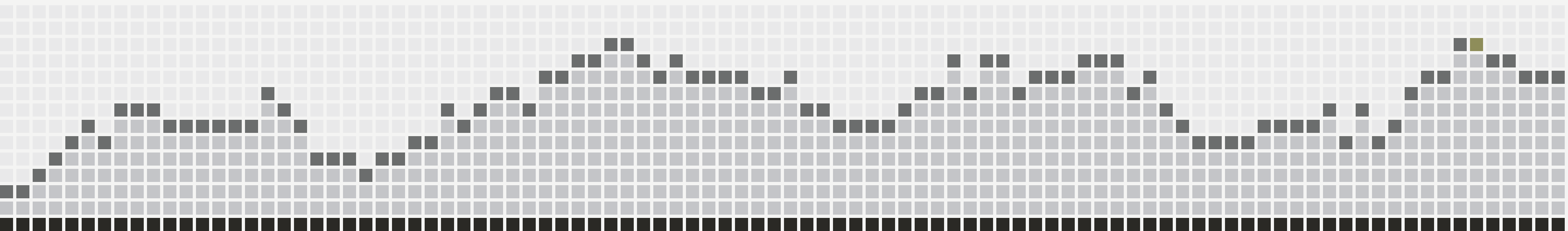


Sustainability at Linje

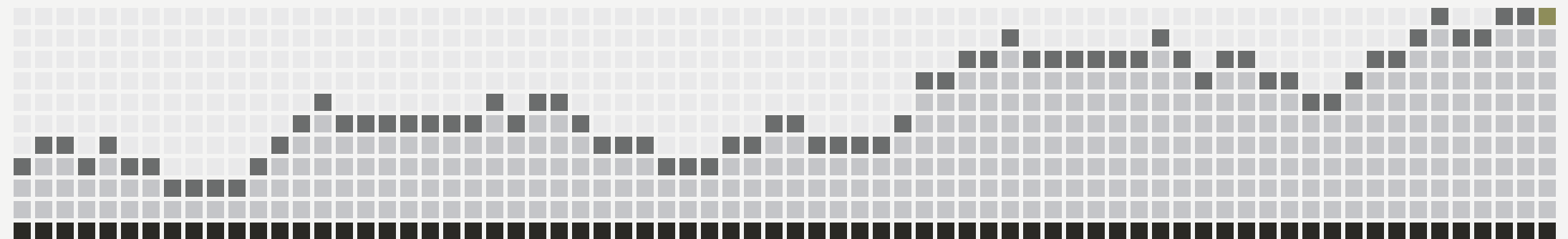
How we work responsibly ourselves, and how we help clients do the same.



Sustainability belongs in the strategy, not beside it

We see sustainability the way entrepreneurs see most things: as a chance to build something better. It works best as part of how a business makes decisions, not as a report at the end of the year.

This presentation describes the principles we follow in our own firm and the way we bring sustainability into our work with clients. It is reviewed every year.



Our largest impact is through the businesses we help build and change.

Our own footprint is modest. The advice we give can shape how organisations invest, organise and grow. That is where we focus most.

Our commitments as a firm

- Choose digital meetings when they serve the work as well, and rail over air where practical
- Keep a simple record of our travel and energy use as we grow, and act on it
- Prefer suppliers and equipment with documented environmental standards
- Reuse and repair before we buy new



■ PEOPLE

Good work starts with good working conditions

Fair terms, respect for time outside work and equal opportunities are the foundation for everything else we do.

People and working conditions

- Fair pay, written agreements and decent working conditions for everyone who works with us
- Respect for time outside work, and flexibility where the work allows it
- Equal opportunities in hiring and development, regardless of background
- Zero tolerance for harassment and discrimination, with a clear way to raise concerns

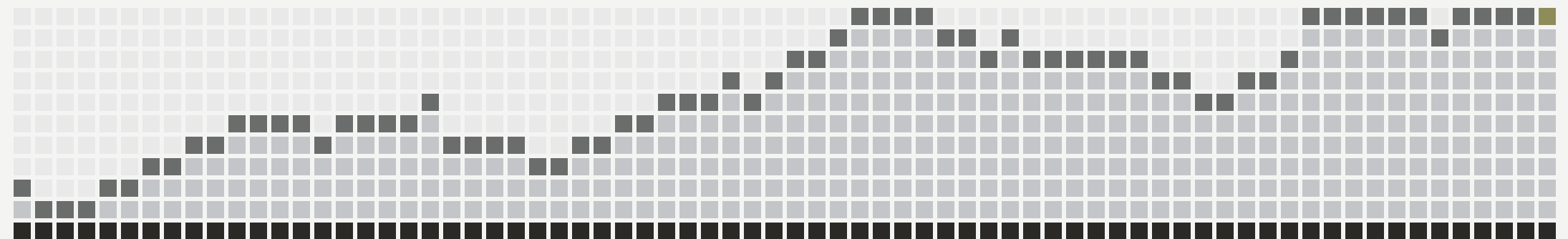
Ethics and responsible business

- Independent advice: we say no to work where we have a conflict of interest
- Confidentiality for everything clients share with us
- No bribes, improper gifts or facilitation payments, in any form
- Careful handling of personal data, in line with the GDPR

We expect the same of the people we work with

We follow the OECD Guidelines for Multinational Enterprises as our reference for responsible business conduct, and we expect our suppliers and partners to respect human rights and decent working conditions.

We welcome questions about how we work with human rights and working conditions. Send them to post@linjeconsulting.com and we will answer in writing.



Sustainability as part of the business

01	Sustainability strategy	Priorities and targets that fit the business strategy and can be followed up.
02	Materiality assessment	A clear view of which sustainability topics matter most, for the business and for society.
03	Reporting readiness	Preparation for new reporting requirements, with structure, ownership and data in place.
04	Transition plans	Practical plans that turn climate and sustainability targets into decisions and actions.

The UN goals closest to our work

We have chosen four of the UN Sustainable Development Goals as the ones our work and our own firm can influence most.

■ 8 Decent work and economic growth

■ 12 Responsible consumption and production

■ 13 Climate action

■ 16 Strong institutions

Ask us about sustainability

Questions about this presentation, our principles or how we can help your organisation are welcome.

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