



Social Responsibility Statement

Last updated September 2020

XY Sense is a company which has designed and engineered an advanced smart sensor platform to increase the utilisation and efficiency of the modern office. We help companies use data to create smarter workplaces that people love.

XY Sense is committed to meeting the needs of our customers but we recognise that our company's existence is not lonely. It's part of a bigger system of people, values, other organisations and nature. The social responsibility of a business is to give back to the world just as it gives to us.

This policy document outlines our efforts to give back to the world as it gives to us.

Policy elements

We want to be a responsible business that meets the highest standards of ethics and professionalism.

Our company's social responsibility falls under two categories: **compliance** and **proactiveness**. Compliance refers to our company's commitment to legality and willingness to observe community values. Proactiveness is every initiative to promote human rights, help communities and protect our natural environment.

Compliance

Legality

Our company will:

- Respect the law
- Honour its internal policies
- Ensure that all its business operations are legitimate
- Keep every partnership and collaboration open and transparent



Business ethics

We'll always conduct business with integrity and respect to human rights. We'll promote:

- Safety and fair dealing
- Respect toward the consumer
- Anti-bribery and anti-corruption practices

Examples of Corporate Social Responsibility

Protecting the environment

Our company recognises the need to protect the natural environment. Keeping our environment clean and unpolluted is a benefit to all. We've designed our sensor hardware to meet specific environmental and sustainability criteria and actively govern our supply chain to ensure sustainable business practices.

Read more about our [environment & sustainability policies here](#).

Protecting people

We'll ensure that we:

- Don't risk the health and safety of our employees and community. [Check out our workplace health and safety policy here](#).
- Avoid harming the lives of local and indigenous people.
- Support diversity and inclusion.

Human rights

Our company is dedicated to protecting human rights. We are a committed equal opportunity employer and will abide by all fair labour practices. We'll ensure that our activities do not directly or indirectly violate human rights in any country (e.g. forced labor).



Proactiveness

Donations and aid

Our company may preserve a budget to make monetary donations. These donations will aim to:

- Advance the arts, education and community events.
- Alleviate those in need.

Volunteering

Our company encourages its employees to volunteer. They can volunteer through programs organised internally or externally. Our company may sponsor volunteering events from other organisations.

Preserving the environment

Apart from legal obligations, our company has implemented a variety of sustainable business practices to proactively protect the environment. Examples of relevant activities include:

- Recycling (both within our business and where possible throughout our supply chain)
- Identifying opportunities to divert, minimise, reuse and recycle our waste stream.
- Incorporating environmental considerations into procurement processes.
- Limiting unnecessary travel
- Educating our employees about the steps XY Sense is taking to help protect the environment and providing channels for employees to contribute to our efforts.

Supporting the community

Our company may initiate and support community investment and educational programs. For example, providing support to nonprofit organizations or movements to promote cultural and economic development of global and local communities.



Learning

We will actively invest in R&D. We will be open to suggestions and listen carefully to ideas. Our company will try to continuously improve the way it operates

Our commitment

XY Sense is committed to the successful implementation of this policy. To achieve results, XY Sense develops and actively monitors short- and long-term Corporate Social Responsibility objectives.

Our company is committed to the United Nations Global Compact. We'll readily act to promote our identity as a socially aware and responsible business.

As Co-Founder and CEO of XY Sense, I actively lead the delivery of our Corporate Social Responsibility strategy and support its implementation alongside our passionate (and empowered XY Sense employees).

A handwritten signature in black ink, appearing to read 'Alex Birch', with a stylized flourish at the end.

Alex Birch

Co-Founder & CEO, XY Sense

For further information on pure workplace health and safety policy, please contact your nominated XY Sense representative.