



OUR SUSTAINABILITY POLICY

Empowering change
for a better future.

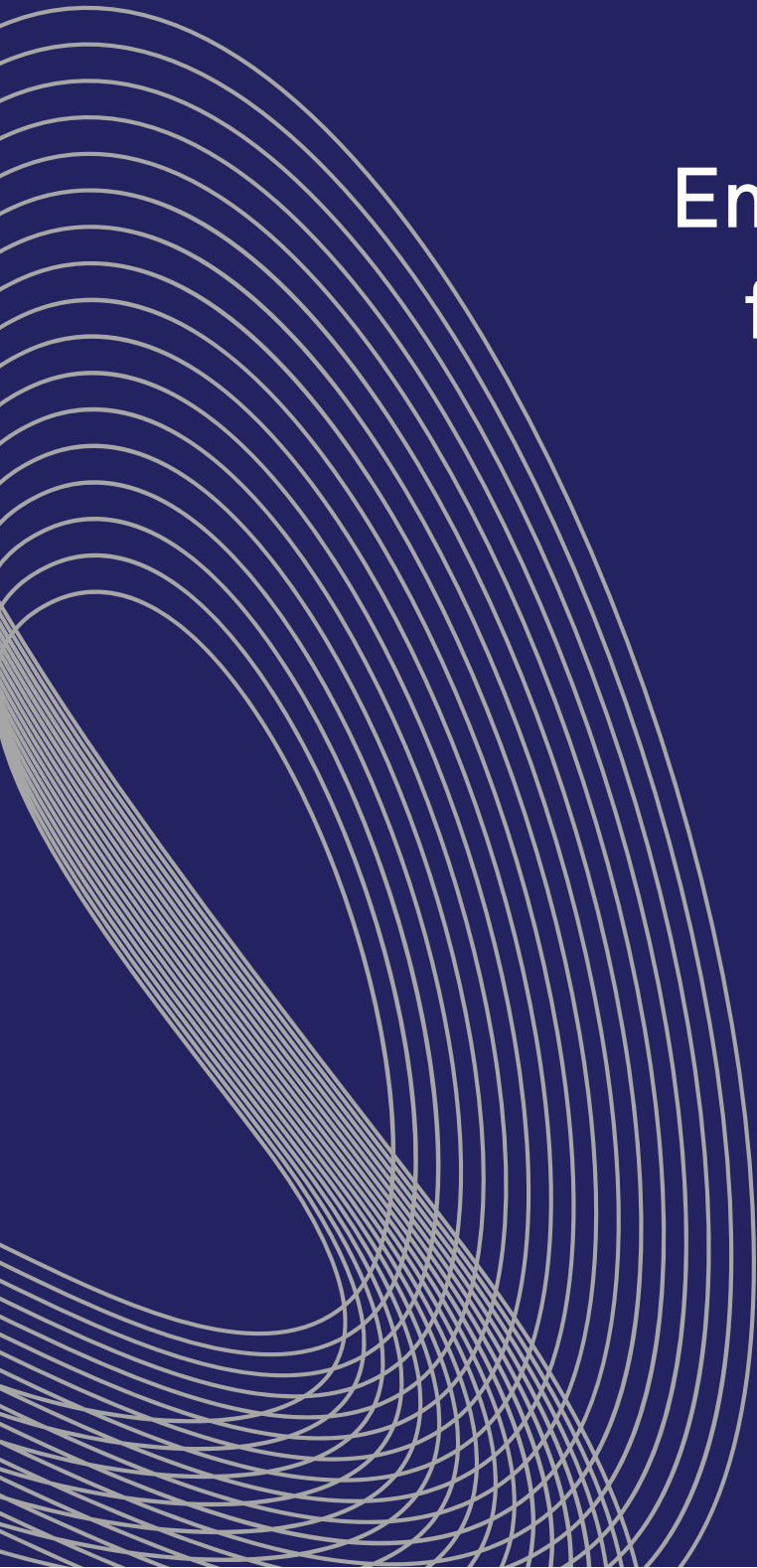




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SYSTEMIC'S ROLE IN SUSTAINABILITY



Systemic has grown significantly in the last two years, with more than ten people now supporting organizations on their path to becoming sustainable businesses. As a result, if keeping our internal sustainability efforts to ourselves seemed reasonable in the past due to our small size, the time has come to raise the bar, increase our internal sustainability efforts, and communicate our internal work and commitments to the world.

This Sustainability Policy is the first step in this process. Here we establish sustainability priorities and specific commitments, as well as a governance model that will guide this internal sustainability journey

GUIDED BY THE SDGS

In response to the United Nations' open call to align businesses with the 2030 Sustainable Development Goals (SDGs), we have identified priority goals and targets that will guide our most ambitious sustainability commitments.

