

Assessment scope: SONIM TECHNOLOGIES INC (GROUP)

Theme

General

This section includes general questions that cover more than one theme: Environment, Labor & Human Rights, Ethics and Sustainable Procurement.

For example, you'll be asked about adherence to sustainability principles and initiatives. We'll also ask you about your KPI reporting standards, third-party assurance and materiality analysis.

Indicator

Endorsements

Endorsements are:

- Your company's public adherence or commitment to meeting objectives and principles defined by a recognized third-party organization.
- Active participation in formal initiatives to advance sustainability.

Your endorsements must be publicly verifiable or have official documentation. An example of a well-recognized endorsement is the UN Global Compact.

Complete GEN300

Does your company formally and publicly endorse any external sustainability initiatives or sets of principles?


United Nations Global Compact (UNGC)

An endorsement is the formal and public adherence by the company to an external CSR initiative or set of principles. Click on the "?" button above for more info on endorsement. Examples of documents to attach: company's formal public adherence letter, screenshot or weblink to the external CSR initiative's participant list, Annual Report, CSR/Sustainability Report, or any documentation that shows the company's participation status. To learn more about this endorsement, go to: <https://www.unglobalcompact.org/>

Science Based Targets initiative (SBTi)

An endorsement is the formal and public adherence by the company to an external CSR initiative or set of principles. Click on the "?" button above for more info on endorsement. Examples of documents to attach: company's formal public adherence letter, screenshot or weblink to the external CSR initiative's participant list, Annual Report, CSR/Sustainability Report, or any documentation that shows the company's participation status. To learn more about this endorsement, go to: <https://sciencebasedtargets.org/>

**Attached document**

 Validation Statement 202511... 👁

Certificate

[Replace document](#)

<p><b>Indicated pages:</b></p> <p>1</p>	<p><b>Comment:</b></p> <p>Sonim Technologies has formally committed to the Science Based Targets initiative (SBTi), confirming its adherence to internationally recognised climate action principles aligned with the Paris Agreement. The company has submitted its GHG emission reduction targets for validation under the SBTi framework and holds a signed commitment contract with SBTi as evidence of this formal endorsement. This demonstrates Sonim's public and forward-looking engagement in credible external CSR initiatives promoting science-based decarbonisation.</p>
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Other external sustainability initiative or set of principles

Please select this option only if the rest of the options listed do not apply and describe your own declaration in the open text field.

Please specify

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No endorsement/Do not know

## Certifications

This indicator refers to the certifications of your sustainability management system. It includes questions about:

- Sustainability management certificates
- Ecolabels certifying products and services

Certifications confirm your **compliance with international standards** (for example, ISO 14001). They must be issued by an **external certification body**.

### Does your company have any of the following certifications?

**Environmental certifications, such as ISO 14001, EMAS, ISO 50001**

**Examples of documents to attach**

- Environmental management certificate
- Ecolabel
- Certification audit report
- Proof of certificate-in-progress
- Annual or sustainability report with external third-party assurance

**Document guidelines**

The certificate should be issued by an accredited certification body. In the case the certificate is not yet issued, an audit report or proof of a certificate-in-progress issued by an accredited certification body can be provided.

In case your company has environmental certificates that are specific to your industry or cover a specific environmental topic other than those mentioned in this answer option, you can attach them as well.

If your company has more than one environmental certificate or label, you can attach multiple documents to this answer option.

Please specify

ISO14001 Certificate

**Attached document**

 [EMS 733230 ISO14001 Enviro... Certificate](#) [Replace document](#)

**Indicated pages:**

1-2

**Comment:**

Sonim has an updated version of this document; however, due to the upload limit, the previously uploaded version is referenced here. - We hold a valid ISO 14001 Environmental Management System certification issued by an accredited body. This demonstrates our structured approach to managing environmental impacts, ensuring continual improvement and compliance with applicable environmental regulations.

**Labor and human rights certifications, such as ISO 45001, SCC, SA8000, Fair Wage Network, B Corp, GEEIS, WBENC**

**Examples of documents to attach**

- Labor or human rights management certificate
- Certification audit report
- Proof of certificate-in-progress
- Annual or sustainability report with external third-party assurance

**Document guidelines**

The certificate should be issued by an accredited certification body. In the case the certificate is not yet issued, an audit report or proof of a certificate-in-progress issued by an accredited certification body can be provided.

In case your company has labor and human rights certificates that are specific to your industry or cover a specific labor and human rights topic other than those mentioned in this answer option, you can attach them as well.

If your company has more than one labor and human rights certificate, you can attach multiple documents to this answer option.

Please specify

ISO45001 Certificate

**Attached document**

 [OHS 733231 ISO45001 Occup... Certificate](#) [Replace document](#)

**Indicated pages:**

1-2

**Comment:**

Sonim has an updated version of this document; however, due to the upload limit, the previously uploaded version is referenced here. - We hold a valid ISO 45001 Occupational Health and Safety Management System certification issued by an accredited body. This confirms our commitment to protecting employee wellbeing, preventing workplace incidents, and maintaining a safe and responsible working environment across Sonim's operations.

**Business ethics certifications, such as ISO 27001, ISO 37001**

**Examples of documents to attach**

- Business ethics management certificate
- Certification audit report
- Proof of certificate-in-progress
- Annual or sustainability report with external third-party assurance

**Document guidelines**

The certificate should be issued by an accredited certification body. In the case the certificate is not yet issued, an audit report or proof of a certificate-in-progress issued by an accredited certification body can be provided.

In case your company has business ethics certificates that are specific to your industry or cover a specific business ethics topic other than those mentioned in this answer option, you can attach them as well.

If your company has more than one business ethics certificate, you can attach multiple documents to this answer option.

Please specify

ISO27001 Certificate

**Attached document**

 Sonim Technologies Inc EX 2... 

Certificate [Replace document](#)

**Indicated pages:**

1

**Comment:**

We hold a valid ISO 27001 Information Security Management System certification issued by an accredited body. This demonstrates our commitment to protecting information assets, managing security risks effectively, and maintaining the confidentiality, integrity, and availability of data across Sonim's operations.

**Sustainable procurement certifications, such as FSC, RSPO, ISO 28000, SA8000**

**Examples of documents to attach**

- Sustainable procurement management certificate
- Chain-of-custody certificate
- Certification audit report
- Proof of certificate-in-progress
- Annual or sustainability report with external third-party assurance

**Document guidelines**

The certificate should be issued by an accredited certification body. In the case the certificate is not yet issued, an audit report or proof of a certificate-in-progress issued by an accredited certification body can be provided.

In case your company has other sustainable procurement or chain-of-custody certificates that are specific to your industry or cover a specific sustainable procurement topic other than those mentioned in this answer option, you can attach them as well.

If your company has more than one sustainable procurement or chain-of-custody certificate, you can attach multiple documents to this answer option.

The certificate should cover the activity and sites of your company. Certificates from your suppliers and products you purchase are **out of scope** and should not be provided.

Please specify

**Other sustainability certifications**

Choose this option only if your company has other valid sustainability certifications or labels not fitting in the answer options above. Please provide **certifications that cover at least one of the 21 sustainability topics of the EcoVadis Methodology** and are issued by an accredited certification body. Certifications on quality management, such as ISO 9001, are out of scope and will not be considered.

If your company has various different sustainability certificates or labels that you have not already attached them above, you can attach them to this answer option.

Please specify

**No certifications yet/I don't know**

Has your company been audited by an independent, accredited auditor regarding sustainability issues at one or more of your facilities? If yes, please review the Help Content to ensure that your documents meet the requirements. NOTE: Some audits (for example, audits related to management system certificates like ISO 14001, 45001, 27001, etc) are not considered valid in this question.

Yes, virtual audit

Examples of documents to attach:

- Full formalized audit report
Full corrective action plan report The document type may be submitted as PDF, Excel, Powerpoint, or Word document.

Types of audit reports:

- Third-party audits (for example: SMETA, BSCI, RBA)
Second-party audits (for example: Brand-specific Compliance Audits)

Your document should meet all of the following requirements to be accepted:

- 1. Date: The audit report must be dated within 2 years of the questionnaire submission.
2. Standard & Scope: The audit must follow a clear, non-certifiable standard. It must cover at least two sustainability criteria within the themes of Environment, Labor and Human Rights, Ethics, or Sustainable Procurement.
3. Non-Compliances: The report must contain a formalized list of fully described non-compliances.
4. Independent Verification: The report must be issued by an accredited independent auditor. It must include clearly-defined verification by the auditor to be valid.
5. Completeness: The document must be the full and complete audit report, including all sections (for example: cover pages, summary tables, table of contents, etc). Incomplete reports will be rejected.

What does NOT meet the requirements for this Question:

- Audits that cover one specific topic (such as machine safety audit, cyber security audit, working condition assessment), should be linked to the dedicated question on measures.
Audits for management system certifications (like ISO 14001, 45001, 27001, etc) should be linked to the dedicated question about certifications.
Audits conducted by internal employees should be linked to the dedicated question on measures.

Yes, on-site audit

Examples of documents to attach:

- Full formalized audit report
Full corrective action plan report The document type may be submitted as PDF, Excel, Powerpoint, or Word document.

Types of audit reports:

- Third-party audits (for example: SMETA, BSCI, RBA)
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3. Non-Compliances: The report must contain a formalized list of fully described non-compliances.
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Audits for management system certifications (like ISO 14001, 45001, 27001, etc) should be linked to the dedicated question about certifications.
Audits conducted by internal employees should be linked to the dedicated question on measures.

Attached document

BSI Assessment Report 2025... Audit report Replace document

Indicated pages: 1-35

Comment: We have been audited on site by BSI, an accredited independent certification body, covering ISO 9001, ISO 14001, and ISO 45001 standards. The audit included a formal review of sustainability-related management practices and corrective actions. The latest audit was completed within the past two years and confirms ongoing compliance across Sonim's operations.

## No audit yet/I don't know

EcoVadis may contract an independent auditor to conduct a site verification on the assessed company as a complementary part of the document-based assessment. The audits are conducted for internal quality assurance and methodology verification purposes.

Indicator

### Reporting

Reporting is based on **quantitative KPIs that measure your implementation of sustainability practices.**

We'll ask you to attach documents that include your sustainability metrics. A valid **reporting document** includes the reporting **year** and the reporting **unit** (such as kWh or liters).

Make sure the latest reporting period is within the **last 2 calendar years.**

[Learn more about the document requirements](#) 

**Which of the following applies to your company's reporting on sustainability metrics?**

**The sustainability reporting is externally assured or verified by an independent third party**

Examples of documents to attach:

- Annual or Sustainability report
- Third party assurance or verification statement

**Your document should:** Demonstrate a statement by an independent and recognized third party assuring or verifying the quality and credibility of the metrics reported on environment, labor and human rights, ethics and sustainable procurement issues.

**The reporting is formally aligned with a sustainability reporting standard**

You must indicate which reporting standards your company used in the text field below.

