

Alexander Thamm GmbH

SUSTAINABILITY REPORT

2021

[at]

alexanderthamm

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CEO Statement

Alexander Thamm
Founder and Chief Executive Officer
Alexander Thamm GmbH



Dear Readers,

Earth Overshoot Day has already been declared on July 29, 2021. In concrete terms, this means that by this day, humanity will have used up all the natural resources that the Earth can restore within a year and thereby make sustainably available. Thus, starting in the second half of the year, the resources of future generations will be consumed – without knowing whether and in what way they can be returned. In addition, issues such as environmental pollution, globalization and global warming are decisively shaping human and corporate actions. We are therefore faced with major challenges that make conscious and sustainable management essential in order to continue to make the future of future generations worth living. This concerns me personally and us as a company.

For this reason, sustainability is anchored as a fixed component in our strategy and part of our corporate culture. Therefore, Alexander Thamm GmbH joined the UN Global Compact in January 2021 and has been actively participating in this initiative ever since.

In doing so, we want to illustrate – today and in the future – our contribution to achieving the global sustainability goals.

On the occasion of our one-year anniversary, we are now reporting for the first time on the progress Alexander Thamm GmbH has made in implementing the ten principles of the UN Global Compact in the months from January 2021 to December 2021 and what measures are planned to further promote responsible action and sustainable business practices by all our stakeholders.

We want to set an example and inspire others and are aware that each and every one of us can contribute to making the world a little bit better.

As a Data & AI consultancy, we are convinced that technology can help us to act positively in terms of sustainability. At the same time, it helps us cope in a world where the climate is changing drastically. With the help of artificial intelligence, researchers are developing more accurate warning systems and companies are analyzing climate risks and developing sustainable strategies. Never before has so much investment gone into clean and climate tech. Of course, we are also aware that tech solutions are not inherently sustainable and climate-friendly. The big task is to develop innovations and AI applications that take sustainability and ethics into account from the outset.

In this sustainability report, we not only look at our internal side, but also take a look at our customers and our large network of service providers and partners, who are a fundamental part of our ecosystem and thus also of our sustainability strategy. We would like to thank this large [at] community for the trust they have placed in us.

We hope you enjoy reading this issue and look forward to your feedback and a lively exchange of ideas.

Your
Alexander Thamm

Who is [at]?

Alexander Thamm GmbH [at] is the leading data and AI consultancy in the German-speaking region. As data and machine learning pioneers in Germany, we have already implemented over 1,000 data science and AI projects in a wide range of industries. Our goal is to generate real added value from data. We call this Data2Value. To achieve this goal, we have developed the Data Journey. It leads from the Data Strategy via the Data Lab to the Data Factory and the DataOps, where a market-ready Data Product is created.



Our mission is to help people and organizations use data and artificial intelligence responsibly and for the benefit of people. In doing so, we are creating an economically strong Europe with digital products and services that scale globally and are based on European values.

In doing so, technologies such as artificial intelligence will help humanity tackle its biggest challenges, such as climate change, epidemics and a fair global economy. Within this vision, we believe in European values such as privacy and human-centered AI.

Driven by our vision and mission, we have a strong interest in making an important contribution to a sustainable future. We at [at] are aware that we bear responsibility for the future and know that as a company we exert a strong influence on the economy and society. That is why we are particularly concerned to act in a sustainable and socially responsible manner and to contribute our share to a world worth living in for future generations.

For us, social responsibility means working for a sustainable economy, a value-oriented society and the protection of the environment, and living these values in our daily cooperation with each other and with our customers.

More about our company: <https://www.alexanderthamm.com/de/>

Strong sustainability network

Sustainability and social commitment are at the top of our agenda, in particular through our corporate values of responsibility, trust and enthusiasm. By popular request of all employees, we launched our [at] Climate Action Initiative in 2019 and jointly scrutinized various dimensions along five streams, such as the company, employees, partners, offerings and society, and developed our position. This has resulted in our clear strategy on the topics of travel and transport, consumption and purchasing, and energy and resources. We offer our employees ways to understand and improve their own CO₂ footprint and measure our sustainability performance efforts 2022 by means of the EcoVadis platform.

We are also involved locally, among other things with sponsorship and donations for environmental associations such as Green City e.V. and the positioning of the KI Bundesverband with the first contributions in Germany to reconcile artificial intelligence and sustainability. We are constantly working to expand our sustainability network on an ongoing basis. Finally, in line with our [at] "Musketeer Approach", we firmly believe that we only have a future worth living with an intact nature.



Employees

Many of the employees work in various working groups on the topic of sustainability, and some are also privately involved. In addition, each employee has the opportunity to choose an environmentally friendly alternative form of transportation by using a job bike.



Customers

We actively accompany our customers on their sustainability journey by supporting them to implement projects with a sustainable focus and especially by raising awareness on sustainability, data protection and Ethical AI in all projects. In addition, we accompany some research projects to drive innovative and sustainable topics through our knowledge.



Service Provider

Together with our service providers, we present ourselves to the customer as a joint team. For this reason, we are particularly proud that all partner companies have taken note of our Code of Conduct and are thus committed to complying with our sustainability standards.



Community

Only together can we achieve great things! This is precisely why we support various associations and initiatives and have joined important organizations such as the UN Global Compact. We have also published a paper on the positive use of AI in the context of sustainability together with the German AI Association.

