



Sustainability report 2022

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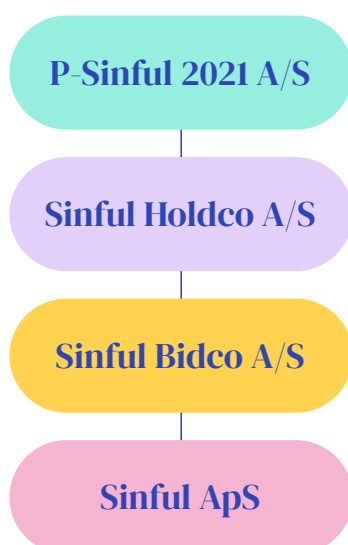
About the report:

Welcome to Sinful's Corporate Social Responsibility (CSR) report, where we aim to provide an honest and transparent account of our commitment to social and environmental responsibility. We believe that businesses have a responsibility to operate in a sustainable and ethical manner, and we take this responsibility seriously.

In this report, you will find information about our progress towards achieving our sustainability goals and our efforts to create a unique workplace. We will also share any challenges and areas where we believe we can do better. This is our second published Corporate Social Responsibility (CSR) report.

We believe that transparency and accountability are crucial to building trust with our stakeholders.

Owner structure:





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Table of contents

MANAGEMENT SUMMARY	6
SUSTAINABILITY STATEMENT	10
SINFUL AT A GLANCE	12
SUSTAINABILITY METRICS	17
CLIMATE ACTION	18
GENDER EQUALITY	19
EMPLOYEE INITIATED TURNOVER	20
DATA SECURITY	21
SUPPLY CHAIN MANAGEMENT	22
PRODUCT SHIPMENT EMISSIONS	23
RESPONSIBLE PRINCIPLES OF OUR PRODUCTS	24
USE OF BATTERIES IN PRODUCTS	26
PLASTIC IN PACKAGING	27
THE UN SUSTAINABLE DEVELOPMENT GOALS (SDGS)	28
SINFULS CONTRIBUTION TO SDG	30
STATUS ON INITIATIVES	32
EMPLOYEE SATISFACTION	34
APPENDIX	36

**We want
to make sex
a normal**

everyday topic

**and get
everyone to
connect it
with Sinful.**

Management Summary

Our mission remains the same; we want to contribute to a more playful sex life for everyone.

2022 was Sinful's first whole year where Corporate Social Responsibility (CSR) became an integral part of our business.

We want to contribute to a more responsible future – both for the company and the people we serve. This will be done through our commitment to the ten principles of the United Nations Global Compact by our membership as well as considering sustainable development throughout Sinful's strategy in compliance with UN Guiding Principles and OECD guidelines.

This year has been yet another year of changes and challenges due to the uncertain circumstances in the world. An actuality that demands we take even better care of the planet and people around us. Lessons have been learned; one size fits none.

Sinful acts in geographical areas with human rights risks, which demands that we address and safeguard human rights. Throughout 2022, we introduced suppliers to our Business Relations Code of Conduct. A great share of our suppliers have already signed the CoC and we are looking forward to establishing a compliance programme in terms hereof. We take accountability for our people throughout our supply chain.

As for our own employees, we have faced the challenge of a demand for a flexible workplace. At Sinful, we value social cohesion highly, for the sake of our employees' feeling of belonging. It is our belief that with our physical presence, and togetherness we can strengthen knowledge sharing and knowledge about what's coming, and as such we are an "on-site" company. However, we offer flexibility in terms of hours and working from home depending on role, project phase, business needs, etc.

In 2022, we established Sindex by Sinful. We want people to talk about sex, to strengthen people's sexual well being*. Imagine if our mission of a play-

*Research suggests that sexuality can affect people's well-being (<https://vidensraad.dk/rapport/seksualitet-og-sundhed>)



ful sex life for everyone could become a human right – the 18th sustainable development goal! Sindex By Sinful is a purpose-driven campaign, which in the future hopefully can contribute to one of the sustainable development goals.

For Sinful to develop and become more responsible, sustainability must be embedded in the minds of our internal and external stakeholders. We are aware of the challenges we will face – and already are facing – in an industry where sustainability is not yet top of mind. Yet, we see ourselves moving in the right direction. We are continuing to develop our products with the greatest pleasure, price and quality in mind while integrating sustainable practices throughout our value chain.

In 2022, we launched in five new countries: The Netherlands, Belgium, Germany, Austria and Switzerland. We won't lie – business growth into new markets does not contribute to minimising our impact on the environment. Nevertheless, we see ourselves having a positive impact with our mission of bringing a playful sex life for everyone.

We develop products in several materials from several different countries. This year we have had a focus on gaining greater insight into product data to figure out which components and processes are related to a higher environmental risk for product development in the future. In addition, our products undergo a significant journey from factories located worldwide to reach Sinful and from Sinful to end-consumers. As a result, we have heightened our expectations to our freight suppliers to provide clear explanations of their sustainability measures and reduction strategies.

From 2023 onwards, we have an ambition to achieve greater insight into the impact our business has – both internally and externally. This means prioritising greater dialogue with our supply chain partners, as well as engaging our customers and ensuring our employees have the best prerequisites to carry out their tasks.

Søren Johansen

CEO

Sinful ApS



Sinful Sustainability Statement 2022

Creating the responsible sex toy shop of tomorrow

At Sinful we want to contribute to a safe and playful sex life for everyone. Our customers and our employees are our passion – we have a unique and diverse culture. As the leading e-commerce company selling sex toys in Scandinavia, our ambition is to be the best at what we do – this also applies to sustainability.

This means that Sinful continuously works on product development to always be able to accommodate the needs of our customers in regards to safety and quality. We recognise that our products are not sustainable by nature – we, therefore, work to ensure sustainable operations around our products and work closely with our suppliers to ensure quality and sustainability are a constant focus. Sustainability in Sinful means ongoing development and focus on processes and material selection in packaging and products, reflecting reuse, reduce and recycling.

We want to create transparency and awareness for our customers and enable end-users to make informed choices on sustainability when purchasing products from us. We are implementing environmental awareness and options for a more sustainable purchase and delivery. We are committed to define responsible principles for our product development and product selection.

We care about people – meaning both our customers and our employees. Our vision is to be the most trusted sex toy shop in Europe by ensuring that our customers' personal data is kept safe via a variety of security measures and internal procedures.

To Sinful, sustainability is also about ensuring that our employees have healthy and safe working conditions, and we are demanding the same from our supply chain. Our expectations are addressed in our Code of Conduct for our business relations.



