

## **COFFEE BY STORM Policy on Sustainability**

At Coffee by Storm, we offer professional coffee solutions and bring barista culture to companies. Climate action is an integral part of our business strategy. In 2024 Science Based Targets validated our carbon reduction plan, and our 2050 net zero target. Our climate commitment and associated targets cover the entire value chain and all scopes.

### **Our commitment**

Our commitment is based on the internationally agreed core areas of sustainable development: human rights (including labor rights), environment (including climate), and economic sustainability (including anti-corruption, anti-trust and tax). The principles are listed by the UN Global Compact and made operational through the UN Guiding Principles on Business and Human Rights (UNGPs) and the OECD Guidelines for Multinational Enterprises (OECD).

We comply with regulations wherever we operate. In addition, this policy describes our commitment to responsible business conduct. We will conduct regular impact assessments to identify and prevent or mitigate risks of impacts from our business practices on all areas of sustainable development. We will measure the effect of our actions and communicate our actions to relevant stakeholders. If an actual impact occurs, we will seek to make the impact stop, prevent, or mitigate reoccurrences, and provide access to remedy to those impacted where we have caused or contributed to the impact.

### **Our expectations to our employees**

We expect from our employees that they assist us in our responsible journey. This includes sharing of good ideas for improving our efforts to prevent or mitigate impacts. We encourage our employees to inform us if they experience or identify adverse impacts on their own or others human rights, which Coffee by Storm may be causing, contributing to, or be linked to.

### **Our expectations to business relationships**

At Coffee by Storm, we appreciate our strong network of business relationships. Our expectations to business relationships reflect the same minimum standard for responsible business conduct we hold ourselves accountable to. We expect our business relationships to act responsibly in the same way we do and ask the same from their business relationships. Any severe adverse impacts that our business relationships cause, contribute to or are linked to, shall be communicated to us promptly. Our expectations to business relationships are further elaborated in our Code of Conduct for Business Relationships.

### **Integration**

Our policy commitment is reflected in all other policies, procedures and guidelines throughout our business. The policy commitment is publicly available and is actively communicated to all relevant stakeholders. We encourage our employees and other stakeholders to inform us about challenges

on human rights, the environment, or anti-corruption associated with us, our services or our business relationships.

**Policy Commitment Development**

External experts reviewed our policy commitment. The policy commitment was approved by the most senior management level of Coffee by Storm. The policy will be reviewed and, if necessary, revised every second year reflecting our progress in implementation.

January 28th, 2025



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Fritz Storm  
Founding partner

January 28th, 2025



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Carsten Ohm Frederiksen  
Founding partner