[at] Values and Principles

A very strong driver for our commitment in the context of sustainability are our values and principles. These were developed together with all employees and guide us in our daily work.



Curiosity

We are innovative and love to try out and test new things. We continuously question existing processes. We are not satisfied with simple answers, but continue to drill down until we understand the interrelationships in depth and find the right answers.



Enthusiasm

We are enthusiastic about data and have fun and enjoy our work. Each one of us is convinced that we make an important contribution and has the opportunity to realize his or her own potential with us. This motivates us every day anew. We also transfer our enthusiasm to our customers and partners.



Excellence

Our aspiration is to be the best at what we do and to always deliver the highest quality. We not only want to meet our customers' expectations, we want to exceed them. Each and every one of us has high expectations of ourselves and will not settle for the first best solution.



Trust

Open and honest interactions with each other and mutual trust are the basis for successful cooperation. With us, everyone stands up for the others. We also call this the "musketeeer principle".



Openness

We are unbiased and open to new things. We break new ground with our customers and share our knowledge. In doing so, we are also willing to take risks, because this is the only way to create real innovations. We are open to advice and see criticism as a gift.



Responsibility

We act responsibly, reliably and sustainably towards our customers, employees and business partners. Each and every one of us is jointly responsible for the success of the company. We defend our convictions and bear the consequences for our actions.



data.musketeer



We support each other to achieve excellent results.



We take on challenges and drive solutions forward.



We create a positive environment for physical and mental well-being for all of us.



[at] is a safe and respectful place where we value honesty.



We love to learn new things and to discover.



We have fun.



We create a culture that promotes curiosity.



We develop products that create real and long-term added value.



We are committed to a sustainable and successful future.

To make these values more tangible, a heterogeneous group of employees from all areas of the company worked in 2021 to develop principles from these values that translate the corporate values into everyday work and guide our actions and decisions.

We all contribute to the success of [at] and take responsibility. That is why it is important to us to live an appreciative, sustainable and solution-oriented corporate culture that we can all identify with. Our "Musketeer Principle" states that we can always count on each other and support each other. From this, from our values, our mission and vision, nine principles are derived, according to which we act day by day.

From these principles, it quickly becomes clear that the topic of sustainability in its various dimensions is reflected in many principles and is thus an essential part of our daily work.

The responsibility for society expressed in our values and principles also includes an active commitment to sustainable development, which we expressly support by signing the ten principles of the United National Global Compact. We are also committed to the United Nations Universal Declaration of Human Rights and the core labor standards of the International Labor Organization (ILO).

The 10 principles of the UN Global Compact

HUMAN RIGHTS

Principle 1: Businesses should protect and respect the protection of internationally proclaimed human rights.

Principle 2: Businesses should ensure that they are not complicit in human rights abuses.

WORKING STANDARDS

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

Principle 4: Businesses should work to eliminate all forms of forced labor.

Principle 5: Businesses should work to eliminate child labor.

Principle 6: Businesses should work to eliminate discrimination in hiring and employment.

ENVIRONMENTAL PROTECTION

Principle 7: Businesses should follow the precautionary principle in dealing with environmental problems.

Principle 8: Businesses should take initiatives to promote greater environmental awareness.

Principle 9: Businesses should accelerate the development and diffusion of environmentally friendly technologies.

ANTI CORRUPTION

Principle 10: Businesses should work against all forms of corruption, including extortion and bribery.

These 10 principles are supported by the 17 Sustainable Development Goals (SDGs) of the United Nations, which are intended to ensure sustainable development worldwide on an economic, social and ecological level. In the following chapters, we show which of the 17 SDGs our measures contribute to.



HUMAN RIGHTS AND WORKING CONDITIONS



01



We create a positive environment that encourages the physical and mental wellbeing for all of us.

Human Rights and Working Conditions

Our vision of a European economy characterized by fair working conditions and uncompromising respect for human rights includes several components:

Prohibition of discrimination

An open culture of equal opportunity, characterized by mutual trust and respect, is of great importance to us. Discrimination against employees in any form is therefore inadmissible for us. This applies, for example, to discrimination based on gender, race, skin color, disability, political opinion, origin, religion, age, language, pregnancy or sexual orientation. We respect the personal dignity, privacy and personal rights of every individual. We treat all employees with respect and do not use corporal punishment, psychological or physical coercion, or any form of abuse, harassment or threat of such measures. In this context, we are also committed to the Bundesgleichstellungsgesetz (BGleG) and the Allgemeines Gleichbehandlungsgesetz (AGG) of the Federal Republic of Germany.

Fair pay and working hours

The right to adequate compensation and fair working hours based on applicable labor laws is recognized for all employees. Deductions from wages as punitive measures will not be tolerated.

Exclusion of forced and child labor

We strictly reject any form of forced labor, slave labor, child labor or similar work. All work is always carried out voluntarily and the employees have the choice to terminate the employment relationship at any time. We require trained personnel to perform our consulting services, which is why the risk assessment with regard to forced and child labor is currently considered to be very low. The rights of employees requiring special protection (e.g. pregnant women, physically impaired, young or older employees) must continue to be protected and special protective regulations must be observed.





Occupational health and safety

The safety and health of our employees are particularly important to us. By setting up and applying appropriate occupational safety systems, we therefore ensure that necessary precautionary measures are taken against accidents and damage to health that may arise in connection with the work. In addition, employees are regularly informed about applicable health and safety standards and measures. The relevant documents are also available at all times.