Examples of documents to attach:

- Annual or Sustainability Report

**Your document should:** Demonstrate that the metrics on environment, labor and human rights, ethics and sustainable procurement issues are aligned with a formally recognized national or international reporting standard, including but not limited to:

- Global Reporting Initiative (GRI)
- European Sustainability Reporting Standards (ESRS)
- IFRS Sustainability Disclosure Standards
- Sustainability Accounting Standards Board (SASB)

**To be considered formally aligned, the reports must respect the compliance requirements defined by the reporting standards themselves.**

Please specify

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**A materiality analysis was conducted**

Examples of documents to attach:

- Annual or Sustainability report
- Materiality assessment document

**Your document should:** Demonstrate a materiality analysis conducted to identify relevant and significant sustainability topics that the company reported on.

**Attached document**

 Double Materiality Analysis - ...   
Sustainability / Annual Report [Replace document](#)

**Indicated pages:**  
1-78

**Comment:**  
We conducted a Double Materiality Assessment (DMA) to identify the sustainability topics most relevant to our business and stakeholders. This analysis guided the selection of quantitative indicators we now report on across environmental, social, and governance areas.

**None of the above/I don't know**

### Does your company communicate progress towards the Sustainable Development Goals (SDGs)?

**Yes, my company communicates progress towards the Sustainable Development Goals (SDGs)**

Examples of documents to attach:

- Annual or Sustainability report
- Meeting minutes

Your document should: Demonstrate public or internal reporting of the company's progress towards the Sustainable Development Goals (SDGs).

#### Attached document

Double Materiality Analysis - ... Sustainability / Annual Report

[Replace document](#)

**Indicated pages:**  
15,19,22,25,30,44,58,62,75

**Comment:**  
We communicate our progress towards the UN Sustainable Development Goals (SDGs) through our Double Materiality Assessment (DMA), which maps Sonim's key ESG topics to specific SDGs and tracks related performance indicators.

**Not yet/I don't know**

### Please provide information about your company's business activities and number of operational sites. Indicate if one or more sites has a significantly higher number of employees compared to other sites.

Please specify

Sonim Technologies designs, develops, and supports ultra-rugged mobile devices and connected solutions purpose-built for mission-critical workers in public safety, field services, and industrial sectors. Our corporate headquarters in San Diego, California (USA) hosts executive, financial, and governance functions and has the largest number of employees. We maintain R&D and engineering offices in Beijing and Shenzhen, China, also serving as the centre for operations and supply chain management. Our software development activities are based in Bangalore, India. Sales, marketing, and customer engagement functions operate through our San Diego office and remote home-office locations across North America and Europe. This global footprint enables Sonim to deliver reliable, high-performance communication solutions to enterprise, government, and first-responder customers worldwide.

Theme

## Labor & Human Rights Impact on score ●●●●

This theme focuses on two areas:

- **Labor rights**, such as health and safety, working conditions, structured social dialogue, career management and training.
- **Human rights**, such as prevention of human trafficking, child and forced labor, as well as discrimination and harassment.

Sustainability issues relevant for your company:

- Employee Health & Safety   Working Conditions   Social Dialogue
- Career Management & Training   Child Labor, Forced Labor & Human Trafficking
- Discrimination and Harassment

- Based on your company's **industry, size and location**, we selected the most relevant sustainability issues.
- Selected sustainability issues define **what questions you receive** and the impact of this theme on your **overall score**.

A policy is a set of objectives that addresses specific sustainability issues. It shows your **company's intention** to reduce impact, mitigate risk, or improve performance.

Examples of policies:

- General **principles, statements** and **qualitative objectives** to improve sustainability.
- Specific **quantitative targets** with a defined deadline in the future. You can submit both absolute and relative targets. A conclusive target should meet the following conditions:
  - Be time-bound: include a baseline and target year.
  - Be measurable: include a quantitative goal to be achieved.
  - Be achievable: realistic and relevant to the company's activities.

[Get more examples and best practices for developing policies](#) 

**Does your company have a policy with qualitative objectives and quantitative targets for:**

**Employee health and safety**

**Examples of documents to attach**

- Employee Health and Safety Policy
- Employee Health and Safety Manual
- Code of Conduct covering employee health and safety issues
- Employee Handbook with a dedicated policy section
- Annual or Sustainability Report

**Document guidelines**

Your document should demonstrate your company's commitments to address health and safety issues encountered by employees at work. This may include safety at work, physical health at work, psychological health at work and stress prevention. Your policy can include either qualitative objectives or quantitative targets or both.

Here are some examples:

- **Qualitative objective:** Commit to providing all employees with a safe working environment by conducting frequent health and safety risk assessments and providing adequate personal protective equipment.
- **Quantitative target:** Achieve 20% reduction of the number of work related accidents by 2030 compared to 2020.

**Attached document**

Health and Safety Policy
Ⓢ

Replace document

Policy / Code of Conduct

**Indicated pages:**

1-2

**Comment:**

We maintain a comprehensive Health and Safety Policy that sets clear qualitative objectives and measurable targets for protecting the wellbeing of our employees, contractors, and visitors. Our objectives cover injury prevention, training, incident management, worker engagement, and wellbeing. Targets include achieving zero lost-time injuries annually, 100% completion of mandatory H&S training, and timely closure of all incident corrective actions. These commitments reflect Sonim's proactive approach to maintaining safe, healthy, and inclusive workplaces across our global operations.

**Attached document**

Employee Code of Conduct
Ⓢ

Replace document

Policy / Code of Conduct

**Indicated pages:**

4

**Comment:**

Our Employee Code of Conduct reinforces our commitment to employee health, safety, and wellbeing through dedicated sections on workplace safety, emergency preparedness, injury and illness management, industrial hygiene, physically demanding work, machine safeguarding, and sanitation. These provisions support our broader Health and Safety Policy by defining clear expectations for safe conduct, hazard reporting, protective equipment, emergency response, and preventing harm at work.

**Attached document**

Global Employee Handbook
Ⓢ

Replace document

Policy / Code of Conduct

**Indicated pages:**

13-17,25-28,35

**Comment:**

Our Global Employee Handbook reinforces the commitments in our Health and Safety Policy by defining workplace safety expectations, employee benefits, and conduct requirements that support a safe and healthy working environment. These sections show how our H&S commitments are implemented across all Sonim locations through practical guidance for employees.

**Working conditions**

**Examples of documents to attach**

- Working Conditions Policy
- Minimum Wage Policy
- Adequate Remuneration Policy
- Mission statement
- Policy on improving employee benefits
- Code of Conduct covering issues related to working conditions
- Employee Handbook with a dedicated policy section
- Annual or Sustainability Report



**Document guidelines**

Your document should demonstrate your company's commitments to address various issues on working conditions such as work-life balance, right to disconnect, employee satisfaction survey, remunerations and social benefits granted to employees. Your policy can include either qualitative objectives or quantitative targets or both.

Here are some examples:

- **Qualitative objective:** Commit to providing all employees with good working conditions by ensuring that they have adequate wages, working hours, and benefits.
- **Quantitative target:** Achieve a 20% increase in the number of employees eligible for health care coverage by 2030 compared to 2020.

**Attached document**

 [Employee Handbook CN - En...](#)   
*Policy / Code of Conduct* [Replace document](#)

**Indicated pages:**

7-10

**Comment:**

In higher-risk countries such as China, where Sonim has engineering and operations, we apply enhanced safeguards to ensure fair working conditions. These include strict compliance with local labour laws, clear limits on working hours, mandatory time-recording, overtime approval rules, and guaranteed rest and leave entitlements. Employees also receive market-appropriate compensation and statutory benefits, supported by HR oversight and two-way communication channels to raise workplace concerns. These controls ensure that working conditions remain safe, fair, and consistent with Sonim's global standards.

**Attached document**

 [Employee Code of Conduct](#)   
*Policy / Code of Conduct* [Replace document](#)

**Indicated pages:**

1-3

**Comment:**

Our Global Employee Handbook and Employee Code of Conduct together set out Sonim's commitments to fair and safe working conditions. The Code of Conduct sets the framework for wages and working hours, and reinforces expectations around respectful behaviour, equal treatment, anti-harassment, and maintaining a professional and safe working environment. Together these demonstrate Sonim's commitment to providing good working conditions and promoting open, two-way communication across all locations.

**Attached document**

 [Global Employee Handbook](#)   
*Policy / Code of Conduct* [Replace document](#)

**Indicated pages:**

10-17

**Comment:**

Our Global Employee Handbook includes dedicated sections on compensation, benefits, working hours, leave, and wellbeing, setting clear expectations for good working conditions across all Sonim locations. The handbook outlines our remuneration practices, time-recording requirements, rest and leave entitlements, flexible work arrangements, and access to wellbeing support. It also provides multiple two-way communication channels for employees to raise questions or concerns regarding their working conditions. These provisions demonstrate Sonim's commitment to fair, safe, and supportive working conditions.

**Social dialogue**

Select this option only if it's listed as a relevant sustainability issue for your company. You can confirm this on the theme's introduction page.

**Examples of documents to attach**

- Company's Union Policy
- Code of Conduct covering issues related to labor relations
- Human Rights Policy
- Employee Handbook with a dedicated policy section
- Annual or Sustainability Report


**Document guidelines**

The document should demonstrate your company's commitments to address structured social dialogue through recognized employee representatives and collective bargaining. Your policy can include either qualitative objectives or quantitative targets or both.

Here are some examples:

- **Qualitative objective:** Aim to build constructive relationships with employees and trade representatives.
- **Quantitative target:** Maintain the number of employees covered by a collective bargaining agreement at 100% in 2030.

**Attached document**

 [Global Employee Handbook](#) ⓘ  
*Policy / Code of Conduct*

[Replace document](#)


**Indicated pages:**

28

**Comment:**

Our Global Employee Handbook includes a dedicated section on labour relations, which outlines our commitment to maintaining open, transparent communication between employees and management. While Sonim does not operate formal trade unions or collective bargaining agreements, employees are encouraged to raise questions, concerns, or workplace issues directly through our established HR and management channels. This approach ensures respectful dialogue, lawful employment practices, and a supportive working environment across all locations.

**Attached document**

 [Employee Code of Conduct](#) ⓘ  
*Policy / Code of Conduct*

[Replace document](#)

**Indicated pages:**

1-3

**Comment:**

The Employee Code of Conduct sets expectations for fair labour practices and open communication. The handbook's labour-relations section confirms that, while Sonim does not operate formal trade unions or collective bargaining structures, employees are encouraged to raise workplace issues directly with HR or management through open channels. The Code of Conduct reinforces these commitments by promoting respectful treatment, non-retaliation, and a safe environment for employees to voice concerns.

## ✔ Career management and training

### Examples of documents to attach

- Career Development Policy
- Training Policy
- Skills Development Policy
- Code of Conduct covering issues related to career management and training
- Employee Handbook with a dedicated policy section
- Annual or Sustainability Report

### Document guidelines

Your document should demonstrate your company's commitments to address main career stages, including recruitment, evaluation, training, career mobility, and professional development in all stages. Your policy can include either qualitative objectives or quantitative targets or both.

Here are some examples:

- **Qualitative objective:** Commit to supporting employees' career development by providing adequate training.
- **Quantitative target:** Achieve a 20% increase in the average training hours per employee by 2030 compared to 2020.