Sinful at a **glance**

The history of becoming Sinful

Sinful was founded by Tonny and Mathilde in Denmark in 2008 on a bed-rock of curiosity, playfulness and lots of elbow grease. At that time, sex toy shops and good customer care did not exist simultaneously in the industry. Therefore, they decided to revolutionise the sex toy industry in Denmark. The strategy is still the same - Sinful has just expanded way beyond the Danish market and is now the market-leading supplier of sex toys to B2C customers in Scandinavia. Our mission is to inspire everyone to have a more playful sex life.

Key statistics

Headquarter in Højbjerg, Denmark

Number of employees: 228 Sinfuls

Revenue 2022: DKK 363,5 mio. / EUR 48,8 mio.

Private label brands: 10 Brands/Trademarks - 1 company

sinful **ohhcean®** **Amaysin**

Willie City
Makes it real **obaie®** **V E L V E**

Kaerlig® **NORTIE**
LINGERIE



baseks



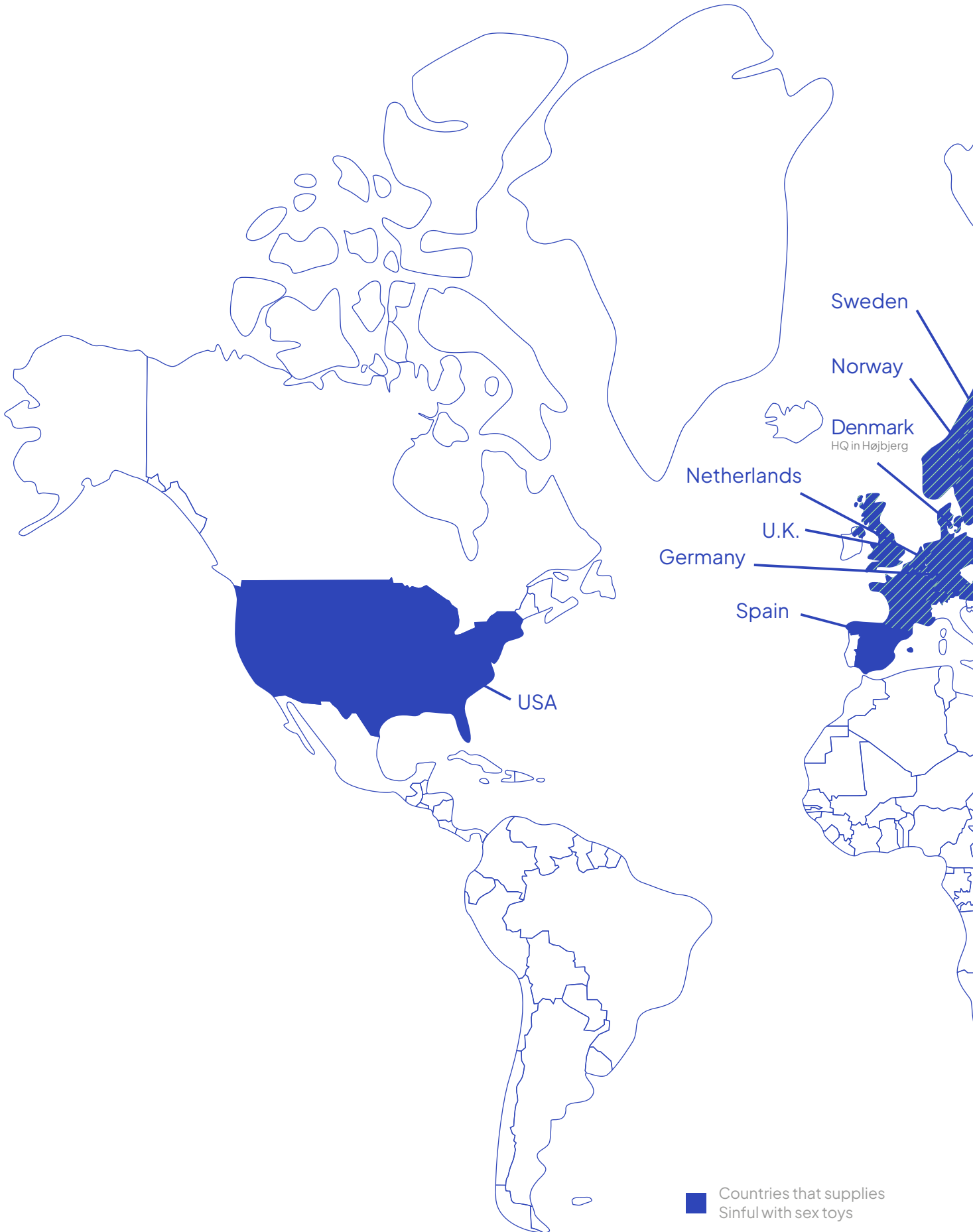
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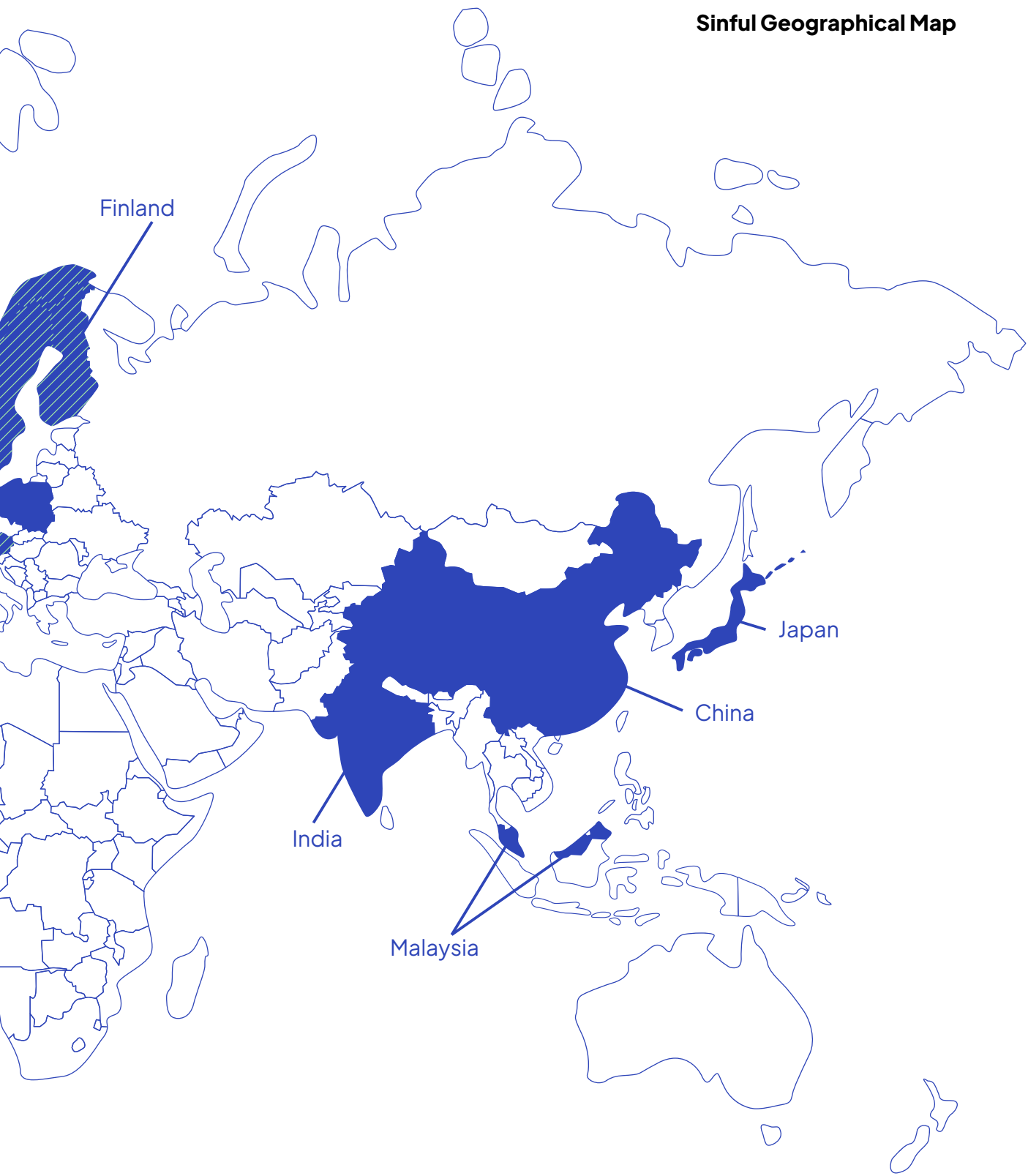
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Sinful Geographical Map