Each of our employees promotes health and safety in his or her work environment and undertakes to comply with health and safety regulations. Each manager is also obliged to instruct and support his or her employees in fulfilling this responsibility. The same safety standards apply to our service providers as to our employees.

It is particularly important for us to deploy employees according to their qualifications and not to overtax them. We also strive to continuously improve the skills of our employees through on-the-job training and learning opportunities. When they are equipped for success, not only are they fulfilled in their careers, but our customers, our company and our communities benefit as well.

Freedom of association

We respect the right of employees to form and join organizations of their choice and to bargain collectively. In cases where freedom of association and the right to collective bargaining are restricted by law, we allow for alternative means of independent and free association of employees for the purpose of collective bargaining.

What have we already implemented?

Promoting fairness and equality

The fair and equal treatment of all employees is important to us. We ensure this, among other things, through structured and fully transparent recruitment and promotion processes, as well as underlying criteria. Furthermore, absolute equality of the sexes and of all nationalities applies in our company. Therefore, we utilize standardized career paths with the corresponding salary levels and award permanent employment contracts whenever possible. For this reason, we are very proud of our team, which is made up of over 20 nationalities and 44% women. To anchor these values more deeply, the [at] Code of Conduct was additionally developed in 2021 by a heterogeneous group of employees from all areas of the company and has been continuously carried into the company ever since.

Open dialogs and transparency

The aforementioned collaborative development and writing down of our shared values and principles illustrates the extent to which the corporate culture is characterized by open dialog. This is supported by structured feedback processes to give all employees the opportunity to freely express suggestions, concerns, worries and criticism. Examples of this are the weekly satisfaction survey or the standardized and transparent process for collecting and evaluating suggestions for improvement.

Especially during the pandemic year, when the majority of the staff worked from home and the daily exchange in the office was missing, it is important to ensure transparency and participation among all employees. To this end, we hold regular (virtual) office meetings and also encourage open dialog on our internal communication portals. In newsletters, both the management and the individual teams provide information about current developments and news.





Of course, internal changes are also forwarded to all employees via one of these communication channels.

Appreciation of the achievements of our employees

Our appreciation of our employees is reflected in our labor agreements, which are characterized by fair pay, permanent employment contracts and the compatibility of family and career through appropriate vacation and overtime compensation arrangements. Furthermore, it is important to us to recognize the achievements of our employees on a personal level. For this reason, regular team and employee events are held, such as Christmas celebrations, summer parties or project completion events.

We are also making great strides in helping our employees transition to new, advanced technologies by giving them the tools, skills and flexibility to discover new talent and keep up with the digital world of work. Therefore, all employees are expected to spend at least 5% of their annual working time on training. For this purpose, the [at] curriculum is developed annually, based on carefully surveyed training needs and enabling a transparent process of which employees can participate in which training courses, as well as encouraging them to actually do so.

In addition, job satisfaction, personal goal achievement, optimization potential and development options are to be jointly examined in annual employee appraisals in order to promote and challenge our employees in a future-oriented manner.

Occupational health and safety

To maintain the health of our employees and safety in the workplace, we have appointed a safety officer in 2021 who will anchor awareness of health protection even more deeply in the organization and arrange for a regular occupational safety inspection at all office locations. We are raising awareness among employees that the same caution should apply to on-site consulting activities.

The legal requirements for combating the Covid-19 pandemic have always been adhered to at all locations and additional measures have been taken that go beyond the legal requirements. Here, we are also very proud that we were able to offer many employees a Corona first vaccination as early as June. In 2021, we also entered into a cooperation agreement with a company physician to continuously optimize working conditions and minimize health risks. We also provide employees in all offices with drinking water and hot drinks in sufficient quantities, as well as fresh fruit baskets. We also offer a fitness room at our headquarters, as well as sports courses organized by employees for employees, in line with our "Musketeeer Principle".

Donations

We see ourselves as an active member of society and therefore get involved in various ways. When making donations, we observe the principle of altruistic action and clearly distinguish this from sponsoring. We would also like our partners and customers to share in this social commitment, and for this reason we are foregoing Christmas gifts in kind this year. Instead, each business partner will receive a donation voucher that can be used to select one of three charitable organizations from the social, environmental and educational sectors with whose values and vision we identify.



Where do we want to get better?

It is of great concern to us not to remain at the status quo, but to continuously improve the working conditions and health protection of our employees.

Increase employee satisfaction

For this reason, measures will be derived from the results of the comprehensive employee satisfaction survey and the subsequent satisfaction workshops and implemented after a joint evaluation. In addition, the introduction of the nilo.health platform for mental health is planned for the coming year, which can be used by all employees. Voluntariness and protection of privacy are of course top priorities in this context.



Deepening focus on transparency and open dialogs

To promote transparency of performance and assessment criteria, as well as the development of appropriate development measures through a combination of self-assessment and external assessment, a 360° feedback process will be implemented in 2022.

Appreciation of work performance with a view to the future

The appreciation of our employees is very important to us - but a long-term orientation must not be ignored either. For this reason, a company pension plan will be offered to all employees in 2022 in order to make our contribution to a pension worth living for. We also aim to continuously improve the benefits for all employees.

"We create a positive environment that encourage the physical and mental wellbeing for all of us."