### Attached document



[Global Training Policy 2025](#) ⓘ

*Policy / Code of Conduct*

[Replace document](#)

### Indicated pages:

1-2

### Comment:

Our Global Training Policy 2025 outlines how we support employees' professional growth through structured learning, skills development, and ongoing training opportunities. The policy defines our expectations for continuous development, access to training resources, and alignment of learning needs with role requirements. This demonstrates Sonim's commitment to building employee capabilities and supporting career progression across all functions.

### Attached document



[Global Employee Handbook](#) ⓘ

*Policy / Code of Conduct*

[Replace document](#)

### Indicated pages:

18-19

### Comment:

We support career management through the processes described in our Global Employee Handbook, including structured recruitment, onboarding, performance reviews, skills development, and access to training resources. These practices ensure employees receive fair evaluation, opportunities to build their capabilities, and support for professional growth throughout their time at Sonim.

**✔ Child labor, forced labor, and human trafficking**

Select this option only if it's listed as a relevant sustainability issue for your company. You can confirm this on the theme's introduction page.

**Examples of documents to attach**

- Human Rights Policy
- Human Rights Charter
- Code of Conduct covering issues related to child and forced labor
- Employee Handbook with a dedicated policy section
- Annual or Sustainability Report

**Document guidelines**

Your document should demonstrate your company's commitments to address child, forced, or compulsory labor issues within the company owned operations. Your policy can include either qualitative objectives or quantitative targets or both.

Here are some examples:

- **Qualitative objective:** Do not condone any usage of child or forced labor.
- **Quantitative target:** Aim to achieve a 20% increase in the number of internal audits carried out to assess child and forced labor in their operations by 2030.

**Attached document**

 [Global Employee Handbook](#) ⓘ  
*Policy / Code of Conduct* [Replace document](#)

**Indicated pages:**  
9,32

**Comment:**  
The Global Employee Handbook reinforces our commitment to lawful and ethical employment practices by requiring compliance with local labour regulations and confirming that all working relationships at Sonim are voluntary. It ensures that employees are treated fairly and that no child or forced labour is permitted in our operations.

**Attached document**

 [Employee Code of Conduct](#) ⓘ  
*Policy / Code of Conduct* [Replace document](#)

**Indicated pages:**  
2

**Comment:**  
Our Employee Code of Conduct states that all employment at Sonim must be voluntary and legally compliant. It prohibits any form of child labour, forced labour, or coercive employment practices, and requires strict adherence to applicable labour laws in every country where we operate.

**Discrimination and Harassment**

**Examples of documents to attach**

- Anti-discrimination Policy
- Anti-harassment Policy
- Code of Conduct covering issues related to discrimination and harassment
- Employee Handbook with a dedicated policy section
- Annual or Sustainability Report

**Document guidelines**

The document should demonstrate your company's commitments to prevent discrimination, harassment, physical, psychological and verbal abuse for all employees in the work environment. Your policy can include either qualitative objectives or quantitative targets or both. Here are some examples:

- **Qualitative objective:** Commit to provide equal treatment, fairness and respect for all employees, whether temporary, part-time or full-time.
- **Quantitative target:** Aim to increase by 20% the number of employees who participate in awareness training on discrimination and harassment by 2030.

**Attached document**

 [Employee Code of Conduct](#) ⓘ  
*Policy / Code of Conduct* [Replace document](#)

**Indicated pages:**

3

**Comment:**

Our Employee Code of Conduct includes clear commitments to equal employment opportunity, non-discrimination, anti-harassment, and respectful behaviour. It prohibits discrimination, bullying, and any form of physical, psychological, or verbal abuse, and requires fair and equal treatment of all employees. These provisions demonstrate Sonim's commitment to maintaining an inclusive, respectful, and equitable workplace.

**External stakeholder human rights**

Select this option only if it's listed as a relevant sustainability issue for your company. You can confirm this on the theme's introduction page.

**Examples of documents to attach**

- Human Rights Policy
- Human Rights Charter
- Code of Conduct covering issues related to external stakeholder human rights
- Annual or Sustainability Report

**Document guidelines**

Your document should demonstrate your company's commitments to address direct and indirect human rights impacts your company's operations have on external stakeholders. Your policy can include either qualitative objectives or quantitative targets or both.

Here are some examples:

- **Qualitative objective:** Aim to respect the land rights of local populations in business operation areas.
- **Quantitative target:** Aim to achieve a 20% increase the number of human rights impact assessments conducted on critical operations by 2030.

**Attached document**

 [Supplier Code of Conduct](#) ⓘ  
*Supplier code of conduct* [Replace document](#)

**Indicated pages:**

2-4

**Comment:**

The Supplier Code of Conduct sets out Sonim's expectations for how suppliers must protect the human rights of workers and communities affected by their operations. It requires compliance with all human-rights legislation, bans child and forced labour, mandates safe and humane working conditions, and establishes clear standards for ethical treatment of external stakeholders across the supply chain as well as customers in the value chain.

**No policies yet/I don't know**

**Have you made a commitment to pay a living wage or reviewed whether your employees are paid a living wage?** **Yes**

If you choose the option "yes", subsequent questions regarding living wage will follow.

 **Not yet/I don't know**

When answering this question, please focus only on whether your company made a proactive living wage commitment, irrespective of your company's location and any local minimum wage requirements that may apply.

A living wage ("Living Wage") refers to the remuneration level that an employee is paid, which is sufficient to guarantee a decent standard of living for both the employee and their family dependents, considering their location and the prevailing time period. Elements of a decent standard of living include food, water, housing, education, health care, transportation, clothing, and other essential needs including provision for unexpected events.

A minimum wage is usually the statutory minimum amount of remuneration that an employer is required to pay wage earners for the work performed during a given period. A living wage, on the other hand, is not a legal requirement.

If you answer "no", you can still provide supporting documentation related to working conditions, specifically for the following options:

- Collectively bargained wages;
- Actions to ensure adequate wages.

Please refer to the Measures section related to Working Conditions and Social Dialogue for further indications on these options.

### Describe your policy on paying living wage:

**✓ We have a quantitative target to paying living wage within a set deadline**

**Examples of documents to attach**

- Living wage policy or charter
- Company mission statement
- Corporate website with living wage target announcement

**Document guidelines**

Your document should contain a time-bound quantitative target to pay a living wage ("Living Wage"). The target should include an absolute or relative quantitative achievement and a specific future deadline (from the present year onwards).

**Example of a quantitative target:**

- **Quantitative target:** Commitment to have 100% coverage of all employees paid a living wage by the 2030.

**Attached document**

 [Living wage analysis procedure](#)  [Replace document](#)  
*Reporting (KPI) Documents / CDP r...*

**Indicated pages:**

1

**Comment:**

The Living Wage Analysis Procedure defines how we benchmark wages annually and requires management review of any identified gaps. The procedure establishes an internal target of full living-wage compliance through yearly salary reviews, which ensures all employees meet or exceed benchmark levels within the assessment cycle.

**✓ We publicly announced our living wage quantitative target**

**Examples of documents to attach**

- Publicly-available living wage policy or charter
- Code of Conduct or Code of Ethics
- Corporate website with the target announcement or policy statement
- Publicly-accessible Annual or Sustainability Report

**Document guidelines**

Your document should demonstrate any public announcement on the company's living wage ("Living Wage") target. The target should include an absolute or relative quantitative achievement, and a specific future deadline (from the present year onwards).

**Example of a quantitative target:**

- Commitment to have 100% coverage of all employees paid a living wage by 2030.

**Attached document**

 [Employee Code of Conduct](#)  [Replace document](#)  
*Policy / Code of Conduct*

**Indicated pages:**

3

**Comment:**

Sonim's publicly available Employee Code of Conduct sets out our commitment to maintaining fair and lawful compensation, including paying all employees at or above credible living-wage benchmarks. By publishing the CoC on our corporate website, we formally communicate this commitment externally and make our living-wage expectations transparent to employees, partners and stakeholders.

**We have a commitment to continuously pay a living wage**

**Examples of documents to attach**

- Living wage policy or charter
- Company mission statement
- Code of Conduct or Code of Ethics

**Document guidelines**

Your document should demonstrate a set of principles, engagements or qualitative objectives on the company's continuous commitment to paying a living wage ("Living Wage"), particularly when the company has already been paying a living wage to all employees.

**Attached document**

 [Employee Code of Conduct](#)   
Policy / Code of Conduct [Replace document](#)

**Indicated pages:**

3

**Comment:**

The Employee Code of Conduct publicly states that Sonim "pays above the living wage standard," demonstrating that Sonim has made a public commitment regarding living-wage coverage for employees. This satisfies the requirement for a publicly accessible announcement related to living-wage commitments and compensation practices.

**No living wage policy yet/I don't know**

Indicator

**Measures** Impact on score ●●●●

This indicator is about your company's **actions to support your sustainability policies and commitments**.

The answer options in each question represent best practices for your company's size and industry. Select options that your company **has already implemented** and provide the documented proof of your actions.

[Learn more about the document requirements](#) 

Complete LAB1007

**Does your company employ migrant workers?**

Yes

I don't know

No

## What actions has your company implemented to protect employee health and safety?

### ✓ Employee health and safety risk assessment

#### Examples of documents to attach

- Internal health and safety risk assessments
- Safety procedures
- Safety matrix
- Hazard analysis documents


#### Document guidelines

Your document should demonstrate that a regular health and safety risk assessments takes place to systematically identify and evaluate potential health and safety risks on employees.

Elements of risk assessment to be credited should include at least 2 out of 3 of the following elements:

1. **Description of hazards or risk factors** identified to have the potential to cause harm and determining the significance of the risks.
2. **Periodic review of risks** to reflect the latest risks and health and safety environment in the business.
3. Presence of a **preventive and corrective action plan** in the form of steps or recommendations that an organization needs to take to effectively prevent and address the risks identified.

#### Attached document

 EHS-02-00-01 Hazard Identifi... ⓘ  
Other [Replace document](#)

#### Comment:

Sonim has further supporting evidence available for this topic; however, it cannot be uploaded due to the current document limit. - Sonim conducts formal, documented health and safety risk assessments through its Hazard Identification and Assessment Procedure. The procedure defines how hazards are identified across all activities, how risks are evaluated using the L-E-C method, and how preventive and corrective measures are determined. It also requires annual review and updates when processes or equipment change, ensuring ongoing monitoring and improvement.

### ✓ Health and safety emergency action plan


#### Examples of documents to attach

- Emergency procedures for employees in case of accident or injury
- Standard operating procedure for the provision of emergency equipment
- Emergency evacuation procedures (such as fire drills, etc.)
- Safety Manual

#### Document guidelines

Your document should demonstrate that your company has a health and safety plan in place that will guide all employees in emergency situations. The type of emergency situations depend on your company's operations and workforce, but may include incidents such as accidents related to operation of heavy equipment, injuries, fires, chemical spills, explosions, falls, etc.

#### Attached document

 EHS-25-00-00 Emergency res... ⓘ  
Policy / Code of Conduct [Replace document](#)

#### Indicated pages:

4-7

#### Comment:

Sonim has an updated version of this document; however, due to the upload limit, the previously uploaded version is referenced here. - Sonim's emergency response procedure (EHS-25-00-00) outlines clear actions for fires, evacuations, chemical spills, medical emergencies and epidemic situations. Roles and responsibilities are assigned, communication paths are defined, and annual drills are required. The document demonstrates a structured plan guiding employees through emergency situations.