 Countries in which Sinful helps elevate the sex life of every customer



Sustainability

Metrics

In 2021, Polaris acquired a majority stake in Sinful. Our sustainability metrics are based on three Polaris cross-portfolio KPIs, and six Sinful-specific KPIs and initiatives.

The Polaris cross-portfolio KPIs focus on the following:

- Climate Action: CO2e intensity gram/DKK revenue
- Gender equality: % of women in the company
- Employee-initiated turnover

Our own Sinful-specific KPIs and initiatives are as follows:

- Data Security: Approach to identifying and addressing data security risks
- Supply Chain Management: Own label suppliers undergone quality inspection
- Product shipment emissions
- Responsible principles of our products
- Use of batteries in products
- Plastic in packaging

The results of our sustainability metrics will be reviewed in the following.

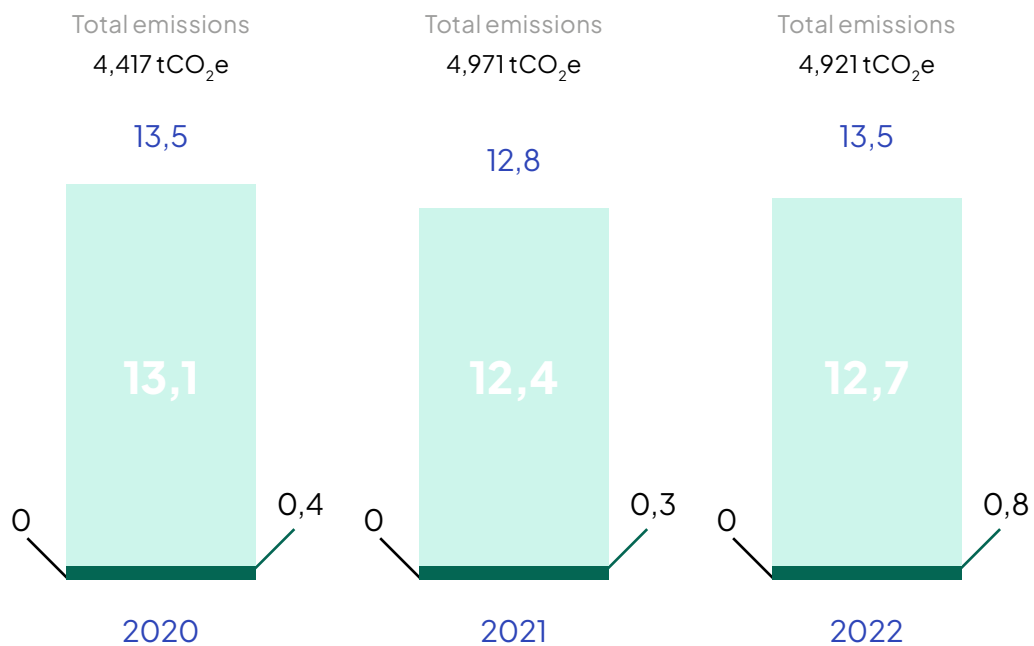


Climate action

GRI: 305-1a, 305-2a, 305-3a, 305-4a

CO₂e intensity gram/DKK mil. revenue

Scope 1
 Scope 2
 Scope 3



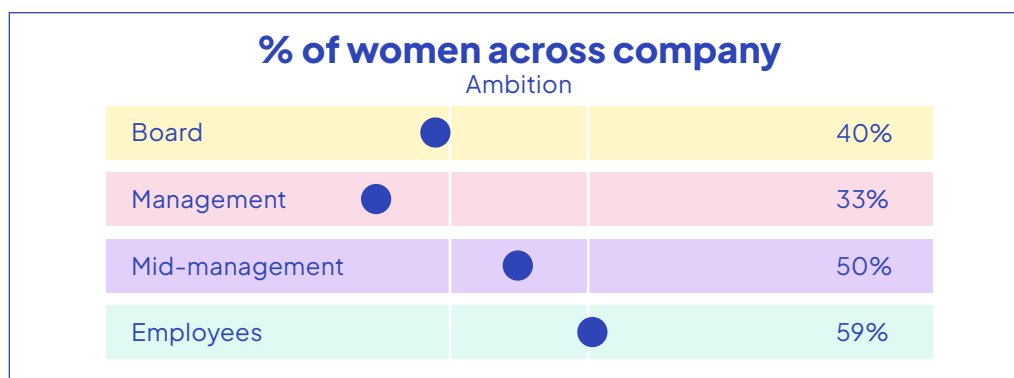
Sinful works within an industry where sustainability is not yet a high priority. We cannot save the planet yet, but we are committed to enable our business partners to engage and take responsibility in the process. We calculated our first CO₂e last year for 2020–2021. In 2022, our main focus has been defining our future and how we can reduce our carbon footprint.