Jette Lutz
HR Managerin
Alexander Thamm GmbH



You have been driving the issue of occupational safety at [at] since July 2021. What concrete measures are planned for the future to further optimize occupational safety and working conditions?

"The well-being of our employees is one of our top priorities, which is why we have already implemented a number of measures and are planning further exciting measures. We are currently working with our company physician and occupational safety specialist on risk assessments for our offices, planning preventive medical checkups, and training our first aiders, fire protection assistants, and safety officers.

With the Covid 19 pandemic, we have also been working to develop a good hygiene concept that currently allows our offices to remain open under these new requirements and gives our employees the opportunity to work in a hybrid environment.

For 2022, the topic of mental health is also on the agenda and we are pleased to be able to offer our employees individual coaching sessions, meditation and much more via nilo.health in addition to the mental risk assessment."

To what extent does the [at] Principle "[at] is a safe and respectful place where we value honesty" show up in our daily doing?

"Our principles help us to implement and live our corporate values. At [at], we value flat hierarchies and treat each other as equals. We gladly accept honest and constructive feedback - whether through our weekly pulse checks via Feedbackstreet, our Improvement Requests which every employee can post to make suggestions for improving the culture and working environment, or through our annual employee satisfaction survey including an employee workshop. In addition, we live by the "musketeer principle" - "one for all, all for one" - which promotes security, respect and appreciation among colleagues."

What role does employee satisfaction play at [at] in the context of sustainability?

"Sustainability is playing an increasingly important role among employees and applicants because they are increasingly questioning the impact of their work on the environment and society. Those who are committed to sustainability enable employees to build up a positive bond, a sense of purpose and possibly identification with their employer, thereby increasing motivation and satisfaction.

At [at], we not only try to act in an ecologically sustainable way by separating waste, taking the train instead of flying and signing most documents digitally. We have also implemented a number of measures in the area of social sustainability at [at] and published them in our Code of Conduct. From flexible working hours, compensatory time off, fair remuneration through salary bands, a company pension scheme, Kindergarten subsidies, to sports offers such as JobRad and fitness courses - here, too, we are planning further exciting initiatives in the future."

What motivates you personally to work for sustainability?

"We have only one life and therefore only one chance to do it right. We have a responsibility to ensure that future generations can also have a life worth living on this planet. That's why I personally prefer to ride a bike instead of driving a car and try to pay more attention to quality instead of quantity myself, to repair things instead of always buying new, and also to work in a company that promotes social, ecological and economic sustainability."

ENVIRONMENT



02



We take responsibility for a sustainable and successful tomorrow.

Taking responsibility for future generations and protecting the environment is a top priority for us. We can only tackle climate change together if each and every one of us makes a contribution. For this reason, it is a matter of course for us to commit ourselves to the goals of the Paris Climate Agreement and to make an active contribution to achieving these goals. Through targeted projects in various industries, we are already helping to reduce the need for resources and thus protect the environment, for example through predictive maintenance or forecasting.

Due to the consulting activities of Alexander Thamm GmbH, business travel is essential. Therefore, it is even more important that efficient measures are taken to change our behavior and working methods in order to contribute to the reduction of CO₂ emissions. Reducing travel, for example, not only has a positive impact on the environment but also avoids considerable costs for us and our customers, so that ecological and economic thinking go hand in hand.



What have we already achieved?



Digitalization of the way of working

Alexander Thamm GmbH currently has 6 locations in Germany (Munich, Stuttgart, Frankfurt, Cologne, Leipzig, Berlin) in order to minimize travel by staffing projects close to the customer. However, as the availability and experience of the consultants is another important decision criterion for the customers, the effectiveness of this measure can be limited. Therefore, another important step is the ongoing digitalization of our work - both internally and at the customer site. To this end, there has been (and continues to be) increased investment in virtual collaboration infrastructure in recent years to further increase remote working.

This digitalization of the way we work was also strengthened by the COVID-19 pandemic, and we expect such a way of working to continue after the pandemic. This has already saved over 50% of CO₂ emissions, as well as travel time and costs. The aim is therefore to keep the proportion of project days with travel time as low as possible in the future.

Sustainability-oriented travel management

Since not every project or training can be carried out remotely, travel activity cannot be completely prevented in the future, despite a significant change in travel behavior. For this reason, we have adapted the travel policy to make travel more sustainable through various measures. These include, for example, that we promote the use of rail by providing a BahnCard50. At customer locations, we also set ourselves the goal of keeping CO₂ emissions as low as possible. Therefore, the use of public transport is preferable to cabs.

Another important aspect is that we have restricted the use of airplanes as a means of travel on short- and medium-haul routes (within Germany) and they may now only be used in the case of approved exceptions. This can save further CO₂ emissions.

Every kilometer for the environment

Exhaust fumes, traffic jams and noise are placing an increasing burden on our environment and climate. In some German cities, there are already driving bans because CO₂ limits are permanently exceeded. For this reason, we have made Jobrad available to all employees as an environmentally and health-friendly alternative for the daily commute to work and also for leisure time. Through the option of company bike leasing, we thus contribute to positively influencing the environment, quality of life and our own health through every kilometer ridden. Through our cooperation with Jobrad, each employee not only has the opportunity to save up to 40% of the purchase costs compared to a conventional purchase, but also to actively protect the environment.





Measures to reduce the energy consumption of the IT infrastructure

Our goal is to make the IT infrastructure as environmentally friendly and resource-efficient as possible throughout its entire lifecycle. To achieve this goal, we are working on the following measures:

1.