## ✓ Training of employees on health and safety risks and good working practices

### Examples of documents to attach

- Training materials (such as slide decks, training content summaries, etc.)
- Evidence of training execution (such as progress reports, certificates of completion, etc.)

### Document guidelines

Your document should demonstrate that your company provides training to employees to strengthen their knowledge on health and safety related to their job.

#### Attached document



[Health and Safety Awareness...](#)

Other

[Replace document](#)

#### Indicated pages:

1-7

#### Comment:

Training on health and safety risks and good working practices is covered through Sonim's Health and Safety Awareness Training, which all employees must complete. The training includes core topics such as ergonomics, noise, stress and fatigue, fire safety, hazardous materials, and emergency preparedness, and is delivered as part of employee induction and refresher training cycles. Completion is recorded via attendance sheets maintained by HR.

## ✓ Complaints procedure for employees to report on occupational health and safety incidents, risks, and concerns

### Examples of documents to attach

- Employee complaints reporting procedures related to health and safety issues
- Code of conduct
- Health and safety complaint form for employees

### Document guidelines

Your document should demonstrate that the company has an established company-based mechanism for all employees to report on occupational health and safety incidents, risks, and concerns. The process is recommended to include a record system of complaints filed, including how they are processed through investigation and remediation.

#### Attached document



[EHS-22-00-00 - Accident incid...](#)

Other

[Replace document](#)

#### Indicated pages:

5

#### Comment:

The procedure includes a formal mechanism for employees to report occupational health and safety incidents, risks and concerns. Section 7.2 establishes reporting channels for all employees and non-employees, including notification requirements, use of standard forms, and subsequent investigation and corrective actions. Appendices EHS-22-00-01 and EHS-22-00-02 provide the company-wide forms used for reporting and investigation, demonstrating a structured complaint and follow-up process.

## ✔ Equipment safety inspections or audits


### Examples of documents to attach

- Equipment safety evaluation reports
- Standard operating procedures or work instructions on equipment safety
- Equipment safety inspections
- Equipment audit reports conducted by a third party

### Document guidelines

Your document should demonstrate that your company provides regular checks to ensure the safety of the equipment used or operated by your employees.

#### Attached document

 Office safety weekly inspectio... ⓘ  
Other

[Replace document](#)

#### Comment:

The weekly inspection checklist and a corresponding log confirming ongoing reviews of equipment condition, safe operating status, and identified issues. This demonstrates that safety audits are performed on a recurring basis and records are maintained accordingly.

## ✔ Regular employee health check-up


### Examples of documents to attach

- Occupational health check-up reports
- Health check arrangements
- Employee contracts
- Employee health surveillance procedures

### Document guidelines

Your document should demonstrate that your company provides a constant and relevant health check-up to all employees. Particular focus should be put on those employees who are regularly exposed to risk factors, such as chemicals, potentially dangerous machines, noises, or other potential hazards to allow for early detection of effects on health and timely treatment.

#### Attached document

 Employee Handbook CN - En... ⓘ  
Policy / Code of Conduct

[Replace document](#)

#### Indicated pages:

10

#### Comment:

The country specific Employee Handbook CN specifies that Sonim provides an annual physical examination for Sonim China employees, conducted each December, demonstrating that regular health check-ups are organised for staff in line with local requirements. Each country has its own way managing these services.

## ✔ Preventive actions for repetitive strain injury (RSI)

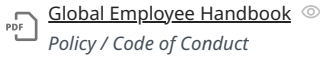
### Examples of documents to attach

- Employee instructions or operational processes aimed to reduce the risk of RSI
- Specific programs on preventing RSI at work
- Email communication with digital material on RSI

### Documents guidelines

Your document should demonstrate that your company ensures the work process, task or environment is ergonomically optimized to mitigate painful or uncomfortable conditions of the muscles, tendons, or nerves caused by repetitive movements and overuse.

#### Attached document



[Replace document](#)

**Indicated pages:**  
25

**Comment:**  
The Global Employee Handbook section on Workplace Health, Safety, and Wellbeing includes ergonomic guidance and expectations for safe workstation setup, demonstrating preventive measures to reduce the risk of repetitive strain injury (RSI).

## ✔ Actions to address stress and psychological wellbeing in the workplace

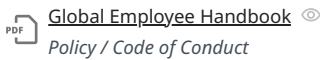
### Examples of documents to attach

- Evaluations of stress levels
- Procedures and resources for employees to better manage their workload
- Employee assistance programs and counselling hotlines

### Documents guidelines

Your document should demonstrate that the company provides proactive efforts to minimize stress and support your employees' psychological wellbeing in the workplace. This can include **preventative actions**, such as hotlines or channels for employees, that reshape the work environment and organization to reduce stress and mental health risks, or **intervention procedures** in case of stress or mental health issues.

#### Attached document

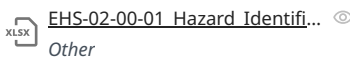


[Replace document](#)

**Indicated pages:**  
13-14,25

**Comment:**  
The Global Employee Handbook provides stress-related guidance through its Workplace Health, Safety, and Wellbeing section, which covers workload management expectations and access to internal support channels. The Employee Code of Conduct reinforces respectful conduct and a safe work environment, helping to reduce stressors. Sonim's Employee Assistance Programme (EAP) offers confidential counselling support, further demonstrating measures in place to address psychological wellbeing.

#### Attached document



[Replace document](#)

**Comment:**  
The Hazard Identification & Evaluation register systematically identifies physical, ergonomic, psychological, and operational risks, including stress-related factors. It documents risk ratings, required controls, and periodic reviews, demonstrating an active process to monitor conditions that may impact employee wellbeing. This evidence shows that Sonim regularly evaluates workplace stressors as part of its formal H&S risk-management system.

## ✓ Actions to control hazardous substance exposure


### Examples of documents to attach

- Work instructions and installation records of enclosures
- Ventilation or extraction systems
- Job rotation or work adjustment procedures to minimize contact with hazardous chemicals
- Safety and preventive instructions for employees working with chemicals

### Document guidelines

Your document should demonstrate that your company provides active control measures to prevent employees from exposure to hazardous substance in the workplace, or protect them from excess exposure.

#### Attached document

 EHS-13-00-00 Hazardous Sub... ⓘ  
*Policy / Code of Conduct*

[Replace document](#)

#### Indicated pages:

3-11

#### Comment:

Sonim has an updated version of this document; however, due to the upload limit, the previously uploaded version is referenced here. - Sonim's hazardous substances procedure defines controls to prevent employee exposure, including chemical identification, handling rules, PPE requirements, and engineering controls such as ventilation. The procedure also includes supplier compliance checks, storage and labelling rules, spill-response measures, and routine EHS inspections to verify safe use of chemicals. Risk controls are reviewed during internal audits to ensure they remain effective.

## ✓ Actions to prevent noise exposure


### Examples of documents to attach

- Standard operating procedures to limit noise exposure
- Work instructions in noisy environments
- Implementation records of noise barriers or noise cancelling equipment
- Noise inspection reports

### Document guidelines

Your document should demonstrate that your company has put in place actions to mitigate occupational noise exposure for all employees in relevant working places. This may include actions such as the implementation of regular noise measurements or noise cancelling equipment.

#### Attached document

 Office noise measurement re... ⓘ  
*Other*

[Replace document](#)

#### Indicated pages:

1-6

#### Comment:

Sonim's hazard-control procedure covers noise risks through required noise assessments, provision of hearing protection, and engineering controls such as equipment maintenance and workstation adjustments. EHS conducts routine checks to ensure that noise-mitigation measures remain effective, and employees receive guidance on safe working practices in higher-noise areas.

**Actions to ensure health and safety of non-employee workers and other contracted workers on premises**

Please note that this option should only be selected if the action specifically covers non-employee workers.

**Non-employee workers** include individual contractors supplying labor to the company and workers provided by employment placement agencies. Examples of non-employee workers include:

- Individual contractors and self-employed workers
- Temporary agency workers and dispatched workers

**Examples of documents to attach**

- Training materials and additional evidence of training execution (progress reports, certificates of completion, etc.)
- Standard operating procedures
- Work instructions
- Program implementation records

**Document guidelines**

The document should show the implementation of health and safety-related actions for non-employee workers. Such actions can include trainings, health and safety risk analyses, health check-ups, and emergency action plans covering non-employee workers or other contracted workers working on the company premises.

**Attached document**

 EHS-22-00-00 - Accident incid... ⓘ  
*Other* [Replace document](#)

**Indicated pages:**  
3-7

**Comment:**  
Sonim's EHS-22-00-00 Accident, Incident and Illness Management Procedure applies to employees and non-employee workers, including contractors and agency personnel. The procedure specifies that all individuals on site are subject to the same health and safety reporting, response, investigation, and corrective-action requirements. This ensures that contracted and external workers are included in the company's health and safety controls.

**Other actions to protect employee health and safety not included elsewhere in this question**

Please select this option only if the rest of the options listed do not apply.

**Document guidelines**

Your document should demonstrate that your company has actions other than those specified in the other options to address health and safety issues encountered by employees at work. For example, physiological issues arising from the use of dangerous equipment, or remediation procedure for work accidents or ill-health, etc.

**Examples of documents to attach**

- Standard health and safety procedures
- Health and safety work instructions
- Employee handbook
- Annual or Sustainability report

Please specify

---

**No actions yet/I don't know**

## What actions has your company implemented to ensure good working conditions?

### ✓ Actions to manage working hours and overtime

**Examples of documents to attach:**

- Internal audits on working hours
- Time-tracking records
- Employee handbook

**Your document should:**

Demonstrate the implementation of time-tracking systems or internal audits on working hours that actively monitor the working hours of your employees. Regular monitoring of working hours allows your company to identify cases of overtime and irregular working hours within your operations.

**Attached document**

 [Sonim Employee Satisfaction...](#)   
*Reporting (KPI) Documents / CDP r...* [Replace document](#)

**Indicated pages:**  
3-29

**Comment:**  
The company maintains two-way communication channels on working conditions through its periodic Employee Satisfaction Survey (Sonim Employee Satisfaction Survey 2025), which collects direct employee feedback on wellbeing, workload, management support, and overall work environment. Results are used by management to understand employee concerns and identify areas for improvement, demonstrating an active mechanism for employee voice regarding working conditions.

### ✓ Compensation for extra or atypical working hours

**Examples of documents to attach**

- Employee handbook
- Company hiring document
- Remuneration handbook

**Document guidelines**

Your document should demonstrate provision of additional compensation to employees for overtime, including all other forms of hours worked in excess or outside of the hours indicated in the employees' employment contract.

**Attached document**

 [Global Employee Handbook](#)   
*Policy / Code of Conduct* [Replace document](#)

**Indicated pages:**  
10

**Comment:**  
Sonim's Global Employee Handbook specifies that all overtime and any hours worked beyond standard schedules are compensated in accordance with applicable laws and company policy. The handbook outlines eligibility, approval requirements and the corresponding overtime pay provisions, demonstrating that extra or atypical working hours are remunerated appropriately.

