Environment, social and governance

ESG Policy

PLAN2LEARN APS · VERSION 2025

PLAN2LEARN

About this policy

With this policy, we describe the goals and ambitions of Plan2learn's environmental, social and governance efforts. The policy establishes the foundational ESG guidelines that Plan2learn follows to meet the requirements of both the market and society.

Plan2learn and our partners are expected to comply with the principles described in the UN Global Compact initiative. Furthermore, we strive to act in accordance with ethical guidelines and contribute positively to society and the environment.

Our goal is to maintain sustainable business practices and create value for all stakeholders through responsible business conduct.

Responsibility and oversight

This policy is approved annually by the management of Plan2learn ApS, which also monitors compliance with the policy.

Scope

This policy applies to all activities of Plan2learn, and all processes related to ESG issues must align with it. It applies to all employees and partners who develop, operate and deliver Plan2learn's solutions, and we operate under the same values and rules across national borders.

Responsibility through collaboration

At Plan2learn, we collaborate with our business partners to contribute to positive and sustainable development within climate, governance and social conditions. This requires that we live up to our responsibility towards the people who create and deliver our solutions, while minimising our impact on the climate.

We are a Nordic software company with digital solutions used by over half of the Danish municipalities, all five regions, numerous private clients and over a million end-users. We have built our organisation on collaborative relationships with our customers and partners, extensive experience in digital learning and a talented department of software developers.

Our overall ESG policy, including our code of conduct for employees and business partners, has been approved by the management of Plan2learn. The policy is based on the ten principles of the UN Global Compact and respects the intentions of the UN Sustainable Development Goals.

Plan2learn aims to be:

01
An honest, trustworthy and responsible software company

02
An environmentally friendly software company

03
A diverse and secure workplace

These three focus points drive us towards greater sustainability and responsibility. The relationship with our business partners is essential to us, and we strive to earn their trust by being honest in our dialogue and delivering our solutions as promised.

Climate and sustainability

Plan2learn is focused on contributing to the green transition and addressing environmental challenges, and we have implemented several initiatives to demonstrate greater environmental responsibility. As a software company with both public and private clients, we play an important role in the green transition of society.

Therefore, Plan2learn commits to working actively towards complying with the Global Compact's principles for environmental protection:

Principle 7	Businesses should support a precautionary approach to environmental challenges.
Principle 8	Businesses should undertake initiatives to promote greater environmental responsibility.
Principle 9	Businesses should encourage the development and diffusion of environmentally friendly technologies.

Our focus includes

- Initiatives to reduce consumption, manage waste responsibly and recycle when possible
- Finding and testing tools, methods and initiatives to become carbon-neutral
- Using green energy in our production and optimising energy consumption
- Minimising our water consumption

Labour rights and people

We aspire to be a diverse and united workplace, as we believe that diversity is a crucial foundation for a modern and competent organisation. We ensure equal conditions for current employees and potential applicants, regardless of gender, cultural background, religion, sexual orientation, nationality or age.

Plan2learn supports and respects the protection of internationally proclaimed labour rights and ensures that we are not complicit in labour rights violations. Therefore, Plan2learn commits to working actively towards complying with the Global Compact's principles on labour:

Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.
Principle 4	Businesses should support the elimination of all forms of forced and compulsory labour.
Principle 5	Businesses should support the effective abolition of child labour.
Principle 6	Businesses should eliminate discrimination in respect of employment and occupation.

Our focus includes

- Supporting initiatives that promote employee engagement and regularly measuring employee satisfaction
- Supporting actions and partnerships that promote diversity and inclusion
- Supporting policies, programmes and actions that promote gender balance and equal pay
- Initiatives to prevent stress and ensure a healthy work-life balance

Human rights and anti-corruption

At Plan2learn, we strive to be a trustworthy and responsible software company by conducting our business in a transparent and credible manner. We are advocates for the Universal Declaration of Human Rights and make sure that we are in no way associated with human rights abuses. Plan2learn supports the fight against corruption in all its forms, including extortion and bribery.

Plan2learn works actively towards complying with the Global Compact's principles on human rights and anti-corruption:

Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights within their sphere of influence.
Principle 2	Businesses should make sure that they are not complicit in human rights abuses.
Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery.

Whistleblower scheme

Plan2learn aims to foster an open corporate culture where employees feel safe to voice concerns about illegal activities or inappropriate behaviour. Therefore, Plan2learn is working to establish a whistleblower scheme that allows employees to report their observations anonymously or to initiate a dialogue with their immediate manager.

Our focus includes

- Policies, programmes and actions that ensure data protection and information security
- Demonstrating business ethics both internally and externally
- Policies, programmes and actions that eliminate the risk of bribery and corruption

Compliance and follow-up

Compliance

A violation of, or failure to comply with, this policy can have serious consequences for Plan2learn, depending on the severity of the violation, and may affect the employment of the individual. We always consider the following a severe violation of this policy:

- Acceptance of bribery
- Sexual harassment or hate crimes
- Discrimination based on gender, religion, etc.
- Abuse of the whistleblower scheme

Documentation

Plan2learn documents its ESG efforts annually in an ESG report in connection with its annual reporting. The management reviews the ESG efforts every year and sets new ambitions for the coming year. This allows us to continually raise our level of ambition, so we can improve and make a greater impact.

Approval

This policy has been approved by the management of Plan2learn ApS and replaces the ESG policy in force since January 2024.