Aligning IT equipment with demand: IT costs can be reduced simply by aligning the performance of PCs, printers and servers with the actual requirements of users. For this reason, for example, consultants receive more powerful laptops than employees in internal departments.

2.

Centralization of the equipment landscape: For some devices, it is not necessary for each employee to have their own complete set of equipment. For example, printers are only placed in centrally accessible locations in the office so that they can be used by all employees. In addition, the use of multifunction devices, which combine the functions of a printer and scanner, for example, optimizes energy consumption compared to individual solutions.

3.

Switch off devices: Every employee of Alexander Thamm GmbH is sensitized to switch off his laptop at the end of a working day, especially at the weekend. In addition, a proper configuration of the laptop and the energy saving function will save energy.

4.

Automation of IT processes: When automating IT processes, such as performing regular backups, care is taken to ensure that these are carried out during periods of free capacity, i.e. overnight. This optimal use of system resources can save further energy costs.

5.

Optimization of data management: Central data and file management throughout the company can ensure that storage capacities and computing power are minimized. In addition, data storage is optimized as part of data lifecycle management so that old documents that are no longer needed are archived or, at best, destroyed. This can save further storage and energy capacities.

6.

Virtualization of servers: Even if individual applications require specific operating systems, this can be easily implemented on a single hardware by virtualizing servers. This leads to significant savings in energy costs, because the shared hardware can be utilized much more evenly. Since 2013, twelve servers have already been consolidated onto two servers through virtualization and migration to the cloud.

7.

Migration to the cloud: By migrating the remaining on-prem infrastructure on an ongoing basis, we ensure that only the capacity required at any given time is used through scalable solutions. This means that no reserve capacity needs to be kept in the company's own infrastructure. In addition, synergies can be leveraged by shutting down the on-prem infrastructure.



Sustainable office management

We also aim to continuously reduce the energy required at our office locations. For this reason, we already take care to select a sustainable location when leasing new sites. For example, it is important to us that LED lighting is used, that waste can be separated, that the use of lighting can be minimized by providing sufficient daylight, or that energy is only used when it is actually needed through the use of timers and motion detectors.

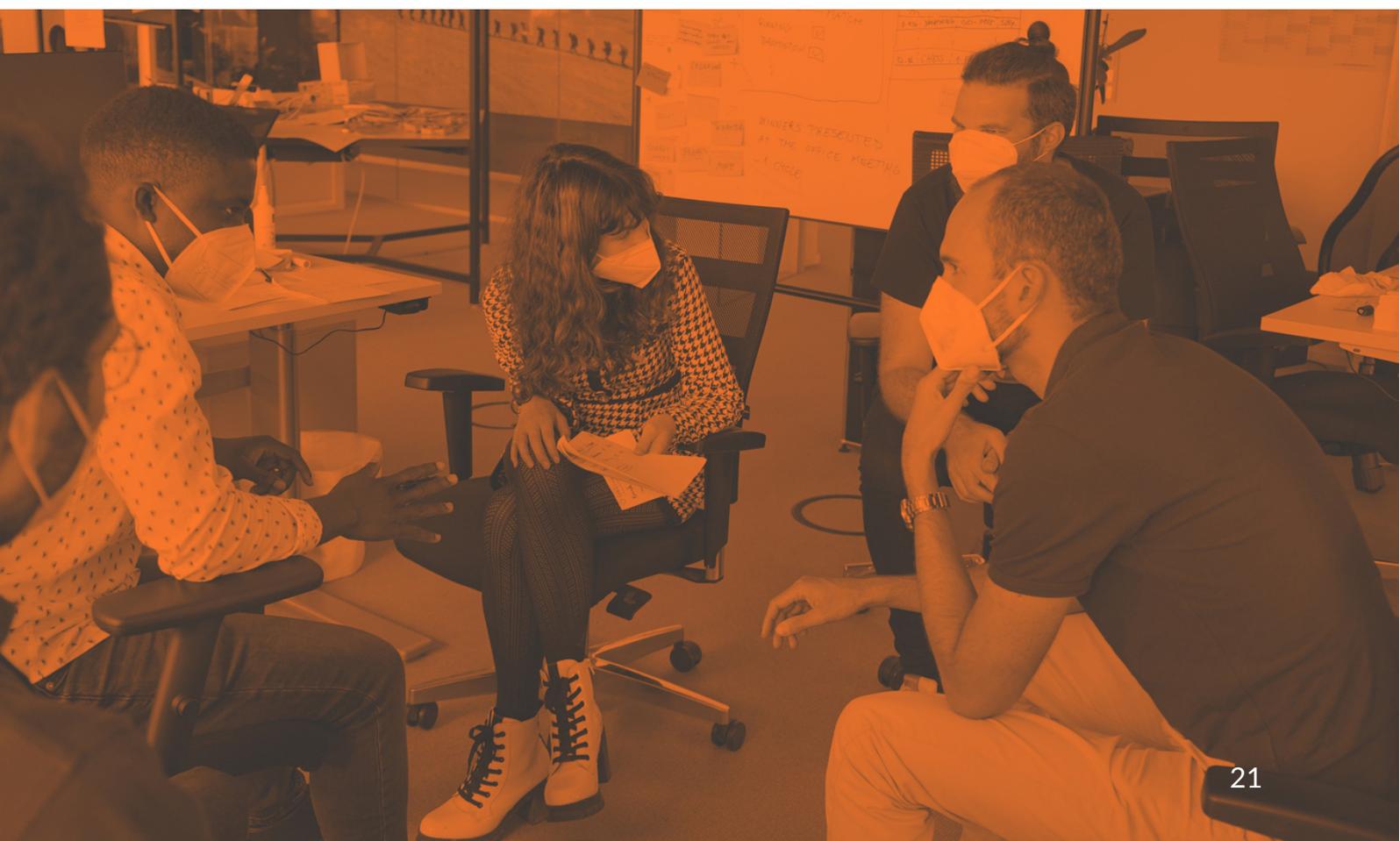
This is supported by further measures that can be implemented independently by Alexander Thamm GmbH, irrespective of site conditions. These include, for example, activating energy-saving programs on various devices and using high-quality electrical appliances with low power consumption.