Climate Action Management

- Scope 1 & 2:** Calculations based on activity-based data.
- Scope 3:** Combination of spend-based and activity-based calculations.
- Strategy & targets:** Targets have been set and approved by BoD.
- Initiatives:** Initiatives defined and approved by BoD.

Gender equality

GRI: 405-1(i)



Sinfuls board of directors was established in 2021 with a female chairperson of the board. Our board, including our chairperson, consist of 40% women and it is our goal to continuously have a fair and equal gender representation in our board of directors.

Female representation in our management team has increased from 20% to 25% from 2021 to 2022 due to a restructuring in our C-level. In 2022, we hired our first CPO (Chief People Officer) and eliminated two C-level positions.

Our CFO has been working as interim CEO until 31/12-2022 and has been taking two C-level positions. Recruitment for the CEO position was opened as of mid-2022 and was concluded at the end of 2022. We made sure that we had an equitable recruitment process. Sinful always chooses the most qualified candidate when hiring new employees.

Our middle-management consisted of 50% women in 2022 compared to 50% in 2021. From 2021 to 2022 we added three new positions to our director level.

Our employees consisted of 129/225 women in 2022. This is a slight increase from last year.

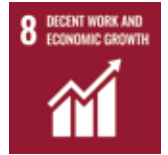
Sinful continues to be highly well-versed within equitable gender representation.

Gender Equality Management

Tracking: Tracking in place on gender across the organization, at different tenures.

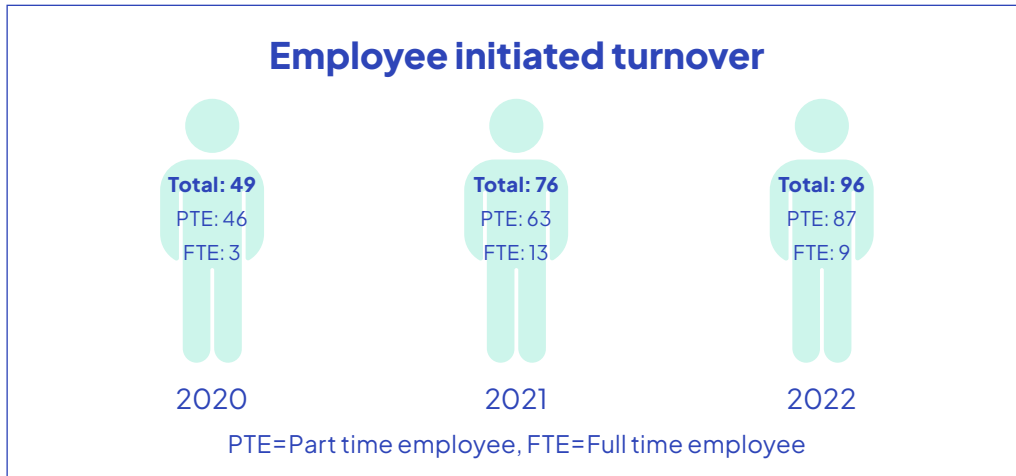
Strategy and targets: Overall targets have been defined.

Initiatives: Initiatives defined and approved by the BoD.



Employee Turnover

SASB: Adapted from HC-DY-330a.1



We have chosen to split our employee initiated turnover into two; our full-time and part-time employees, as we are of the perception that this reflects our business best, and provides the best and most actionable data, as different dynamics are at play in the two employee groups.

Our Warehouse mainly consists of part-time employees having the job as a student job in addition to their studies. This means that our employee initiated turnover is significantly higher at our part-time employees than at our full-time employees. The employees in the warehouse often quit their job in order to get a job relevant to their studies, due to a longer period of travel in their sabbatical year, or the like. In 2023, our warehouse will undergo a transition as a result of optimization and automation, which may affect our employee initiated turnover in a positive direction.

In general, we use exit interviews to gain insight into the reason for our employees leaving their positions. It is important for us to gain knowledge about any circumstances regarding employee initiated terminations in order to ensure that we can correct any workplace-related reason. If Sinful becomes aware that we have failed to make our employees feel appreciated or included, we will develop strategies and tactical solutions to remedy this.

Employee Turnover Management

- Tracking** Tracking in place on employee-initiated turnover.
- Strategy and targets** Overall targets have been defined.
- Initiatives** Initiatives defined.

Data security

Approach to identifying and addressing data security risks

SASB: #CG-EC-230a.1

At Sinful, privacy and data security is not just a compliance exercise. It's a human right, and we need to ensure that individuals can leave their personal data to us with great trust in our handling hereof.

Progress

In 2022, we established extensive requirements for entering into agreements with IT suppliers to minimise any risks of adverse impact on the right to privacy.

The requirements are shaped around a focus on data and cyber security and the General Data Protection Regulation (GDPR). This means that we will only enter into agreements with IT suppliers that can comply with our minimum standard for data and cyber security. We assess the supplier beforehand to ensure that we can transfer personal data to IT suppliers without perceived risks.

Our general framework for working with data security has been remodelled to better structure our work with GDPR and cyber security along with risks related hereto. Our annual wheel has been updated related to the new insights gained throughout the year based on law and practice, putting a significant focus on the transfer of personal data as well as transparency.

We performed a vulnerability scan of our sites in late 2022. Overall we did not identify any vulnerabilities that can cause a high risk. 3/15 points were looked into but weren't high-risks.

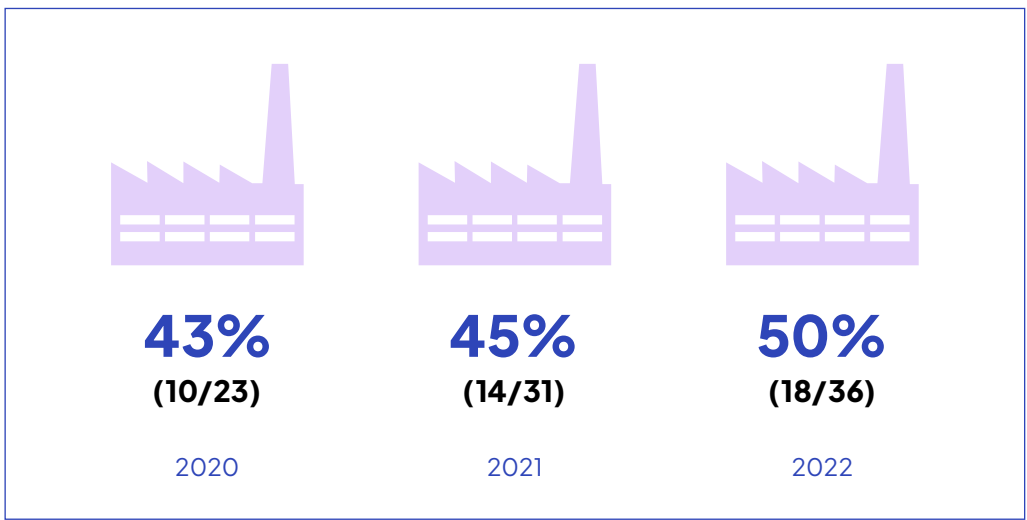
Throughout 2022, we continued to invest greatly in our employees' knowledge and training in order to take care of any potential internal data security risk. A working group between our Legal department and Tech department (cyber security project lead) was established to merge the departments where areas of data and cyber security overlap.