## ✓ Actions to ensure adequate wages


### Examples of documents to attach:

- Remuneration (wage) manual
- Wage monitoring
- Employee handbook

**Your document should:** Demonstrate operational processes that your company has implemented to review and monitor wage levels and ensure their adequacy. This may include a review against local economic conditions such as inflation, cost of living increase, and industry averages, or against external benchmarks.

Please note that compliance with local minimum wage requirements alone is not sufficient to demonstrate adequacy of wages for your company's local economic context.

### Attached document

 [Living wage analysis procedure](#) ⓘ  
Reporting (KPI) Documents / CDP r...

[Replace document](#)

#### Indicated pages:

2-4

#### Comment:

Sonim's Living Wage Procedure sets out the full methodology for reviewing and monitoring wage levels against cost-of-living data, inflation, and external benchmarks. The procedure establishes how wage adequacy is assessed beyond minimum legal thresholds and defines the process for periodic updates, ensuring that compensation remains aligned with local economic conditions.

## ☐ Communication to all employees of remuneration process

### Examples of documents to attach

- Employee contracts
- Communication materials to employees on remuneration processes
- Salary report

### Document guidelines

Your document should demonstrate clear communication by your company on the remuneration system to your employees that goes beyond HR personnel, which allows employees to understand their remuneration. (i.e. base salary, bonus schemes, financial remuneration benefits etc). This can be in the form of a salary grid, salary matrix, and/or information on salary advancement.

## ✓ Family-friendly programs

### Examples of documents to attach

- Employee handbook
- Induction training materials
- Hiring information

### Document guidelines


Your document should demonstrate proactive initiatives put in place by your company to help employees balance their work and family lives. These actions are not limited to working parents but should also be available for all employees.

The actions could be in the form of:

- Paid parental and other care leaves
- Affordable and quality childcare services or allowances
- Access to minimum social protection measures (maternity protection from workplace risks, protection from dismissal)

*This option is not limited to parental care, but also includes those with care responsibilities such as taking care of grandparents, other family members.*

### Attached document

 [Employee Handbook CN - En...](#) ⓘ  
Policy / Code of Conduct

[Replace document](#)

#### Indicated pages:

8-10

#### Comment:

The Employee Handbook (CN) includes multiple Family Friendly Programmes covering parental leave, marriage leave, bereavement leave, compassionate care responsibilities, and other statutory and company-provided leave arrangements. These measures support employees in balancing work and family needs. As Sonim operates across different jurisdictions, specific entitlements may vary by country depending on local legal requirements.


## ✓ Flexible organization of work available to employees

### Examples of documents to attach

- Employee handbook
- Employee contract
- Induction training or other communication materials

**Document guidelines** Your document should demonstrate provision of flexible working arrangements to employees with the aim to support their needs in achieving a balance between their home and work lives. This can be in the form of part-time, telecommuting, flexi-time, job-shares or variable work schedules.

### Attached document

 [Global Employee Handbook](#) ⓘ  
Policy / Code of Conduct

[Replace document](#)

#### Indicated pages:

12

#### Comment:

The Global Employee Handbook sets out the company's provisions for flexible organisation of work, including opportunities for remote work, flexible scheduling, and other arrangements designed to help employees balance professional and personal responsibilities. It outlines expectations for availability, communication, and performance when working remotely, and confirms that managers may approve alternative work arrangements where operational needs allow. These measures demonstrate that the company supports reasonable flexibility in how and where work is performed.

## ✓ Health care coverage of employees

### Examples of documents to attach


- Detailed health care plan
- Program implementation records
- Communication materials to employees on their health care plan

#### Document guidelines

Your document should demonstrate your company's specific health care plan(s), which provides medical care for employees or their dependents directly through insurance, reimbursement, or otherwise. The provided health care can cover both work and non-work related injuries/accidents/illness as soon as the employee chooses to avail of medical care.

*In case health care is mandated in your countries of operation, documents must demonstrate that the health care is issued by your company, such as evidence of corporate health insurance associations.*

### Attached document

 [Global Employee Handbook](#) ⓘ  
Policy / Code of Conduct

[Replace document](#)

#### Indicated pages:

13-15

#### Comment:

The Global Employee Handbook outlines the company's health-care provisions, including employer-provided medical insurance and access to locally mandated schemes. It explains that coverage is arranged according to national requirements and market practice, and that benefits may differ by country. This demonstrates that formal health-care arrangements are in place for employees, supported through company-issued insurance or participation in statutory medical programmes.

**Employee satisfaction survey**

**Examples of documents to attach**



- Employment satisfaction survey results
- Survey questionnaire template

**Document guidelines**

Your document should demonstrate your company's efforts to get feedback from employees on their morale and satisfaction at work.

*Note that this specifically refers to the employee satisfaction as opposed to surveys related to employee understanding of company ethics or values.*

**Attached document**

 [Sonim Employee Satisfaction...](#)  [Replace document](#)

*Reporting (KPI) Documents / CDP r...*

**Indicated pages:**  
3-29

**Comment:**  
The Employee Satisfaction Survey 2025 provides structured feedback from staff on morale, workload, communication and overall workplace experience. The survey results show the themes assessed and the responses received, demonstrating that Sonim actively collects employee input to understand satisfaction levels and identify areas for improvement.

**Grievance mechanism on working conditions**

**Examples of documents to attach:**

- Code of Conduct
- Employee handbook
- Grievance mechanism reporting procedure

**Your document should:** Demonstrate an established mechanism for different parties to report issues related to working conditions such as working hours, remuneration, and social benefits for workers.

**Grievance mechanisms must include the following elements:**

1. **Accessibility:** Communication to all stakeholders regarding the availability of a grievance mechanism. This information should be available at all times, particularly to those who may face barriers (linguistically or geographically) and those who may have minority status within your workforce.
2. **Non-retaliation:** Those who report any grievances should be protected and not face retaliation.
3. **Confidentiality:** Steps in place to maintain the confidentiality of those who make use of the grievance mechanism.

**Attached document**

 [Global Employee Handbook](#)  [Replace document](#)

*Policy / Code of Conduct*

**Indicated pages:**  
26

**Comment:**  
The Employee Handbook sets out a formal mechanism for reporting concerns about working conditions. Section 11.1.8 states that employees may raise issues on workload, wellbeing, working conditions or safety directly with HR, including through the Safety Suggestion Form, with a commitment to confidentiality and non-retaliation. The section also describes structured two-way communication forums where employees can raise concerns and receive feedback on actions taken.

**Other actions to ensure good working conditions not included elsewhere in this question**

Please select this option only if the rest of the options listed do not apply.

**Examples of documents to attach**

- Work instruction, manual or handbooks
- Presentation or training materials
- Annual or Sustainability report

**Document guidelines**

Your document should demonstrate actions by your company addressing working conditions of employees that is not covered by the options above. The evidence may be related to working hours, remunerations, social benefits or other actions that you believe do not fit with the specific options.

**Please provide details on the specific action implemented.**

Please specify

---

No actions yet/I don't know

## What actions has your company taken towards paying employees a living wage?

**Analysis of employees' wage levels against a living wage benchmark (benchmark from a methodology recognized by IDH Living Wage Benchmark Methodologies Recognition Process)**

**Examples of documents to attach**

- Living wage gap analysis report
- IDH Salary Matrix report
- Fair Wage Network report
- Salary review report


**Document guidelines**

Your document should demonstrate analysis performed to compare employees' wage levels against a living wage ("Living Wage") benchmark from a methodology recognized by IDH, the Sustainable Trade Initiative Living Wage Benchmark Methodologies Recognition Process (e.g. Full-Fledged Anker Methodology, WageIndicator Typical Family Methodology, Fair Wage Network Typical Family Methodology, Anker Reference Value Methodology, Living Wage for US Monthly Methodology).

To find a credible living wage benchmark in your region of operation, you can access the [IDH Benchmark Finder](#).


You can also **freely access living wage data** from a selected set of countries on the [WageIndicator website](#).

**Attached document**

 [Living wage analysis procedure](#) Ⓞ  
*Reporting (KPI) Documents / CDP r...* [Replace document](#)

<b>Indicated pages:</b>	<b>Comment:</b>
2	Sonim runs a structured annual living-wage assessment across all employees in the United States, China and India. The Living Wage Analysis Procedure shows how we benchmark wages against recognised IDH-approved living-wage methodologies, including MIT (US) and Anker/GLWC studies (China, India). It also sets out how benchmarks are converted, how pay is compared at role level, and how any gaps are closed through pay adjustments or structural changes. The procedure demonstrates that Sonim uses a disciplined, repeatable method to ensure all employees are paid at or above a credible living-wage benchmark.

**Attached document**

 [Living wage analysis report 2...](#) Ⓞ  
*Other* [Replace document](#)

<b>Indicated pages:</b>	<b>Comment:</b>
1-4	Our Living wage analysis report 2025 demonstrates the results of the analysis made for FY2024.

**Other actions towards closing the living wage gap**

Please select this option only if the rest of the options listed do not apply.

**Examples of documents to attach**

- Salary review report
- Living wage gap analysis report
- Work instructions
- Program implementation records

**Document guidelines**

Your document should show actions taken by your company to close the living wage ("Living Wage") gap including, but not limited to, analysis of employees' wage levels against a robust living wage benchmark methodology (**other than those recognized by the IDH process**), training of employees to raise awareness on living wage issues, and follow-up actions such as improving hiring practices and periodic reviews of salary structure to align with living wage levels.

Please specify

---

**No actions yet/I don't know**

## What actions has your company implemented to promote structured social dialogue?

### Employee representatives or employee representative body


**Examples of documents to attach:**

- Meeting minutes
- bilateral agreements, collective bargaining agreements
- employee election results
- Annual report/CSR/Sustainability report

**Your document should demonstrate the following:** existence of labor unions, works councils or other agency/representative body that the company recognizes for the purpose of collective bargaining, consultation or other forms of engagement on behalf of all employees.

In most cases, employee representatives are elected by other employees and are regularly involved in two-way communication between management and workers.

**Attached document**


Union Membership - CN
🔗

Other
Replace document

<p><b>Indicated pages:</b> 3-4</p>	<p><b>Comment:</b> Sonim formally recognises the "Labor Union Committee of Shenzhen Sonim Co., Ltd." under the attached Union Membership policy. The policy guarantees electoral rights and mandates management to engage in good-faith dialogue with union representatives. While no collective bargaining agreements are currently in place, employee representation is exercised through the trade union and structured HR channels (e.g., Town Halls).</p>
--	--

### Collective bargaining agreement on employee health and safety

**Examples of documents to attach:**

- Collective bargaining agreements
- Annual Report/CSR/Sustainability Report

**Your document should demonstrate the following:** Agreements in writing regarding employee health & safety concluded between the company as an employer and at least one employee representative, in accordance to national laws and regulations. The document should be signed by the relevant stakeholders, and be within the expiration time frame of the agreement (as a result, please attach the most recent agreement).

Please note that as there should be enough assurance that the agreement is being implemented at the company, any documentation that surpasses the expiration period will be considered expired and obsolete (with the exception of agreements noting an automatic renewal clause).