The primary goal in the context of reducing energy consumption is to implement various measures in order to drive the reduction forward on an ongoing basis. However, since not all

energy factors can be minimized to any extent or, at best, even prevented, it is of great importance to Alexander Thamm GmbH to obtain the energy it uses from sustainable, renewable energy sources. For this reason, the company has been using only green electricity at all of the sites it rents itself since 2020 in order to reduce CO₂ emissions.

Sensitization of employees

Many of the measures already mentioned can only be implemented together with the employees. For this reason, we place great emphasis on the fact that the topic is exemplified by those responsible and supervisors. For this reason, as part of mandatory training on IT security and occupational health and safety, employees are instructed, among other things, to switch off the monitor when not in use and to put the laptop into sleep mode.





In addition, the importance of sustainability, in particular energy saving and CO₂ emissions, is highlighted in regular office meetings and it is made clear that this issue is not only relevant in the working environment, but also in private life.

By becoming a member of Green City e.V., we support a local initiative in order to secure its activities in the long term and make them plannable. Green City is a non-profit association that has been working on the vision of a green, livable and sustainable Munich for over 30 years. As a Munich-based company, it is therefore a special concern for us to support this organization. Through this membership, we benefit not only from the expert knowledge of the association, but also from company-specific CSR events, lectures and workshops, which sensitize us and inspire us to further activities and measures.

Green.musketeer.meetup

Under the headline "We take responsibility for a sustainable and successful tomorrow", our first Green.muskeeter.meetup took place in November, where all interested employees come together in an open after-work exchange and discuss current sustainability topics. In the first Meetup, one of our employees presented how he calculated the CO₂ consumption of his everyday life during a two-month period and gained exciting insights from this. The insights shared were met with lively interest from the employees and opened up an exciting discussion on ways to reduce one's own emissions consumption. After this successful kick-off, further meetups with internal and external speakers are already planned for next year.

Projects in the area of sustainability

Thanks to our many years of experience in over 1,000 projects in a wide range of industries, we also support our customers on the road to sustainability in order to drive active change in the economy. In this way, we contribute in particular to the Sustainable Development Goal "Industry, Innovation and Infrastructure".

Where do we want to get better?



Compensation of emissions that cannot be reduced

Further CO₂ emissions, which arise for example from travel activities and cannot be controlled by the company itself, are to be offset from 2022 retroactively for 2021 by the purchase of verified CO₂ certificates. To this end, we are currently looking for a reliable partner to support us in this endeavor.

Further sensitization and involvement of employees

As part of further planned Green.-musketeer.meetups, as well as through presentations, employees are to be further sensitized to the topic of sustainable management and encouraged to become involved in various internal sustainability initiatives.

Advancing environmental protection through commitment

With Greencity e.V., we have been supporting a local initiative since 2021 that is committed to a greener Munich. It is a particular concern of ours not only to contribute financially, but also to add value through active participation in the coming years.

For the delivery of the weekly fruit baskets at all locations, we also signed a contract with a new partner who commits to planting a tree in Africa for every fruit basket. Through this channel, we would like to continue supporting this issue in the coming year.



"We take responsibility for a sustainable and successful tomorrow."



What motivates you personally to work for sustainability?

Where did you last become personally aware of the impact of climate change?

Simon Decker
Head of New Business Development
Alexander Thamm GmbH



"In general, it should be noted that the term "sustainability" is used in an inflationary manner. Hardly any other term is subject to such a broad field of interpretation. In the last 15 years in particular, the term has found its way into a broad linguistic usage. In the context of corporate social responsibility and climate protection, it must be clear to companies that "sustainability" cannot be a buzzword.

Originating in forestry, the term sustainability, in simplified terms, described a balance between deforestation and reforestation - a balance that allows future generations to benefit equally from the resource wood. Then, with "The Limits of Growth" by the Club of Rome, the concept of sustainability took on an even stronger reference to managing limiting resources.

As a human geographer and nature lover, I have personally been concerned with the topic at least since I was a student. Fascinating are the sheer infinite interrelationships of a wide variety of influencing factors and parameters that a) shape the sustainability debate and b) whose consideration satisfies an intrinsic desire to "understand the world better. "

"During the last 10 years, I have lived in California for 8 years and have witnessed various new heat records and droughts myself. Of course, it is too simplistic to use these exclusively as an explanation for the increased number of wildfires in California, but the connections and impacts cannot be denied when you look up at an ash and smoke darkened sky for days on end and watch firefighting planes flying low overhead.