Supply Chain Management

Own label suppliers undergone quality inspection (% of own label suppliers)

SASB: Adapted from #CG-TS-430a.1



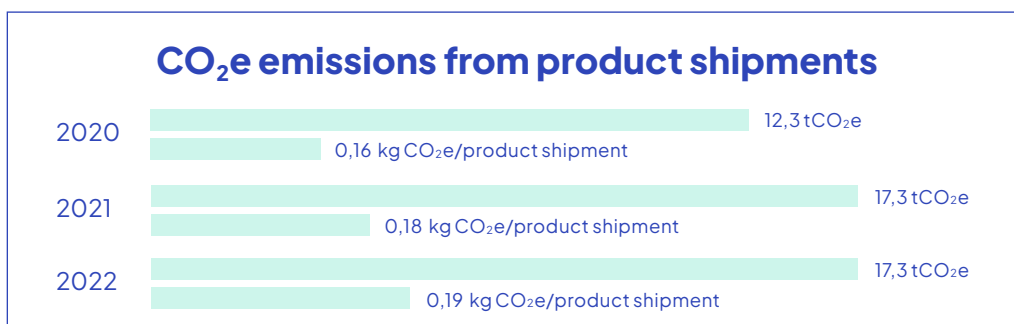
In 2022, we had 36 active suppliers, of which 18 have undergone external quality inspections (50%).

In 2021, we conducted 0 internally registered quality assurance and compliance controls, whereas we conducted 11 internal quality and compliance control audits through Qarma in 2022. Internal quality controls are a supplement to external quality inspections.

All current and future suppliers are audited before first order placement. In line product quality inspection is mandatory for all suppliers. Our goal is to continuously expand the Scope of our quality inspection to include further areas to improve the political and legal framework for trade.

Product shipment emissions

SASB: Adapted from #CG-TS-430a.1



In 2022, we expanded into five new countries: Germany, Austria, Switzerland, Belgium and the Netherlands.

We initiated dialogue with our logistic providers on the possibilities of purchasing more environmentally friendly outbound product deliveries. Most of our shipment providers have internally developed sustainable initiatives, do not offer alternative solutions for a less emitting transport and do not have any additional offsetting options as an additional purchase. It is possible with a few logistic providers to purchase carbon offsetting. Sinful has decided only to buy carbon offsetting if there is a guarantee provided that the equal level of emissions is captured within the project to minimise any risk of greenwashing.

We believe the small and meaningful initiatives also have to be highlighted. In 2022, we established a parcel locker outside our HQ to engage more customers in the nearby area to choose a free and easily accessible delivery option regardless of the amount of money spent. In 2021, our only option was for customers to pick up their parcel at our warehouse doorstep, which required an interaction with our employees. We know not everyone thinks like us (we believe the use of sex toys is as normal as grabbing a cup of coffee in the morning). Still, we care about our customers' privacy, which is why we decided to establish a parcel locker outside the warehouse. Compared to 2021, there has been a 65% increase in this specific on-site delivery method.

Responsible principles of our products

In 2022, we established the methodology around incorporating responsible principles in parts of or in the entire lifecycle of our products, covering how we at Sinful can, step-by-step, improve the environmental and social impact of our products. This has led to concrete initiatives explained in the below sections, as well as future plans to expand our vision.

The plan covers extensive initiatives in the coming years where we will raise further awareness to assist our customers in making responsible purchasing decisions.

2023 will be the year where we expand on responsible principles in terms of production through the concept of reduce, reuse, and recycle. We will analyse the lifecycle of our 10 brands to be able to initiate principles within conscious use of materials in products and packaging and to set clear and feasible goals for improvement.

The responsible principles of 2023 will focus on:

- Further packaging optimisation, reducing size and use of materials, to minimise the environmental impact in both the use of resources, lower packaging damage ratio and transport volume.
- Identifying where and when materials can be replaced with lower impact alternatives, such as certified, recycled, or more environmentally friendly materials together with an implementation plan.
- Identifying where and when materials, products or processes can be certified to improve or minimize the impact environmentally and/or socially and creating an implementation plan.

- Make a plan on how to reduce, replace or eliminate high impact materials and non-recyclable materials in our product portfolio.
- Research on the materials of tomorrow - reviewing the industry to find conscious, sustainable or low-impact materials, to improve the overall footprint of our products of the future.
- Products of tomorrow are developed with the responsible principles at top-of-mind whenever feasible. Conscious selection of materials, no use of single-use batteries and single-use materials, good quality and long-lasting products, optimised packaging, and certifications.