### Collective bargaining agreement on working hours, overtime, or leaves

**Examples of documents to attach:**

- Collective bargaining agreements
- Annual Report/CSR/Sustainability Report

**Your document should demonstrate the following:** Agreements in writing regarding employee working conditions concluded between the company as an employer and at least one employee representative in accordance to national laws and regulations. The document should be signed by the relevant stakeholders, and be within the expiration time frame of the agreement (as a result, please attach the most recent agreement).

Please note that as there should be enough assurance that the agreement is being implemented at the company, any documentation that surpasses the expiration period will be considered expired and obsolete (with the exception of agreements noting an automatic renewal clause).

### Collectively bargained wages

**Examples of documents to attach:**

- Collective bargaining agreements

**Your document should:** Demonstrate agreements in writing regarding employee wages concluded between the company as an employer and at least one employee representative in accordance with national laws and regulations. The document should be signed by the relevant stakeholders, and be within the expiration time frame of the agreement (as a result, please attach the most recent agreement).

Please note that, as there should be sufficient assurance that the agreement is being implemented at the company, any documentation that surpasses the expiration period will be considered expired and obsolete (with the exception of agreements noting an automatic renewal clause).

**Collective bargaining agreement on career management and training**

**Examples of documents to attach:**

- Collective bargaining agreements
- Annual Report/CSR/Sustainability Report

**Your document should demonstrate the following:** Agreements in writing regarding training & career management concluded between the company as an employer and at least one employee representative in accordance to national laws and regulations. The document should be signed by the relevant stakeholders, and be within the expiration time frame of the agreement (as a result, please attach the most recent agreement).

Please note that as there should be enough assurance that the agreement is being implemented at the company, any documentation that surpasses the expiration period will be considered expired and obsolete (with the exception of agreements noting an automatic renewal clause).

**Collective bargaining agreement on discrimination and harassment**

**Examples of documents to attach:**

- Collective bargaining agreements
- Annual Report/CSR/Sustainability Report

**Your document should demonstrate the following:** Agreements in writing regarding discrimination and/or harassment concluded between the company as an employer and at least one employee representative in accordance to national laws and regulations. The document should be signed by the relevant stakeholders, and be within the expiration time frame of the agreement (as a result, please attach the most recent agreement).

Please note that as there should be enough assurance that the agreement is being implemented at the company, any documentation that surpasses the expiration period will be considered expired and obsolete (with the exception of agreements with an automatic renewal clause).

**Other actions on social dialogue not included elsewhere in this question**

Please select this option if your company has other actions in place that promote social dialogue not included elsewhere in the question.

**Examples of documents to attach:**

- Employee handbooks
- Meeting minutes
- Collective bargaining agreements or other formal agreements
- Annual Report/CSR/Sustainability Report

**Your document should demonstrate the following:** a **formal (binding) agreement** between the company, the employee and/or other third party (i.e. the government) that demonstrates actions to promote structured social dialogue. These can take the form of, Ombudsman Committees, Arbitration Committees etc.

*Note that structured social dialogue consist of a recognized employee representative and/or presence of trade unions/work councils. Joint committees and other two-way communication systems would only be valid if they include the above components.*

Please specify

---

**No actions yet/I don't know**

### What actions has your company implemented to promote employee career management and training?

#### Skills development training

Examples of documents to attach:

- Training materials such as training slides
- Training progress or completion reports
- Course evaluation forms with course name, description, and list of participants

Your supporting document should demonstrate the following: Trainings provided to employees to strengthen their knowledge and skills specific for their work and/or for their career advancement. Trainings can be on industry or role specific subjects and can be provided to your employees in-person (classroom or on the job) or online.

##### Attached document

 [QMS-08-00-00 Training Mana...](#) 

*Other* [Replace document](#)

##### Indicated pages:

3,4,6-7

##### Comment:

Sonim has established a comprehensive Training Management Procedure designed to actively promote employees' career development alongside business objectives. We conduct regular analyses to identify skill gaps and create an Annual Training Plan, which supports our staff through on-the-job coaching, mandatory role-specific certifications, and opportunities for external professional courses to enhance their qualifications.

#### Regular assessment of individual performance

Examples of documents to attach:

- Completed employee performance evaluation forms
- Management guidelines on how to perform an annual assessment
- Performance review invitations sent to employees

Your supporting document should demonstrate the following: Instructions or operational process to quantitatively and/or qualitatively assess and review employees' job performance on a regular basis. Conducting regular assessments of individual performance allows your company to identify areas for improvement, provide support and guidance to employees, and recognize and reward top performers.

##### Attached document

 [Global Employee Handbook](#) 

*Policy / Code of Conduct* [Replace document](#)

##### Indicated pages:

18

##### Comment:

Sonim enforces a structured performance management process as defined in the Global Employee Handbook (Section 8.2). This policy mandates annual performance reviews to evaluate employees against both specific job targets and qualitative criteria, such as communication skills and professionalism. These assessments serve as the formal basis for employment decisions, promotions, and documented performance improvement plans.


## ✓ Individual development and career plan for all employees

### Examples of documents to attach:

- Individual Development Plans (IDP)
- Guidelines for managers on how to hold regular career development conversations
- Dedicated career development section in annual review

**Your supporting document should demonstrate the following:** Instructions or operational process to support employees in their professional growth according to their potential and priorities. This process should be followed consistently over time and include your employees' short and long-term career goals, current strengths, areas of improvement, and action plans detailing how the employee can make their career aspirations a reality.

### Attached document

 [Global Training Policy 2025](#) ⓘ  
Policy / Code of Conduct

[Replace document](#)


### Indicated pages:

1-2

### Comment:

Sonim implemented a Global Training Policy that mandates a specific "career development path" for all full-time employees, requiring 20 hours of dedicated developmental training annually. Department heads are responsible for selecting courses on the global platform (LinkedIn Learning) that align with individual career aspirations, and the completion of this training is formally integrated into the annual performance evaluation.

### Attached document

 [Global Employee Handbook](#) ⓘ  
Policy / Code of Conduct

[Replace document](#)

### Indicated pages:

18-19

### Comment:

We have a structured performance management process as defined in the Global Employee Handbook (Section 8.2). This policy mandates annual performance reviews to evaluate employees against both specific job targets and qualitative criteria, such as communication skills and professionalism. These assessments serve as the formal basis for employment decisions, promotions, and documented performance improvement plans.

## ✓ Actions to promote internal mobility


### Examples of documents to attach:

- Communication materials or procedural documents about employee promotions, transfers, or role changes
- Implementation records of job shadowing programs, internal mentoring/sponsorship programs, employee job rotation programs/job swaps
- Evidence of internal hiring practices such as internal job postings, announcements and internal talent marketplace platforms

**Your supporting document should demonstrate the following:** Specific program(s) implemented by your company to encourage employee internal mobility. Internal mobility can be vertical, horizontal, geographical, or transversal:

- **Vertical mobility** involves employee promotions/transfers that advances them to the next level of the organization.
- **Horizontal mobility** involves employees changing functions/departments, but remain at the same job level within the organization.
- **Geographical mobility** involves developing an activity on another site/location within the organization.
- **Transversal mobility** involves employees moving across different roles/functions, by leveraging their transferable or cross-functional skills ("cross-skilling")

### Attached document

 [Global Employee Handbook](#) ⓘ  
Policy / Code of Conduct

[Replace document](#)

### Indicated pages:

19,30

### Comment:

Sonim actively promotes internal mobility through a defined Career Development policy outlined in the Global Employee Handbook (Section 8.6). This policy explicitly supports "internal transfers, job rotations, and promotions" based on merit, covering both vertical advancement and horizontal or transversal moves. Additionally, Section 14 guarantees equal access to these promotion opportunities as part of the company's DEI commitments.

**Other actions to promote career management and training not included elsewhere in this question**

Please select this option only if the rest of the options listed do not apply.

**Examples of documents to attach:**

- Standard operating procedures
- Work instructions
- Annual/CSR/Sustainability Report

**Your supporting document should demonstrate the following:** Actions other than those specified in the other options that benefit employees in their main career stages, such as recruitment, evaluation, training, and management of layoffs.

Please specify

---

**No actions yet/I don't know**

## What actions has your company implemented to address child labor, forced labor, and human trafficking?

### ✓ Impact assessment identifying potential child labor, forced labor, or human trafficking

#### Examples of documents to attach

- Human rights impact assessment reports
- Social impact assessment reports

#### Document guidelines

Your document should demonstrate impact assessments conducted internally or by a third party regarding child labor, forced labor, and human trafficking. Human rights impact assessments are one of the key components of human rights due diligence and is essential in identifying and assessing any potential or actual adverse human rights impacts your company's operations may have on your employees and the document should demonstrate identification of levels of severity for that particular impact.

Note that while traditional risk assessments evaluate risks from the perspective of the company, human rights impact assessments considers the adverse risk and impacts of the affected stakeholders, who in this case are your employees.

#### Attached document

 [HRIA procedure](#) ⓘ  
*Other* [Replace document](#)

#### Indicated pages:

1-5

#### Comment:

The HRIA Procedure includes child labour, forced labour and human trafficking as defined risk categories, and sets out a structured process to identify, assess and escalate these risks across Sonim's operations. It specifies impact-based severity ratings, stakeholder-focused assessment steps and requirements for periodic review, ensuring these issues are systematically monitored and addressed.

### ✓ Stakeholder consultation with potentially affected groups or NGOs to address child labor, forced labor, and human trafficking

#### Examples of documents to attach

- Stakeholder engagement plans or schedules
- Meeting minutes with stakeholder groups
- Worker voice surveys

#### Document guidelines

Your document should demonstrate your company's engagement with affected groups in order to identify and mitigate child labor, forced labor, and human trafficking issues stemming from the company's operations. Affected groups refers to those who may be directly or potentially impacted by your company's operations, for example, migrant or child workers.

#### Attached document

 [Sonim Employee Satisfaction...](#) ⓘ  
*Reporting (KPI) Documents / CDP r...* [Replace document](#)

#### Indicated pages:

9-12

#### Comment:

Pages 9–12 of the Employee Satisfaction Survey show Sonim's direct engagement with employees through an anonymous worker-voice mechanism. The survey captures feedback on working hours, workload, fairness, treatment, and overall working conditions. This provides Sonim with structured input from potentially affected workers and serves as a stakeholder consultation tool to identify and address any early indicators of labour risks, including those related to child labour, forced labour, or trafficking.

✔ **Training of employees on child labor, forced labor, and human trafficking**

**Examples of documents to attach**

- Training materials (such as slide decks, training content summaries, etc.)
- Evidence of training execution (such as progress reports, certificates of completion, etc.)

**Document guidelines**

Your document should demonstrate that your company provides training to employees to strengthen their knowledge on child labor, forced labor, and human trafficking issues.

Please note that it should be clear from your document that the training includes human rights topics. General mentions of business ethics would be considered under the "ethics" theme.

**Attached document**

 [New Employee Awareness tra...](#)  [Replace document](#)  
*Other*

**Indicated pages:**  
1-2

**Comment:**  
Sonim provides formal human-rights-related awareness training to employees. The New Employee Awareness Training Plan 2025 includes a mandatory Human Rights Awareness module for all employees, specifically covering child labour and forced labour. The required course is the Udemy training "Masterclass: End Child Labour", referenced in the training table of the procedure.