After gathering the contribution of all the team to reflect on the topics that mostly affect Systemic's business, and the ones in which our activity has significant impact, we selected the SDGs in which we play a greater role the SDGs 4, 8, 9, 10, 12, 13

OUR PRIORITY SDGS



OUR COMMITMENTS TO THE SDGs

Aware of the need to have a specific action plan and indicators to measure how Systemic contributes to the priority SDGs and targets identified, we are committing to:



Quality
Education

Promote sustainable development education to all by increasing youth hiring and partnering with international schools, offering internship contracts, and engaging in other relevant initiatives.



Industry,
Innovation and
Infrastructure

Raise awareness by disseminating information about sustainability and the importance of transitioning to a greener economy.



Decent Work and
Economic Growth

We will report on our sustainability performance to promote transparency and accountability in relation to the outlined objectives, and to drive continuous improvement.



Reduced
Inequalities

Support the creation of more resilient communities by implementing education projects in developing countries.

OUR COMMITMENTS TO THE SDGS



Responsible
Consumption
and Production

We will diversify the sectors in which we operate, expand our client base, and improve our media exposure.



Climate
Action

Become carbon negative from 2023 onwards, by reducing our carbon emissions as much as possible and overcompensating through investments in carbon capture and related projects.

This Policy will guide our Sustainability Strategy for 2030, where we set specific actions for each SDG.

PHILANTHROPIC COMMITMENT

As stated above, Systemic is committed to giving back to society both socially and environmentally. To fulfill this commitment, we will donate a portion of our net profit each year to social and/or environmental causes selected by our community of Systemic employees.

Donations will be provided in the form of monetary value to the chosen organizations. Additionally, we may provide pro-bono training to support specific needs or projects.

ENVIRONMENTAL COMMITMENT

To mitigate Systemic's environmental impact and reduce our carbon footprint, we not only calculate and report our annual greenhouse gas emissions, but also compensate for them by investing in carbon sequestration projects. Our goal is to become carbon negative*, going beyond carbon neutrality.

*Carbon negative means that we will remove more greenhouse gas emissions from the atmosphere than we emit.

SUSTAINABILITY GOVERNANCE IN SYSTEMIC

To ensure that our actions are guided by the principles we have defined and to guarantee that our commitments are met within the proposed timeframe, it is important to assign responsibilities and implement mechanisms to monitor our progress.

The CEO of Systemic is responsible for implementing the Sustainability Policy, while the Office Manager, reporting directly to the CEO, is responsible for coordinating and enforcing the Sustainability Policy Implementation Plan. All Systemic managers and employees are responsible for upholding the commitments outlined in this Policy. Performance evaluations will include specific environmental and social criteria that align with the principles and objectives of the plan.

STAKEHOLDERS ENGAGEMENT

At Systemic, we value and engage with our stakeholders both internally and externally. Our internal stakeholders include employees and partners, while our external stakeholders include clients, regulators and, among others, universities.

To ensure that our employees are heard, we conduct an annual "Employee Satisfaction Questionnaire" and hold discussions to address the topics that require improvement or attention in the following year. We also organize a team retreat every year during the summer, where we discuss various issues and goals related to developing our team, evaluating and reviewing our services, and identifying areas for improvement.

For our clients and partners, we maintain close engagement throughout project development and encourage them to complete a "Client Satisfaction Survey" at the end of each project. Some of the testimonies we receive are published on our website

We also collaborate with universities and regulators regularly, bringing them on board for our projects and contributing to public consultations on relevant regulatory issues.

As part of our commitment to stakeholder engagement, we plan to establish an Advisory Board with stakeholder representation. This independent organ will help Systemic stay up-to-date with the latest sustainable business practices and challenges. By doing so, we can ensure that our mission of promoting critical and visionary thinking, stimulating the intellectual and emotional awareness of each agent of change, and contributing to a responsible market economy, remains on track.



Employees



Partners



Clients



Regulators



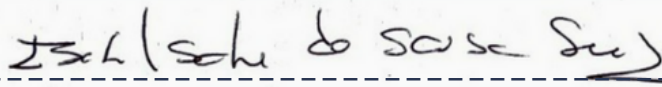
Academia

POLICY APPROVAL AND REVIEW

The executive director is responsible for approving and reviewing the Sustainability Policy. The policy will be subject to review when necessary, but no less frequently than every three years.

The review process will be a collaborative effort among Systemic employees and will also take into account feedback from relevant external stakeholders, when possible.

Lisbon, December 1st, 2021



Sofia Santos

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