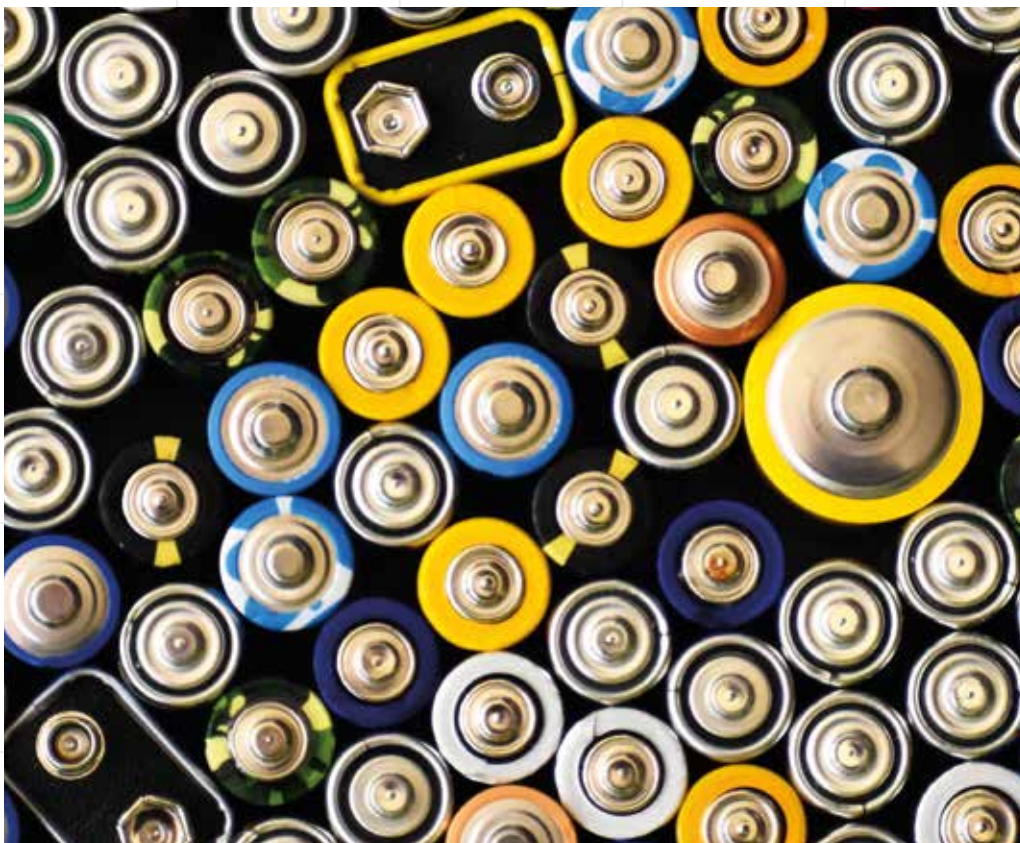
Furthermore, we have focused on reducing the size of our packaging to save freight volume.



Use of batteries in products

In 2021, we had 13 electrical products, of which 8 were equipped with single-use batteries. In 2022, we reduced the manufacturing of products with single-use batteries for our Advent calendar by 37,5%. In 2022, we reduced the number of electronic products to 10, of which 5 were equipped with single-use batteries.

For our other private-label products, 32 private-label electrical products were added into the assortment. 75% of the products have rechargeable batteries. We have set a target of a minimum of 75% of the products being rechargeable in 2023. In 2024, this number shall be increased by 5%.



Plastic in packaging

By the end of 2024, we will be free of plastic* in our private label outer packaging. In 2022, we decided to begin phasing out plastic packaging from our biggest private label, “Sinful”. This means that our private label, Sinful, is now free of all unnecessary plastic packaging from manufacturing. The current stock remaining plastic in its packaging will still be able for sale, but as soon as this stock is out our Sinful brand will be plastic-free*.

Sinful has 10 private labels, of which 30% brands are already free of plastic* in their packaging. For our target to be met, we have developed the the following plan:

2023: Plastic shall be phased out in at least 5/9 private-labels’ outer packaging

2024: Plastic shall be phased out in the rest of our private-labels’ outer packaging

2025: Plastic-free in our private-labels’ outer packaging :-)

*Some products are subject to necessary plastic to spare and protect the products from damage, deterioration and general lack of alternatives, such as our wet items. For these specific product groups and brands in Sinful, we will work to investigate replacement opportunities without compromising the quality and safety of our products. When alternatives are identified, these will be implemented in the plan and strategy of our responsible principles.



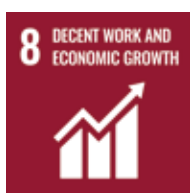
The UN Sustainable Development Goals (SDGs)

We are proud to announce that we are actively working towards achieving the Sustainable Development Goals (SDGs) defined by the United Nations. As a socially responsible organization, we believe that it is our duty. We have integrated the SDGs into our business, and we are continuously working towards aligning our operations with the goals. For some of the SDGs we have already set measurable targets that align with the SDGs and are committed to tracking our progress annually as seen earlier in this report.

Our efforts towards sustainable development are a testament to our commitment towards creating a better world for future generations.

We work actively with the following SDGs:

- 5: Gender Equality
- 8: Decent Work and Economic Growth
- 12: Responsible Consumption and Production
- 13: Climate Action





Contribution to Sustainable Development Goals

Suppliers

Increasing positive impacts



8.8 Decent work and economic growth

Protecting labour rights and ensuring safe working conditions in our supply chain is important to us. We have formulated our demands to our suppliers in our Code of Conduct and request that they sign it and we perform annual quality inspections at our suppliers' sites. For the latter, we have recently extended the inspections to also cover work environment assessments.

Minimizing negative impacts



12.7 Responsible consumption

Our business model is built on the products we buy and sell. It is therefore paramount for us to engage with our suppliers and product manufacturers on sustainable practices. For this we have developed a sustainability policy, which we share with all our business partners. Furthermore, we make active decisions on which suppliers to engage with based on site visits and assessments of the potential partner's production practices and the quality of their products and we raise demands with our suppliers based on e.g. EU regulations through our framework supplier agreements.



13.3 Protect the planet

Sinful discloses emissions from activities across our entire value chain by doing a full Scope baseline and including all relevant activities. We work actively to reduce emissions from our own operations (Scope 1 and 2) and are working together with our suppliers and logistics providers to investigate opportunities for reducing emissions from our upstream- and downstream activities (Scope 3).

Customers

Minimizing negative impacts



12.8 Responsible consumption

We want to raise consumer awareness on the impact of our products to enable the consumer to make informed purchase decisions. We want to raise consumer awareness through communication on website on environmental impacts of products, on how to responsibly dispose of products or introducing search-options on product certifications like organic, vegan, Svanemærket etc. on the website.



Operations & employees

Increasing positive impacts



8.8 Decent work and economic growth

In Sinful we focus on protecting labor rights and ensuring that our employees have healthy and safe working conditions. We continuously work to improve our work environment and have increased efforts through our work environment group and supplement the work with annual employee satisfaction surveys.



5.5 Gender equality

We have a unique and inclusive culture, which we guard and value highly. At Sinful all voices matter, regardless of gender, sexual orientation or type of role. We have a focus on non-discrimination in our recruitment processes, which we have recently formalized in our recruiting policy, and we are actively monitoring statistics on representation of men and women amongst employees and management.

Minimizing negative impacts



13.3 Protect the planet

Sinful discloses emissions from activities across our entire value chain by doing a full Scope baseline and including all relevant activities. We work actively to reduce emissions from our own operations (Scope 1 and 2) and are working together with our suppliers and logistics providers to investigate opportunities for reducing emissions from our upstream- and downstream activities (Scope 3).

Products

Minimizing negative impacts



12.5 Responsible consumption

Sinful has started the extensive journey of investigating and implementing initiatives to make use of upcycled and recycled inputs into our products to reduce waste. We do this through partnerships and most recently in cooperation with a Swiss company that is upcycling ocean-bound plastic waste and transforming it into premium raw material.