Climate change has always existed, but the impact on our climate from industrialization and our consumerism, and a massively accelerated change that is taking place as a result, cannot be denied."

What role do you think artificial intelligence plays in sustainable business?

"As a buzzword, none.

As a description of the technological toolbox of the most diverse disciplines, the central role par excellence. "Knowledge is power," as the slogan says. With A.I. applications, knowledge can be generated from data that previously could not be generated at all, or only to a limited extent. In the corporate context, this means first and foremost the creation of complete transparency and, so to speak, an "inventory" of the use of all physical resources required for corporate activities - i.e., energy and raw materials, but also resource chains that have been evaluated to the end and must be considered across the company.

Example: The delivery of a product X takes place with a truck of a forwarding company, which is purchased especially for this purpose. Consistently, the production and operation of this truck would have to be included in the consideration from a resource perspective. "

What role does sustainability play in customer requirements? Is sustainability a prerequisite for quality?

"Not from my perspective with regard to our specific requirements. Our customers demand "sustainable" solutions, but they do not mean solutions in the sense of the sustainability concept described above.

Irrespective of this, however, our solutions may contribute to broad-based sustainability initiatives at customers. In particular, the development of complex analytics platforms allows, for example, the improvement of forecasting models, which results, among other things, in a more reliable sales forecast for large bakeries. This reduces the number of "spoiled items" which in turn have been produced using resources."

How do you recognize that sustainability creates real business value?

"For me, there's no question about it, because I believe that entrepreneurial activity should take place in a social context. A company that consciously acts in a sustainable manner accepts its social responsibility for future generations. However, this can only be recognized in retrospect, because it is almost impossible to distinguish genuine sustainable action from empty promises.

For me, this means that we need to have a debate about the valuation of companies, as well as with which market control mechanisms one establishes more sustainable business globally as a necessary cornerstone of entrepreneurial action. "

ANTI-CORRUPTION &
DATA PROTECTION



03



**[at] is a safe and respectful place
where we value honesty.**

We pursue a "zero tolerance" policy with regard to corruption and data protection violations, because corruption, money laundering and antitrust violations not only threaten the success of the company, but also violate our ethical standards and are therefore not tolerated. We therefore apply the highest standards of integrity in all our business activities. Bribery, corruption, extortion and embezzlement are not means for us to exert influence on other persons or organizations in the public or private sector. This must also be taken into account when dealing with donations, gifts or invitations to business meals and events. Violations will not be accepted and will lead to sanctions against the respective persons or the respective business partners.

Alexander Thamm GmbH complies with its legal obligations to prevent money laundering and does not participate in money laundering activities. All employees and business partners are requested to have these checked immediately by the finance or legal department, in particular with regard to cash that could give rise to suspicion of money laundering.

No cases of compliance violations or corruption were reported or uncovered in the reporting period. There are no investigations or penalties against the company or its employees.

To achieve our above-mentioned vision, we have already implemented various measures and made important progress.



What have we already achieved?



Code of Conduct

In order to meet our requirements in the context of sustainability and to secure our corporate success in the long term, we have already described in our values how we want to work together. Based on our "Musketeer Principle" - one for all, all for one - we can only achieve this goal together. For this reason, this year we have jointly drawn up a Code of Conduct, which for the first time summarizes the most important basic rules and values in a document that is binding for us. This Code of Conduct provides both us and our business partners with a framework for orientation. It sets a standard for ourselves and is at the same time a commitment to the outside world to behave responsibly toward our business partners and the public, as well as in our interactions with each other and within the company. This Code of Conduct is known to all employees of Alexander Thamm GmbH and has also been positively accepted by all service providers as a basis for their daily work.



Data Protection & IT Security

Data protection & IT security is not only self-evident for us due to the field of activity, but indispensable. In the course of our projects, we gain access to sensitive data, whereby the principle of maximum confidentiality applies to us. This is why we have invested heavily in expanding this area this year. In addition to data protection training, which is mandatory for all employees, we have also introduced the SoSafe tool. With the help of this tool, we are able to simulate phishing incidents and thus increase awareness of IT security. In addition to these simulations, mandatory IT security training courses are held for internal and external employees.

In addition, technical and organizational measures to protect against unauthorized access by third parties are continuously optimized.

This year we have already obtained the TISAX certification with very high protection class.

Processes & Approvals & Purchasing

Standardized processes and controls ensure that all processes in the company are carried out in accordance with the applicable requirements. To ensure quality and compliance, we have integrated approvals based on the dual control principle at various points. These processes are documented with all risks, controls, key figures and responsibilities in a central tool and can be viewed by all employees. This also serves as an important basis for the upcoming ISO 9001 certification in 2022.

As part of our purchasing processes, we critically review and evaluate our service providers and maintain long-term partnerships.

When acquiring projects, we follow a standardized bidding process in which we strictly adhere to the official tendering processes and award guidelines of the customer companies. We submit our bids officially through the customer's purchasing department, accepting the terms and conditions of purchase. A large part of our project orders are handled through so-called framework agreements at predefined conditions. We also refrain from giving gifts to (potential) customers.

Auditing

Since 2019, we have been undergoing an annual audit to have the propriety of our accounting and financial statement preparation reviewed by an external auditing firm. Our current auditor is Mazars GmbH & Co. KG. All of our annual financial statements have been issued with a clean audit opinion in each case. This confirmed that the Company's accounts have been properly audited and that all requirements have been met.