✔ **Age verification of candidates before hiring**

**Examples of documents to attach**

- HR manual
- Hiring procedure



**Document guidelines**

Your document should demonstrate actions in place to prevent the hiring of underage workers.

According to the International Labor Organization, a "young worker" refers to a person who is under 18 years old but has reached the minimum legal working age, usually 15 years old but can range from 13 to 14 in some regions.

In the case where such mitigating measures are already mandated by your (local) government, please upload documents that demonstrate that your company ensures this is communicated to your workforce.

**Attached document**

 [Hiring process](#)  [Replace document](#)  
*Other*

**Indicated pages:**  
5-6

**Comment:**  
Sonim's Hiring Process procedure includes a mandatory age-verification step prior to onboarding. HR must verify that every selected candidate is at least 18 years old using government-issued identification and retain formal "Age Verification Evidence". This requirement is built into Step 10 of the process ("Hiring"), which operationalises compliance with ILO minimum-age standards and applies to all countries. Hiring process

✔ **Actions to protect young workers (if any employed)**

**Examples of documents to attach**

- HR manual
- Onboarding procedure
- Employee handbook


**Document guidelines**

Your document should demonstrate specific actions implemented by your company to safeguard any young worker who may be employed. These include communication of information on contracting working hours, onboarding and orientation, communication and regular health and safety checks specifically aimed at young workers, or a system to identify hazards and assess risks for a safe working environment for young workers.

According to the International Labor Organization, a "young worker" refers to a person who is under 18 years old but has reached the minimum legal working age, usually 15 years old but can range from 13 to 14 in some regions and thus requiring dedicated workplace arrangements to ensure their wellbeing.

Please note that you are not required to respond to this option if you do not employ young workers. Moreover, in the case where such mitigating measures are already mandated by your (local) government, please upload documents that demonstrate that your company ensures this is communicated to your workforce.

**Attached document**

 [Employee Code of Conduct](#) ⓘ  
*Policy / Code of Conduct*

[Replace document](#)


**Indicated pages:**

2

**Comment:**

Sonim does not employ young workers. This is explicitly stated in the Employee Code of Conduct, our highest level policy on the matter, which sets that all employees must meet the minimum legal working age and that no individuals under 18 are hired. This acts as the company's safeguard measure, as no roles or processes involve young workers.

**Attached document**

 [Global Employee Handbook](#) ⓘ  
*Policy / Code of Conduct*

[Replace document](#)

**Indicated pages:**

9-10

**Comment:**

Sonim does not employ young workers. This is explicitly stated in the Global Employee Handbook, which confirms that all employees must meet the minimum legal working age and that no individuals under 18 are hired. This acts as the company's safeguard measure, as no roles or processes involve young workers.

✔ **Monitoring of internal controls and effectiveness of actions taken to prevent child labor, forced labor, or human trafficking**

**Examples of documents to attach**

- Monitoring report
- Internal or external auditing procedures or reports

**Document guidelines**

Your document should demonstrate monitoring of internal controls conducted in order to mitigate human rights violations.

Companies should regularly monitor the effectiveness of the measures implemented to mitigate child labor, forced labor and human trafficking risks, and this can be done with regular audits. These can be both internal or external.

Please note however that a third party external sustainability audit (such as SMETA, RBA, etc) does not fall under the this indicator, and should be answered in the GEN section of the questionnaire.

**Attached document**



[Integrated audit plan questio...](#)

Other

[Replace document](#)

**Comment:**

Our internal audit process reviews personnel rosters and personnel files as part of ISO 45001 clause 7.1 and 7.2 to confirm that employees meet legal eligibility requirements, including verification of age documentation. The audit also assesses compliance obligations under clause 6.1.3, which incorporates national legislation on minimum working age and the prohibition of child labour. In addition, clause 8.1.2 on eliminating hazards requires consideration of vulnerable groups such as young workers. Through these combined audit steps, the controls preventing child labour and protecting young workers are formally examined in each audit cycle.

✔ **Grievance mechanism on child labor, forced labor, or human trafficking**

**Examples of documents to attach**

- Code of Conduct
- Employee handbook
- Grievance mechanism reporting procedure

**Document guidelines**

Your document should demonstrate an established mechanism for different parties to report child labor, forced labor and human trafficking issues.

**Grievance mechanisms must include the following elements:**

1. **Accessibility:** Communication to all stakeholders regarding availability of a grievance mechanism. This information should be available at all times, in particular to those who may face barriers (linguistically or geographically) and those who may have minority status within your workforce.
2. **Non-retaliation:** Those who report any grievances should be protected and not face retaliation.
3. **Confidentiality:** Steps in place to maintain confidentiality of those who make use of the grievance mechanism.

**Attached document**



[Global Employee Handbook](#)

Policy / Code of Conduct

[Replace document](#)

**Indicated pages:**

32-33

**Comment:**

Sonim's Global Employee Handbook includes a formal grievance mechanism that applies to issues such as child labour, forced labour and human trafficking. It provides accessible reporting channels, including anonymous options, and explains that concerns are handled confidentially. The handbook also confirms that employees are protected from retaliation when raising concerns in good faith.

**Remediation procedure for identified victims of child labor, forced labor, or human trafficking**

**Examples of documents to attach**

- Code of conduct
- Employee handbook
- Standalone remediation procedure docs

**Document guidelines**

Your document should demonstrate operational process or evidence of remediation efforts to support victims of child or forced labor. Remediation procedures are an operational-level, non-judicial process to help mitigate incidents of child labor, forced labor or human trafficking as it helps to identify and correct any harm towards victims.

**Remedial procedures must include the following elements:**

1. **Proportionality:** Identification of appropriate responses to the violation
2. **Transparency:** Transparent communication with stakeholders
3. **Monitoring:** Measures to monitor effectiveness of the implemented remedy

**Attached document**

 <a href="#">Employee Code of Conduct</a>  <i>Policy / Code of Conduct</i>	<a href="#">Replace document</a>
---	----------------------------------

**Indicated pages:**

2

**Comment:**

Sonim's Global Employee Handbook includes a formal grievance mechanism that applies to issues such as child labour, forced labour and human trafficking. It provides accessible reporting channels, including anonymous options, and explains that concerns are handled confidentially. The handbook also confirms that employees are protected from retaliation when raising concerns in good faith.

**Other actions to address child labor, forced labor, and human trafficking not included elsewhere in this question**

Please select this option only if the rest of the options listed do not apply.

**Document guidelines**

Your document should demonstrate actions other than those specified in the other options that prevent child labor, forced labor, and human trafficking.

**Examples of documents to attach**

- Standard operating procedures
- Work instructions
- Annual or Sustainability report

Please specify \_\_\_\_\_

**No actions yet/I don't know**

## What actions has your company implemented to prevent discrimination and harassment?

### ✓ Actions to prevent discrimination during recruitment phase

#### Examples of documents to attach

- Internal audits on recruitment practices
- Evidence of implementation of a blind recruitment system or software (this may include anonymization of candidate names and any other identifying factors such as age, gender, location etc.)
- Publicly shared information on accessible and non-discriminatory recruitment practices
- Samples of internal or external job postings using accessible or non-discriminatory language

#### Document guidelines

Your document should demonstrate an open, transparent and merit-based recruitment process that prevents discriminatory hiring practices and ensures equal opportunities to all job candidates, internal or external, entering the company's employee selection process

Please specify

Hiring process

#### Attached document

 [Hiring process](#) ⓘ  
Other [Replace document](#)

#### Indicated pages:

3,4,6

#### Comment:

Sonim applies a mandatory "blind screening" mechanism during the recruitment phase, where HR redacts personal data such as names, photos, and graduation years before manager review to mitigate unconscious bias. The Hiring Process further enforces the use of structured interviews with standardised scoring rubrics and monitors pay equity metrics at the offer stage to ensure all selection decisions are strictly merit-based.

### ✓ Actions to prevent discrimination in professional development and promotion processes

#### Examples of documents to attach

- HR Manual
- Training materials for HR or recruiters

#### Document guidelines

Your document should demonstrate your company's efforts to provide equal opportunities to all employees in your promotion and professional development practices. This can be through training or instructions provided to human resources on preventing discrimination or increasing accessibility.

Please specify

Global Employee Handbook

#### Attached document

 [Global Employee Handbook](#) ⓘ  
Policy / Code of Conduct [Replace document](#)

#### Indicated pages:

19,29-30

#### Comment:

Sonim ensures equal access to professional development and promotion opportunities through a strict merit-based policy defined in the Global Employee Handbook. We mandate specific training for HR and recruiters on bias prevention within promotion processes, and managers receive additional instruction on unconscious bias and inclusive leadership to ensure fair, objective decision-making regarding employee advancement.

**Actions to ensure equal pay for equal work**

**Examples of documents to attach**

- Pay gap report
- Equal pay gap or wage audit
- Pay gap study
- Wage monitoring reports

**Document guidelines**

Your document should demonstrate monitoring or auditing of remuneration practices to identify unequal pay, analysis of factors that contribute to the pay gap, and all other measures to eliminate the pay gap.

**Training of employees on discrimination and harassment**

**Examples of documents to attach**

- Training materials (such as slide decks, training content summaries, etc.)
- Evidence of training execution (such as progress reports, certificates of completion, etc.)

**Document guidelines**

Your document should demonstrate that your company provides training to enable all employees to thrive in the workplace and prevent a hostile work environment.

**Attached document**



[New Employee Awareness tra...](#)



Other

[Replace document](#)

**Indicated pages:**

2-3

**Comment:**

Sonim enforces a formal New Employee Awareness Training Plan which mandates specific DEI training for all people managers via LinkedIn Learning to ensure leadership alignment on inclusive practices. Additionally, the plan requires every employee to complete the Code of Business Conduct and Ethics training within 30 days of induction, ensuring universal awareness of the company's anti-discrimination and anti-harassment standards.

**Actions to prevent workplace harassment**

**Examples of documents to attach**

- Program implementation records
- Communication materials
- Employee handbook

**Document guidelines**

Your document should demonstrate specific measures to prevent and monitor harassment in the workplace that is separate to grievance mechanisms, remediation processes and training programs.

Examples of expected actions:

- Establishing an anti-harassment committee
- Internal audit or monitoring reports on harassment cases
- Open dialogue initiatives on workplace harassment

Please specify

Employee CoC and Global Employee Handbook

**Attached document**

 [Global Employee Handbook](#) ⓘ  
*Policy / Code of Conduct* [Replace document](#)

**Indicated pages:**

27-29,30-31

**Comment:**

The Global Employee Handbook outlines Sonim's expectations for professional conduct and behaviour, including the prohibition of harassment and inappropriate workplace behaviour. It also provides employees with channels to raise concerns and ensures that these are reviewed by HR. This demonstrates the measures in place to prevent and address workplace harassment.

**Attached document**

 [Employee Code of Conduct](#) ⓘ  
*Policy / Code of Conduct* [Replace document](#)

**Indicated pages:**

3

**Comment:**

The Employee Code of Conduct sets out behavioural expectations, including zero tolerance for harassment, discrimination, or inappropriate conduct. It also instructs employees to report concerns to HR or management, ensuring that issues can be raised and addressed through established internal channels.