12.1 Responsible consumption

We are aware of the environmental impact our products have and therefore we are looking into ways of introducing green principles in our own product development. Initiatives cover the beginning of a phaseout of products using single-use batteries and improving our own label packaging by beginning to remove plastic and moving towards FSC certified paper. Furthermore, we continuously track materials and chemicals in our products on EU watchlists to be able to act swiftly and proactively.

Increasing positive impacts – initiatives + status

Concrete initiatives in progress

Status on initiatives



- Ensure photos used in communication are representative and non-discriminating.
- Examine if salary differences occur between genders.

- Annually conducting assessment of the corporate photo and video library to ensure that it is representative and non-discriminating.
- We did not identify a general gender pay gap or any differences that cannot be explained by experience, performance and/or market-determined salary-levels.



- Business Relationships Code of Conduct will be shared with suppliers for signature.
- Review of inspection standard to assess further areas to include, i.e., working conditions.
- Conduct Quality Control at suppliers.
- Assessment of cases of absence and long-term sick leaves related to stress and mental health issues and launch of improvement initiatives
- Establish working environment group to ensure a structured follow-up on initiatives and progress.
- Conduct an annual employee survey to assess employee satisfaction and well-being and develop action plans for improvement.

- The Code of Conduct will be disclosed to further suppliers and business relations throughout 2023.
- Inspection standard has been reviewed and adjusted to include new areas. Internal quality controls are a part of our inspection standard.
- Inline inspections have been conducted for private label products. We will investigate which further areas should become a part of our inline inspections throughout 2022 to ensure that we comply with the ISO 3533:2021 Design and safety requirements for sex toys.
- We offer our full time employees extensive health insurance covering both work time and private life and, in most cases, their children. Monthly meetings are held between employee and manager to continuously ensure that time and resources are in accordance with tasks given to prevent stress. Work from home and flexible hours leveraged to ensure a healthy work-life balance.
- Working environment group has been established in 2022. A plan for improving our working environment is developed.
- An extensive status can be found in our highlight: Employee survey to follow last in the report.

Concrete initiatives in progress

Status on initiatives



- Disclose CO₂e baseline emissions across Scope 1, 2 and 3 according to the GHG Protocol, to ensure transparency.
- Use results from the CO₂e baseline to prioritize efforts to reduce emissions to the largest extent possible between genders.
- Implement measures to minimize emissions from business travel, incl. reducing air travel.

- Our CO₂e baseline across Scope 1–3 is published annually. The results shall be assessed by a working group to minimize emissions where possible.
- In 2022 we assessed our product data to create better prerequisites for a more sustainable product portfolio. We have identified our focus areas in our reduction efforts: 1) up- and downstream transportation and 2) products. During 2023 we will detail out the initiatives.
- Sinful only allows air business travel for reasonable and necessary purposes.



- Target for phasing out single-use batteries set and to be followed
- Investigate how to increase portfolio of products made with responsible principles.
- Identify further measures to phase out of plastics in packaging.
- Engage with our suppliers on sustainable practices.
- Raise consumer awareness on environmental impact of products.
- Continuously monitor EU-defined watchlists of products, materials and chemicals (e.g., REACH) and respond accordingly by i.e. phasing out products.
- Develop sustainability policy and share with suppliers and other stakeholders.

- Project initiated to create transparency of products with single-use batteries. Our next step is to implement a new PIM system.
- We are continuously investigating opportunities to increase the portfolio of products with responsible principles.
- Two of our ten private label brands have phased out plastic in its packaging and four additional private label brands are in process. The goal is to phase out plastic in all private label brands by the end of 2024.
- Medio 2022 we disclosed our Business Relations Code of Conduct and Sustainability Policy to all business partners of Sinful. Engaging with our suppliers will continue throughout 2023.
- Initiative in progress to redesign product packaging to raise awareness for our customers on correct disposal of products and guide our customers to make informed choices on responsible principles when developed.
- We have developed internal processes for real time surveillance and actions to be taken when relevant legislation updates occur and a product is marked unsafe for consumers.
- Our sustainability policy has been published in 2022.

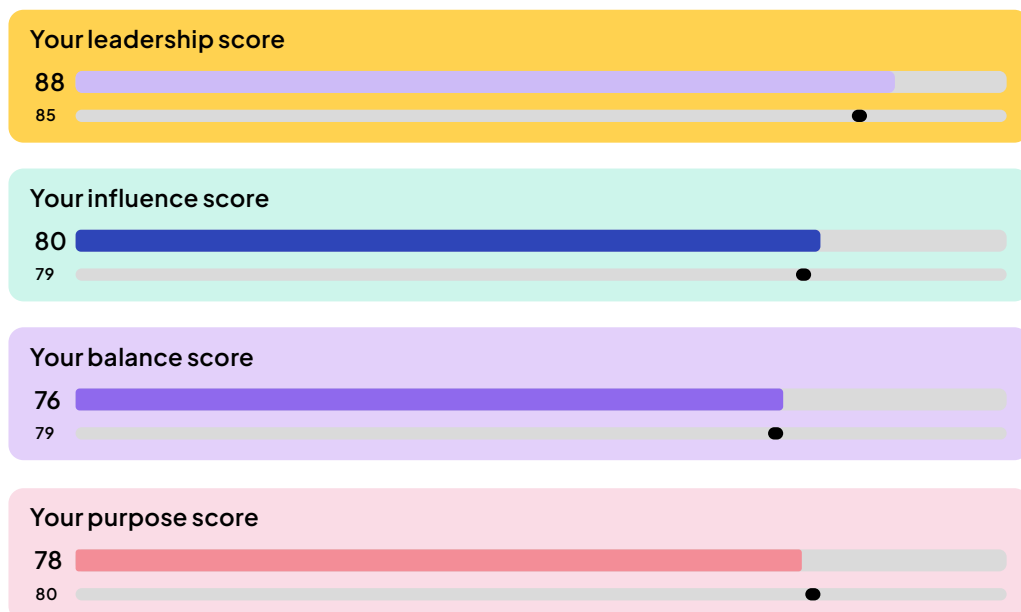
Employee Satisfaction

Results

The annual employee satisfaction survey and follow-up was conducted in August/September 2022 and came out with an average score of **81 compared to a market benchmark of 72**. It is a clear expectation that we perform above market benchmark, which is why we have room for improvement to achieve an even higher score.

The survey measures seven underlying factors of employee satisfaction: leadership, colleagues, influence, achievements, mastery, purpose and balance. Similar scores for the seven factors range from 76 to 88, all of which are above benchmark from similar organizations. The highest scoring factors are leadership and colleagues, while balance, mastery and purpose have the lowest score.

