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Corporate Social Responsibility Policy  
for  
Outpost24 Group

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## Overview

A CSR policy functions as a built-in, self-regulating mechanism whereby a business monitors and ensures its active compliance with applicable law, ethical standards and international norms as well as expectations from customers, vendors and partners etc.

The goal of this CSR policy is to embrace responsibility for the actions of Outpost24 and encourage a positive impact through our activities on the environment, customers, employees, communities, stakeholders and all other members of the public sphere, who Outpost24 also considers to be stakeholders.

It is the vision of Outpost24 to be the leading vulnerability management company. Through this policy, Outpost24 works actively with corporate social responsibility to ensure that we do what we can to contribute to the surrounding society which Outpost24 impacts while at the same time we strive to achieve the overall vision of Outpost24.

Further, this CSR policy also acts as a set of guidelines for the values Outpost24 stands for and thereby also how we interact with our customers, vendors and partners etc.

Martin Henricson, CEO

## **1. Human Rights and Safety.**

Outpost 24 has signed and abides by the UN Global Compact principles, this is prevalent throughout our CSR policy. Outpost24 also follows the OECD guidelines for multinational enterprises. Outpost24 endorses the Universal Declaration of Human Rights and the principles of the International Labour Organisation and enforces strict guidelines in all operations to ensure these are followed.

Outpost24 upholds the principles stated in these legislations with regards to the right to life, liberty and security. As a company, we believe that the right to free opinion and expression and the right to associate, are crucial to encourage a free thinking and fair environment.

Additionally, Outpost24 acknowledges the heightened concern around slavery, human trafficking and forced labor in global supply chains and Outpost24 has taken our precautions by providing training for all UK based employees annually on the Modern Slavery Act. Further, Outpost24 has a clear policy against slavery, human trafficking and forced labor and has a “Slavery and human trafficking statement” on our website.

Outpost24 also identifies the concern surrounding the use of child labor. Outpost24 has taken all necessary precautions to ensure, that child labor is not prevalent in any part of our organization, by reinforcing this policy in all of our operations as well as having wording around Modern Slavery Act in agreements with UK suppliers.

Outpost24 does not tolerate discrimination of our employees or our customers, and strive to consist of a diverse workforce, with regards to only individual merit. Outpost24 has this CSR policy on our website.

Outpost24 ensures that all employees have safe, suitable and sanitary work facilities. On an annual basis all employees have the possibility of participating in a satisfaction survey, which will be answered anonymously and where all employees can provide feedback to the management. This process is handled by the Human Resources department. Furthermore, three months after the employee has started employment with Outpost24, the employee will fill out an induction process questionnaire. Human resources will also conduct exit interviews with all personnel leaving the organization.

Outpost24 encourages and supports a healthy lifestyle through our Fitness policy and healthy food in the offices. All employees at Outpost24 can expense their monthly Fitness club membership fee to be paid for by the company. The monthly fee may not exceed 40 euros per month, or the difference is to be paid for by the Employee. Outpost24 does not have a hazardous work environment as part of the daily work environment.

## **2. Labor.**

Outpost24 recognizes the rights of its employees to bargain collectively as well as all employees’ right to freedom of association. Outpost24 complies with all applicable minimum age laws and does not employ any under-age persons.

Further, Outpost24 ensures that all employment related decisions are based on objective criteria and that no discrimination takes place when employment related decisions are made.

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### **3. Hours, Wages and Leave.**

Outpost24 ensures that the workweek is limited according to local laws and that all employees are given reasonable breaks and rest periods both during the individual working day and during the calendar year overall.

Outpost24 pays all employees a wage that enable all employees to meet their basic needs and those of their dependents. Further, Outpost24 complies with all local minimum wage requirements, regulations and laws.

All employees of Outpost24 are paid annual holiday leave, are granted sick leave and parental leave in accordance with local laws or international minimum standards.

### **4. Fair Treatment.**

Fair and equal treatment are core values for Outpost24. Outpost24 protects all employees from workplace harassment including but not limited to physical, verbal, sexual, abuse, threats as well as psychological harassment. This subject as well as guidelines of the matter are included in the Employee Handbook.

Outpost24 respects the privacy of all employees whenever Outpost24 gathers private information or via video surveillance, access cards etc. monitors the workplace facilities.

Outpost24 is committed to ensuring that all employees can speak up with confidence if they have any concerns or need to ask for help. All employees are encouraged to report any conduct believed, in good faith, to be a violation of laws or this policy to a manager, any member of management or in accordance with locally established procedures. The procedure for how to handle this is part of the Anti-Bribery/Anti-Corruption Policy available in full length in a separate policy.