Where do we want to get better?



We are aware of the importance of corruption prevention and data protection in our business area. For this reason, some measures are planned to become even better in this respect.

Further sensitization of employees

The SoSafe tool will be used to offer additional training sessions for our employees and to carry out further simulations of phishing attacks in order to continuously increase the awareness rate and minimize the risk of security vulnerabilities. In addition, further awareness-raising measures are also to be carried out by IT Security. An important example of this is the regular IT security newsletter, which provides information on current topics and offers helpful tips.



External certification

In order to raise our activities in the areas of data protection & IT security to the next level, we have decided to carry out ISO 27001 certification next year and are currently in an intensive preparation phase. At the same time, an ISO 9001 certification will be carried out in order to prove, further optimize and document our constant striving for quality.

Structuring compliance activities

We also want to further bundle and structure our compliance activities. For this purpose, among others, we have initiated the establishment of a legal department by hiring our own lawyer. In addition, the introduction of an anonymous reporting system for compliance violations is to be evaluated.

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Klaas Bollhöfer
Founder and Chief Strategist
Birds on Mars GmbH



What role does sustainability play for Birds on Mars?

"We have been around for four years now. Sustainability has played a major role from day one and will play an increasingly important role in the future. Our company size of 20 employees enables a fast and unbureaucratic implementation of many sustainability measures and we can inspire each other to sustainable behavior - but at the same time our activities in sustainable management are not yet as professionalized as at [at]. We therefore think it's great that [at] has committed itself to the UN Global Compact and is strengthening its measures in the area of sustainability. Announcing measures is very easy, it's on every website. Really taking action is what matters in the end. And for sure, each of us can do much better. "

At the beginning of the year, you received our Code of Conduct and agreed to it. What sustainability activities would you like to see from [at] in the future?

"I find your Code of Conduct very contemporary, personal and authentic. In particular, the presentation of your values and what you value is very bold. Actions, such as the support of Green City e.V. by [at], then additionally fill such words with life. What I would like to see from all of us is to really tackle things and lead by positive example - we should and can be pioneers and inspire people to do the same. It would certainly be exciting and inspiring if a kind of community of several companies were to emerge, working together to advance social or ecological issues. Together, more can be achieved, so that the impact would ultimately be significantly greater than the sum of the individual contributions of the companies. Similar to school, this would also have the positive side effect of being spurred on by fellow campaigners to keep up the efforts - or to lard on a little ;-)."

What contribution can artificial intelligence make to greater sustainability? Where do you see the greatest potential?

"AI offers incredibly great potential in the area of sustainability. All you have to do is look at the definitions of sustainability and AI: Sustainability is basically an optimization problem, and AI is designed precisely to solve complex optimization problems. These problems can then come from all kinds of topics, be it climate, energy or mobility. At the same time, however, we must be aware that this exciting tool comes at a price, because the algorithms are very demanding on resources. It would therefore be conceivable - similar to the aviation industry - to launch programs to compensate for the CO₂ consumption that results, for example, from training neural networks. In this context, it is important that the value contribution of AI ultimately remains positive after comparing the benefits and the resources consumed. To assess this, we still lack the appropriate frameworks. So there is still a need for action and research here. If this succeeds in the future, sustainability labels identifying AI projects with positive value contribution would be conceivable."

What motivates you personally to work for sustainability?

"My driver for more sustainability is to ensure a livable future for my child. As a global community, we are currently living far beyond our limit and this cannot continue. The consequences of man-made climate change are already being felt. Therefore, everyone should start to make a contribution for the coming generations - no matter how small it may be. Personally, I may no longer benefit directly from efforts to protect the climate, but for our children and their children, we must start taking action today for the future. As banal as that sounds."

Where did you last become personally aware of the impact of climate change?

"I can actually say that very accurately. I spent my vacation this year at the Brocken, the famous mountain in the Harz, and when you stand on top of that mountain and look around, all the forests are silver-gray and almost devoid of foliage. It almost gives the impression of a dystopian science fiction movie. There are various explanations for this, such as the bark beetle, but in particular this is due to man-made climate change. This was a very tangible moment in which I once again became aware of the effects of climate change. "

MEASURING OUR RESULTS



04

Our KPIs at a glance



Green electricity at our own locations



Female quota



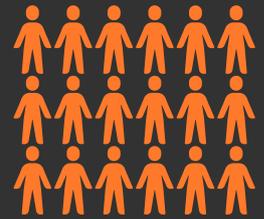
open-ended
Employment contracts



different nations



12 Trainees in education



18 trained first aiders



0 Occupational accidents

210

data.musketeers



0 Compliance incidents



of all sub-service providers
have taken note
of our Code of Conduct



of all employees have completed
a data protection training

5,4 %

of the total working
time spent on training

Office Meetings

Monthly office meetings for exchange
between between all employees



Job bike leasing for all
employees possible

About [at]

We at [at] are aware that we take responsibility for the future and know that as a company we strongly influence the economy and society. That is why we are particularly concerned to act in a sustainable and socially responsible manner and to make our contribution to a world worth living in for future generations. For us, social responsibility means working for a sustainable economy, a value-oriented society and the protection of the environment, and living these values in our daily cooperation with each other and with our customers. We want to set an example and inspire others and are aware that each and every one of us can contribute to making the world a little bit better.

Your contact person



Marc Böggemann
Senior Operations & Process Manager
contact@alexanderthamm.com