Compared to the previous survey one year ago, the biggest improvements are seen in the factors of leadership and influence, while balance and purpose have received a somewhat lower score.





Follow-up is done both at team-level and more overall in the organizations for the factors that are an issue across the organization. At team level, sessions are held in which employees are invited to reflect and suggest improvement actions for the team to work on. The teams agree on at least two focus areas, one to support maintenance and one to improve employee satisfaction in the team.

At organizational level a number of improvements have been initiated and are driven by the People department with input from the organization:

Purpose: The underlying issue is a need for more communication around decisions made.

Improvement initiatives: More focus on broader and more contextual communication to employees, and a higher degree of involvement of management layers in decision making.

Mastery: The lowest scoring questions relate to professional satisfaction and ability to develop own skills

Improvement initiatives: Initiatives include the development of a clearer career path for specialists (more levels, better competency descriptions) - and a clearer frame for employee development

Balance: The main issue relates to whether employees feel they have sufficient time to deliver work at the desired quality

Improvement initiatives: Focus expectation management in terms of clear communication and dialogue around the expected quality of work - this will be included in Sinfuls leadership training programme.

Appendix

Scope/ Category	Results (tCO ₂ e)	Calculation method & key assumptions
Scp. 1	0,84	Calculations have been based on consumption data for company owned van
Scp. 2 (Location-based)	160,71	Location-based: Electricity and heating based on consumption data from supplier invoices
Scp. 2 (Market-based)	293,78	Market-based: Electricity and heating based on consumption data from supplier invoices. Supplier emission data used where available, for rest of calculations residual-mix emission factors have been applied where available.
Scp. 3, Cat. 1	3.943,51	Calculations have been based on purchased data containing quantity, weight, and primary material for all purchased products. For products containing electrical components, a set standard ratio has been applied to estimate the weight of the primary material component and electronic component. For products without listed materials, the average material composition based on other products was used. Total weight of products have been used, in order to also include packaging. All non-product related purchases have been calculated using spend data.
Scp. 3, Cat. 2	62,96	Calculations have been based on categorized spend data.
Scp. 3, Cat. 3	90,28	Calculations have been based on data from Scope 1 and 2.
Scp. 3, Cat. 4	110,16	Calculations have been based on supplier-specific emissions data where available. Otherwise based on weight, estimated distance, and assumed transportation method. Our own calculations include WtW.
Scp. 3, Cat. 5	28,35	Calculations have been based on categorized spend data.
Scp. 3, Cat. 6	12,48	Calculations have been based on categorized spend data.
Scp. 3, Cat. 7	188,06	Calculations have been based on a list of employees, estimating the average distance based on their home zip-codes and assuming their method of transportation based on the distance. An average number of working days have been applied to all employees. Calculations include WtW.
Scp. 3, Cat. 8	-	Not relevant as all emissions related to leased assets are accounted for in Scope 1 and Scope 2 due to the chosen consolidation approach.
Scp. 3, Cat. 9	173,72	Calculations have been based on supplier-specific emissions data where available. Otherwise based on weight, distance, and transportation method. Our own calculations include WtW.
Scp. 3, Cat. 10	-	Not relevant as Sinful does not sell any intermediary goods.
Scp. 3, Cat. 11	1,06	Calculations have been based on the quantity of sold products per product category. Power consumption has been estimated based on a representative product from each category along with assumptions of use/charging patterns and lifetime. Location-based emission factors have been applied based on the country sold to.
Scp. 3, Cat. 12	15,89	Calculations have been based on the total weight of all sold products, assuming incineration of all products. Product packaging weight has been estimated based on product/total weight ratio from purchasing data.
Scp. 3, Cat. 13	-	Not relevant as Sinful does not lease out assets.
Scp. 3, Cat. 14	-	Not relevant as Sinful does not lease out assets.
Scp. 3, Cat. 15	-	Not relevant as Sinful does not lease out assets.

Data source, supplier engagement & data quality	Emission factor source(s) and publication(s)	Next steps in coming years
Van consumption data	DEFRA: Greenhouse gas reporting: conversion factors 2022	-
Power consumption per location (kWh) from suppliers and landlord	Supplier emission data (Kredsløb); IEA: Emission factors (2022 version)	-
Power consumption per location (kWh) from suppliers and landlord.	Supplier emission data (Kredsløb); IEA: Emission factors (2022 version); AIB: European Residual Mixes 2021 results.	-
Product purchasing data incl. material estimations, weight, quantity, and power source. Categorized spend data based on trial balance.	EcoInvent v.3.9.1; DEFRA: Greenhouse gas reporting: conversion factors 2022; DEFRA (2022): Conversion factors by SIC code 2019, updating Table 13 - adjusted for VAT, inflation, and currency.	Initiate efforts to include all materials for each product item as well as percentage of each material.
Categorized spend data based on trial balance.	DEFRA (2022): Conversion factors by SIC code 2019, updating Table 13 - adjusted for VAT, inflation, and currency	-
Data from Scope 1 and Scope 2.	IEA: Emission factors (2022 version); DEFRA: Greenhouse gas reporting: conversion factors 2022; DEFRA: Greenhouse gas reporting: conversion factors 2021.	-
Supplier specific emission data from main couriers. List of shipments incl. weight (kg) and to- and from locations.	Supplier specific data; DEFRA: Greenhouse gas reporting: conversion factors 2022.	-
Categorized spend data based on trial balance.	DEFRA (2022): Conversion factors by SIC code 2019, updating Table 13 - adjusted for VAT, inflation, and currency.	-
Categorized spend data based on trial balance.	DEFRA (2022): Conversion factors by SIC code 2019, updating Table 13 - adjusted for VAT, inflation, and currency.	Initiate efforts to collect activity-based data for business travel.
List of employees including their home zip-code from the HR system.	Supplier specific data; DEFRA: Greenhouse gas reporting: conversion factors 2022.	Employee commuting to be integrated survey-based.
-	-	-
Supplier specific emission data from main couriers. List of shipments incl. weight (kg), distance (km), and transportation method.	Supplier specific data; DEFRA: Greenhouse gas reporting: conversion factors 2022.	-
-	-	-
Overview of products sold, by name, product category and country sold to. Power consumption data from representative products.	IEA: Emission factors (2022 version)	-
Total weight of sold products. Purchasing data to estimate product/total weight ratio.	Supplier specific data; DEFRA: Greenhouse gas reporting: conversion factors 2022.	Initiate efforts to collect data on packaging.
-	-	-
-	-	-
-	-	-

**“With every initiative, we
our employees, our colla
to be the best we can
everyone achieve**



**e consider the welfare of
laborators and our planet
be in our quest to help
a playful sex life.”**

