Application and reporting of Minimum Safeguards

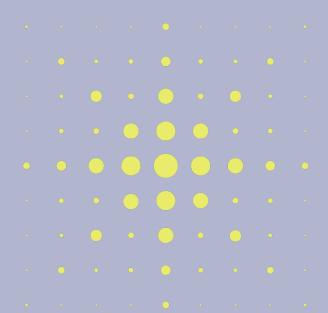
Process and conclusions for Tietoevry FY2022

Finnish Business Society event – EU taxonomy, 2022-12-08





Tietoevry – who we are



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Tietoevry – we aim to create purposeful technology that reinvents the world for good



24 000 professionals globally

More than **10 000** customers

Serving customers in over **90** countries worldwide

Annual revenue approximately EUR 3 billion

Investments in technology and services more than EUR 100 million* per year

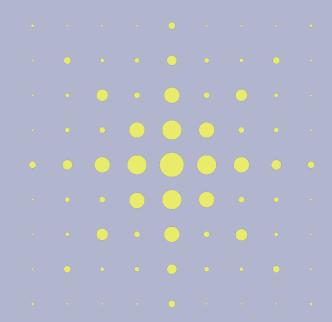
*incl. capital expenditure and operational costs

Six specialized businesses

Tietoevry Create	Accelerates customer's digital agenda with global design, cloud, data and software engineering capabilities
Tietoevry Transform	Drives enterprise-wide transformation across business processes, applications and infrastructure utilizing automation, cloud and data capabilities
Tietoevry Connect	Multi-cloud platform and managed services ensuring resilience, security and compliance for customers business
Tietoevry Banking	Scalable Banking-as-a-Service and leading software products to drive digital transformation and efficiency for financial institutions
Tietoevry Care	Modular and interoperable software re-inventing Nordic health and social care for enhanced care personnel and citizen experience
Tietoevry Industry	Industry specific software, data and integration services digitalizing core processes for public sector, pulp & paper, and utilities segments

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EU Taxonomy reporting at Tietoevry



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High-level time plan for reporting according to the EU Taxonomy

Year 1 (FY'21)

Reporting eligibility for two first environmental objectives:

- · Climate change mitigation
- Climate change adaptation

Climate change mitigation

Climate change adaptation

Year 2 (FY'22)

Reporting alignment for two first environmental objectives:

- Climate change mitigation
- Climate change adaptation

Climate change mitigation

Climate change adaptation

Year 3 (FY'23)

Reporting alignment for two first environmental objectives:

- Climate change mitigation
- Climate change adaptation AND

Reporting eligibility OR alignment for additional four environmental objectives

Climate change mitigation

Climate change adaptation

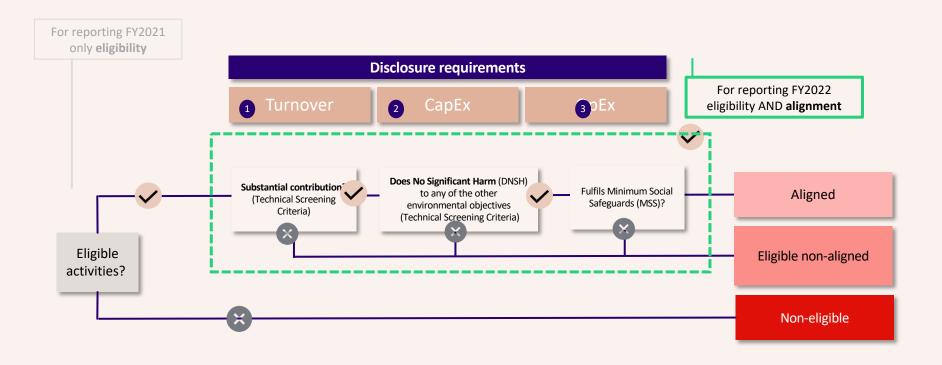
Transition to a circular economy

Pollution prevention and control

Sustainable and protection of water and marine resources

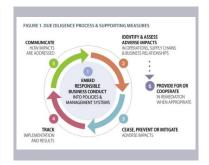
Protection and restoration of biodiversity and ecosystems

Alignment process for FY2022 reporting



Platform on Sustainable Finance 'Report on Minimum Safeguards (MS)' suggests two criteria for assessing alignment with MS criteria

- The company has not established adequate human rights due diligence processes, as outlined in the UNGPs and OECD Guidelines for MNE.
- 2. There are clear indications that the company does not adequately implement HRDD resulting in human rights abuses. Data on breaches should be generated from sources with a high level of independence and impartiality.



The suggestion regarding point to 2 is that:

- 1. The company has finally been convicted in certain types of court cases on labor law or on human rights.
- The following two indicators signal that the company does not engage with stakeholders, although this is an integral part of the UNGPs:
- A National Contact Point has accepted a case; however, the company refuses to engage with the party which has initiated it, or the company has been found non-compliant with the OECD guidelines by an NCP.
- The Business and Human Rights Resource Centre (BHRRC) has taken up an allegation against the company, and the company has not answered to it within three months. Not answering an allegation would signal non-compliance for two years.

Tietoevry human rights due diligence – high level road map

2021-2022

· Policy and programme

- Human Rights Policy
- Alignment of CoC and SCoC
- Establishment of Tietoevry human rights Steer committee

· Human Rights Due Diligence

- Corporate wide human rights risk screening
- Impacts to People Assessment
- Revision of processes, procedures and monitoring
- Re-development of public reporting

2022-2023

· Policy and programme

 Continued alignment of policies and rules with Human Rights Policy

· Human Rights Due Diligence

- · Human rights assessments
- Impacts to People Assessment cont.
- Continued revision of processes, procedures and monitoring
- Further re-development of public reporting

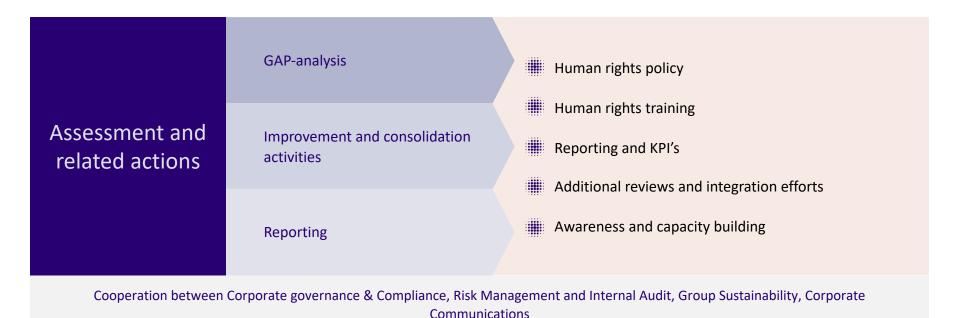
· Grievance mechanisms

 Revision of stakeholder engagement approach

1 POLICY AND PROGRAM	Policy setting and commitment
2 HUMAN RIGHTS DUE DILIGENCE	Identify risks and impact
	Prevent and mitigate
	Track and monitor performance
	Communicate and report
3 GRIEVANCE MECHANISM	Set up grievance and remedy framework and stakeholder engagement

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Minimum safeguard alignment in Tietoevry



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Thank you

Ulrika Lagerqvist von Unge, Tietoevry



