the event on site.

2024

Forward Trajectory

Q1

100% of our employees complete full Ecovadis Academy Beginners training with an accumulated total of 88 hours of online trainings.

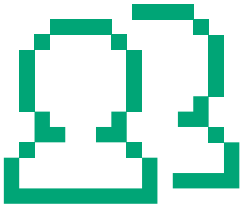
Q2

We set up our baseline carbon footprint and started a yearly calculation beginning 2023.

Q3

We conduct our Ecovadis reassessment and set up targets to decarbonize with an ambition to become carbon neutral by 2035.

- **Ongoing:** We engage with our business partners in our path to sustainable procurement including the creation of a Business Partners Code of Conduct to be ready by year end.

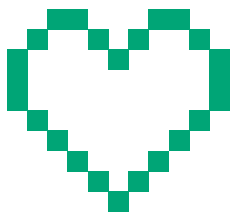


Opportunities to collaborate

Our journey doesn't stop there. We envision a future where every decision is rooted in transparency, accountability, and relentless improvement. That's why we're crafting a Business Partner Code of Conduct, setting new standards for ethical practices that will resonate across every facet of our operations.

Do you have an idea of how we can keep improving?

[> SHARE THESE WITH US!](#)



Thank you and keep in touch

Together, let's shape a world where every action counts, every partnership matters, and every choice leads us toward a more sustainable future.

Kreuzlingen, April 22, 2024



innotio

INNOTIO GmbH
Hauptstrasse 14 | CH-8280 Kreuzlingen
T +41 79 823 02 49 | www.innotio.eu