

2021 ESG REPORT

Empowering change
for a better future.



This document aims to report on Systemic's ESG performance in 2021, marking the company's first ESG report publication. The objective is to ensure that this report continues to evolve each year, with a focus on improving the quality and quantity of the information reported.

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BEYOND CONSULTING



At Systemic, we are more than just consultants. We are a passionate team committed to helping organizations create a positive impact on society while reducing their negative impact. Our goal is to inspire and empower organizations to become more resilient, innovative, and human.

We believe that every organization has the potential to make a difference in the world, and we are here to help them achieve it. By working with us, organisations can gain a deeper understanding of how their actions impact society and the environment. Together, we can create a more sustainable future for everyone.

We take pride in the fact that we're not your average consultants. We are your partners in change, collaborating to create a more sustainable future for all. We are passionate about building long-lasting relationships with our clients, employees, suppliers, and the wider community.

Why? Because we know that sustainability is not a solo mission. It takes a collective effort to create lasting impact. That's why we work together with our clients to create a ripple effect of positive change that extends far beyond any single organization.

We're not just interested in quick wins. We're here to make a real, long-lasting impact on the world. And we believe that by working together, we can achieve just that. So join us on our mission to create a brighter, more sustainable future for all. Let's collaborate, innovate, and make a difference that will last for generations to come.

ENVIRONMENTAL PERFORMANCE

Our Consumptions during 2021



Energy Consumption:
0,418 Gigajoules



Water Consumption:
1133 Liters

Our Carbon Footprint (tonnes of co2 eq.)

SCOPE 1: 2,16

SCOPE 2: 0

SCOPE 3: 0,33

- Our Scope 1 value can be explained by the fact that we only had an office for the last three months of 2021. Prior to that, we were a fully remote company.
- Our Scope 2 emissions value can be attributed to our use of a fully green energy electricity contract (100% green energy)



At Systemic, we're proud to have taken steps to **offset all of our carbon emissions** from 2021 by purchasing carbon credits through the Gold Standard. Our team chose to invest in a the "[Planting Biodiverse Forests in Panama](#)". By doing so, we're helping to create a sustainable ecosystem that generates high-value wood and cacao yields.

This project is not only ecologically sustainable but socially sustainable as well. It aligns with our commitment to supporting the United Nations Sustainable Development Goals (SDGs) 8, 12, 13, and 15.

By investing in this project, we're not only mitigating our carbon footprint but also supporting a community-driven initiative that creates a positive impact for both people and the planet.

SOCIAL PERFORMANCE



Our Workforce

Systemic was founded in 2013 by our inspiring female CEO, and the team has since grown organically. As of 2021, we had five employees (including one worker under a service provision contract) and all of them being women. While this positively countered current market practices, we recognized that our organic growth led to an imbalance in the proportion of women and men in the company. While it was not our goal to favor one gender over another in our recruitment process, we committed to improving the gender discrepancy. With this in mind, we developed, during 2021, a [Gender Equality Plan](#) that was adopted in early 2022, which you can access in our website.

Holiday allowance

- 27 days per year, including time-off tolerance on December 24th and 31st

Additional benefits

- Monthly transport pass payment
- Health insurance
- Bonus (awarded to employees who have been with the company for more than 1 year)
- Remote work (during the pandemic period)

Professional and Personal Development

Systemic offers various training opportunities throughout the year, which are fully funded by Systemic and selected by the employees themselves. By providing our employees with the flexibility to choose their preferred training programs, we differentiate ourselves from other companies and foster a culture of continuous learning and development. During 2021, we underwent the following trainings:

- Executive Course on Sustainable Finance: Green and Climate Finance
- "Develop and certify Environmental Sustainability in Construction"



5846€

Total amount invested
in training

1169€

Average amount invested
in training per employee

GOVERNANCE PERFORMANCE

Our 2021 Financial Results

Total revenue earned
increased by 82%
compared to 2020

Number of clientes
more than doubled
compared with 2020

At Systemic, we believe in total transparency and accountability and we hold regular meetings with the whole team. By fostering a culture of trust and openness, we aim to create a workplace where everyone feels valued and empowered.

Pro Bono Commitment

At Systemic, we believe that the power of positive change lies not only in our work as sustainability consultants, but also in our active engagement with the wider community. That's why our team members are dedicated to attending events and conferences on a pro bono basis, sharing their knowledge and insights to empower others to make a difference. We also value our partnerships with universities, where we have the opportunity to work alongside the next generation of sustainability leaders and inspire them to take action.

Furthermore, it is worth noting that Systemic adjusts its pricing to the specific needs of each institution, with the objective of collaborating with more Non-Governmental Organizations (NGOs)

+15 pro bono events and
initiatives in 2021

GOVERNANCE PERFORMANCE

Our Team Retreat

At Systemic, working together as a team not only helps us to achieve our goals, but also helps us to build meaningful connections with each other. That's why we organize an annual team retreat, where we come together to work on ourselves and as a team.

In 2021, we embarked on our team retreat with a series of thought-provoking questions, such as how we felt since joining Systemic, what progress we had made, and what we wanted to achieve in the future. We also explored what we envisioned Systemic to be and what kind of services, projects, and partnerships we could offer.



But it wasn't all work and no play!

We also took time to relax and have fun, with trips to the beach, poolside lounging, and board games. And from this retreat came Systemic's new image, which we co-created as a team and now proudly showcase on our new website.

At Systemic, we know that investing in our team is crucial to our success. By building strong connections and fostering a supportive work culture, we can achieve great things and make a positive impact on society.



Previous image



New image

**LET'S PAVE THE WAY FOR A
BETTER TOMORROW, ONE STEP
AT A TIME.**

**JOIN US ON THIS JOURNEY
TOWARDS A BRIGHTER, MORE
SUSTAINABLE FUTURE!**