### **5. Environmental and Procurement Policy.**

Outpost24 complies with all applicable environmental laws. Further, Outpost24 takes measures to ensure responsible waste management. In the office facilities recycling schemes are in place to improve waste management.

- a. Environmental Efforts

Outpost24 has an environmental program that is comparable to the ISO 14001 certification and has a clear policy for the reduction and recycling of waste.

Outpost24 abides by the Restriction of Hazardous Substances directive, in order to reduce the amount of harmful materials in use.

Outpost24 ensures a reduction of the companies CO2 emission by only procuring servers rated 80 Plus Platinum, in order to minimize power utilization.

Outpost24's data-center functions at 21 degrees Celsius, to reduce cooling, in order to minimize CO2 emissions.

Outpost24 also only purchases CO2 neutral power to supply our datacenter, to further minimize our CO2 emissions.

We ensure progress on our environmental policies by conducting reports in accordance with the Global Reporting Initiative and having these reports evaluated by an external auditor.

#### b. Sustainable procurement

Outpost24 has a sustainable procurement policy, in which we reuse our servers to the full extent. This means that the servers are used for their primary purpose until they are too old.

Afterwards the servers are sent to a development environment, and when they have no more use there, the servers are finally sent to a vulnerability research lab, thus reducing the waste from hardware and minimizing our environmental footprint.

Outpost24 always ensures to buy servers that are guaranteed to be made from conflict-free materials.

Furthermore, we prioritize suppliers that focus on sustainable and ethical practices in their own organization.

Outpost24 also requires all new cloud vendors to be ISO 14001 certified, or have a comparable environmental certification, ensuring that all vendors are in line with our sustainable practices.

## **6. Anti-Bribery/Anti-Corruption.**

Outpost24 has an Anti-Bribery/Anti-Corruption Policy in place, which in its full form is accessible in a separate policy. Whoever Outpost24 may deal with and wherever we operate, we are committed to doing so in a lawfully and ethical manner that does not compromise the integrity of Outpost24. Outpost24 will not act corruptly in our dealings with anyone and we must ensure that any third party acting on our behalf live up to our Anti-Bribery/Anti-Corruption Policy at all times.

The Anti-Bribery/Anti-Corruption Policy sets out guidelines on how Outpost24 prevents acts of bribery and corruption from taking place. The policy is intended to comply with criminal legislation governing bribery and corruption on a global scale. The policy applies to all geographical locations of the Outpost24 Group as well as all employees (full and part time) and temporary workers. The Anti-Bribery/Anti-Corruption Policy provides guidelines and standards, which all employees must adhere to. Most of the content is common sense and good business practice however, Outpost24 must be

compliant when it comes to Anti-Bribery/Anti-Corruption and therefore ensures all employees receive training on this policy once a year.

## **7. Diversity.**

### **a. Vision**

At Outpost24 we believe in equal opportunity. We ensure this through our diversity policy, which establishes a diverse composition of our workforce.

Outpost24 is committed to promoting equality and diversity and creating a culture that actively values differences.

Outpost24 ensures that all employment related decisions are based on objective criteria, like performance and behavior, and that no discrimination takes place when employment related decisions are made.

### **b. Aims and objectives**

At Outpost24 we do not tolerate any discrimination because of gender, gender reassignment, sexual orientation, physical ability, race, age, civil status, pregnancy or religion.

Outpost24 encourages people of from all backgrounds, to pursue opportunities within our company, and vows that all decisions will be based on skill, experience and individual merits.

Outpost24 understands and respects the unique contributions a workforce with diverse backgrounds can bring to a company. We celebrate differences and value diversity, but we also ensure, that no decisions regarding hire, promotion, demotion or firing, will be based on any of these criteria.

Outpost24 aims to pro-actively tackle discrimination or disadvantage and aims to ensure that no individual or group is directly or indirectly discriminated against for any reason with regards to employment or services.

### **c. Measures**

Outpost24 is committed to ensuring that employees and job applicants are treated fairly and exist in an environment free from discrimination or prejudice. This will be ensured by:

- Educating all employees about our diversity policy via our Global Employee Handbook and daily actions of the Management Team.
- Implementing our diversity policy into all branches of the company.
- Pursuing a diverse workforce based on skill, experience and training.
- Fostering a culture of open-mindedness and inclusiveness.
- Effective investigations of instances of suspected breaches of this policy.

### **d. Action**

This policy is active and will be reviewed and monitored annually, with regards to bettering Outpost24 as a company.