**Employee resource or support groups open to all**

**Examples of documents to attach**

- Program implementation records
- Communication materials
- Employee handbook

**Document guidelines**

Your document should demonstrate specific programs or initiatives aimed at the creation and ongoing support of Employee Resource Groups (ERGs). These groups should foster a greater sense of belonging in the workplace and be inclusive of both members of the represented communities and all employees who support the group's mission. ERGs may focus on shared identities, experiences, or interests such as gender identity, ethnicity, culture, or religion.

## ✓ Actions to promote the inclusion of employees with disabilities


### Examples of documents to attach

- Employee handbook
- Program implementation records

### Document guidelines

Your document should demonstrate actions to enable employees with a wide range of disabilities to perform their job duties, such as providing accessible infrastructure or specific training programs for psychological adaptation.

#### Attached document

 [Employee Handbook CN - En...](#) ⓘ  
Policy / Code of Conduct

[Replace document](#)

#### Indicated pages:

15

#### Comment:

The Employee Handbook (China) states that Sonim will reasonably accommodate employees with disabilities in accordance with applicable labour and social security laws. This includes adjustments to working arrangements or duties where required to support an employee's ability to perform their role.

## ✓ Grievance mechanism on discrimination and harassment

### Examples of documents to attach

- Code of Conduct
- Employee handbook or manual
- Grievance mechanism manual or reporting procedure
- Anti-harassment policy


### Document guidelines

Your document should demonstrate established mechanism for different parties to report on discrimination and harassment issues.

#### Grievance mechanisms must include the following elements:

1. **Accessibility:** Communication to all stakeholders regarding availability of a grievance mechanism. This information should be available at all times, in particular to those who may face barriers (linguistically or geographically) and those who may have minority status within your workforce.
2. **Non-retaliation:** Those who report any grievances should be protected and not face retaliation.
3. **Confidentiality:** Steps in place to maintain confidentiality of those who make use of the grievance mechanism.

#### Attached document

 [Global Employee Handbook](#) ⓘ  
Policy / Code of Conduct

[Replace document](#)

#### Indicated pages:

32-33

#### Comment:

The Global Employee Handbook instructs employees to report concerns—including discrimination, harassment, or inappropriate behaviour—directly to Human Resources or management. It also includes a non-retaliation commitment, informing employees that they will not face adverse consequences for raising such concerns. This satisfies the expectations for accessibility, protection of reporters, and confidentiality in grievance mechanisms relating to discrimination or harassment.

**Remediation procedure for victims of discrimination and harassment**

**Examples of documents to attach**

- Code of Conduct
- Employee handbook
- Grievance mechanism manual or reporting procedure
- Anti-harassment policy

**Document guidelines**

Your document should demonstrate operational procedures or evidence of remediation efforts to support victims of discrimination or harassment. Remediation procedures are an operational-level, non-judicial process to help mitigate incidents of discrimination and harassment as they help to identify and correct any harm caused to victims.

**The remediation process must include the following elements:**

1. **Proportionality:** Identification of appropriate responses to the violation
2. **Transparency:** Transparent communication with stakeholders
3. **Monitoring:** Measures to monitor effectiveness of the implemented remedy

**Attached document**

 [Global Employee Handbook](#)  [Replace document](#)

*Policy / Code of Conduct*

**Indicated pages:**

31-32

**Comment:**

The Global Employee Handbook sets out a structured remediation process for discrimination or harassment cases, including proportional corrective actions, steps to restore fairness for the victim, and confidential outcome communication. It also details defined monitoring intervals to ensure effectiveness and prevent retaliation, and assigns responsibilities to HR, management, and employees for the remediation process.

**Other actions to prevent discrimination and harassment in the workplace not included elsewhere in this question**

Please select this option only if the rest of the options listed do not apply and describe your own declaration in the open text field.

**Document guidelines**

Your document should demonstrate actions other than those specified in the other options that prevent discrimination and harassment in the workplace.

**Examples of documents to attach**

- Standard operating procedures
- Work instructions
- Annual or Sustainability report

Please specify

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**No actions yet/I don't know**

Indicator

**Reporting** Impact on score ●●●○

Reporting is based on **quantitative KPIs that measure your implementation of sustainability practices**.

We'll ask you to attach documents that include your sustainability metrics. A valid **reporting document** includes the reporting **year** and the reporting **unit** (such as kWh or liters).

Make sure the latest reporting period is within the **last 2 calendar years**.

[Learn more about the document requirements](#) 

Please report on the following metrics related to labor topics:

Answers to this question will be shown in a dedicated section in your EcoVadis platform - Metrics. This useful tool helps you store all relevant quantitative data and track your sustainability progress.

Number of hours worked

There is no document to attach to this option. The information provided should be public or internal reporting of consolidated data on the recorded number of hours worked over one reporting year. Hours worked is defined as the sum of all periods spent on direct and ancillary activities to produce goods and services. If the number of hours worked cannot be directly calculated, it may be estimated on the basis of normal or standard hours of work, taking into account entitlements to periods of paid leave of absence from work (e.g., paid vacations, paid sick leave, public holidays).

Year	Value
2024	269680

Number of days lost to work-related injuries, fatalities, and ill health

Examples of documents to attach:

- Internal safety report
- Workplace accident report
- Reporting section in your Annual or Sustainability report

Your document should: Demonstrate the metrics on the number of days lost to any of the following:

- work-related injuries and fatalities from work-related accidents
- work-related ill health and fatalities from work-related ill health

Work-related injuries and work-related ill health (such as occupational diseases) arise from exposure to hazards at work. Injuries and ill health that occur when working from home are work related if the injury or ill health occurs while the worker is performing work from home and if the injury or ill health is directly related to the performance of work.

This metrics applies to direct employees (individuals who have a direct employment relationship with your company).

Year	Value
2024	0

Attached document

PDF [2024 Annual HR KPI Report](#) Reporting (KPI) Documents / CDP r... [Replace document](#)

Indicated pages:

3

Comment:

Days lost to work related injury/illness - Number of days lost annually.

✔ **Number of work-related accidents** ↗

**Examples of documents to attach:**

- Internal safety report
- Workplace accident report
- Reporting section in your Annual or Sustainability report

**Your document should:** Demonstrate the metrics on the recorded number of work-related accidents. An accident refers to an incident that results in injury or consequent ill health.

**This metrics applies to direct employees** (individuals who have a direct employment relationship with your company).

Year	Value
2024	0

**Attached document**

 [2024 Annual HR KPI Report](#)   
Reporting (KPI) Documents / CDP r... [Replace document](#)

**Indicated pages:**  
3

**Comment:**  
Number of workrelated accidents - Number of accidents recorded per year.

✔ **Ratio of the annual total compensation for the highest paid individual, to the median annual total compensation for all employees** ↗

**Examples of documents to attach:**

- Internal wage tracking report
- Reporting section in your Annual or Sustainability report

**Your document should:**

Demonstrate the metrics on the ratio of the annual total compensation from the highest paid individual to the median annual total compensation for all employees. Annual total compensation includes salary, bonus, stock awards, option awards, non-equity incentive plan compensation, change in pension value, and non-qualified deferred compensation earnings provided over the course of a year.

**Example calculation** Percentage = Annual compensation for the highest compensated individual ÷ Median annual compensation for all employees (excluding the highest-compensated individual) x100

**This metrics applies to direct employees** (individuals who have a direct employment relationship with your company).


Year	Unit	Value
2024	percent (%)	919

**Attached document**

 [2024 Annual HR KPI Report](#)   
Reporting (KPI) Documents / CDP r... [Replace document](#)

**Indicated pages:**  
4

**Comment:**  
Ratio highest to median pay Pay of highest-paid ÷ median employee pay

**Average hours of training per employee** 

**Examples of documents to attach:**

- Internal training report
- Reporting section in your Annual or Sustainability report

**Your document should:** Demonstrate the metrics on the number of hours each employee is trained on average. Training refers to all types of vocational training and instruction or external education that is paid fully or partly by the company.

**Example calculation** Average hours of training per employee = total training hours ÷ total number of employees taking part in the training

**This metrics applies to direct employees** (individuals who have a direct employment relationship with your company).

Year	Unit	Value
2025	hours/employee (H/employee)	

**No metrics yet/I don't know**

**Please report on the following living wage metrics:**

Answers to this question will be shown in a dedicated section in your EcoVadis platform - [Metrics](#). This useful tool helps you store all relevant quantitative data and track your sustainability progress.

**Percentage of direct employees covered by a living wage benchmarking analysis**

**Examples of documents to attach**

- Salary review report
- IDH Salary Matrix report
- Fair Wage Network report
- Annual or Sustainability Report

**Document guidelines**

Your document should demonstrate public or internal reporting of consolidated data on the percentage of direct employees that are included in the living wage ("Living Wage") benchmarking analysis. Direct employees refer to individuals who are in employment relationships with the company according to national law or practice.

Examples include:

- 95% of employees paid a living wage in reporting year.
- In reporting year, the company identified 10 cases across its operation where employee wages were below the agreed living wages.

Year	Unit	Value
2024	percent (%)	100

**Attached document**

Living wage analysis report 2...
Other

[Replace document](#)

**Indicated pages:**

1

**Comment:**

All employees in the United States, China, and India are included in the annual living-wage benchmarking analysis, as shown in the Living Wage Analysis Report 2025.

**Percentage of direct employees paid below living wage**

**Examples of documents to attach**

- Salary review report
- IDH Salary Matrix report
- Fair Wage Network report
- Annual or Sustainability Report

**Document guidelines**

Your document should demonstrate public or internal reporting of consolidated data on the percentage of direct employees that are paid below a pre-identified living wage ("Living Wage") level according to the results of the living wage benchmarking analysis. Direct employees refer to individuals who are in employment relationships with the company according to national law or practice.

Year	Unit	Value
2024	percent (%)	0

**Attached document**

Living wage analysis report 2...
Other

[Replace document](#)

**Indicated pages:**

2

**Comment:**

The Living Wage Analysis Report confirms that 100% of direct employees across all locations meet or exceed the applicable living-wage benchmark, with 0% paid below the living wage in FY2024.

**Percentage of all employees paid below living wage, including direct employees and non-employee workers** ↗

Please note that this option should only be selected if the KPI covers direct employees and non-employee workers.

**Direct Employees** are individuals who have a direct employment relationship with your company. **Non-employee workers** include individual contractors supplying labor to the company and workers provided by employment placement agencies. Examples of non-employee workers include:

- Individual contractors and self-employed workers
- Temporary agency workers

**Examples of documents to attach**

- Salary review report
- IDH Salary Matrix report
- Fair Wage Network report

**Document guidelines**

The document should show public or internal reporting of consolidated data on the percentage of direct employees and non-employee workers who are included in the living wage benchmarking analysis.

Year	Unit	Value
2025	percent (%)	

**Percentage of average wage gap for direct employees paid below living wage against a living wage benchmark** ↗

**Examples of documents to attach**

- Salary review report
- IDH Salary Matrix report
- Fair Wage Network report
- Annual or Sustainability Report

**Document guidelines**

Your document should show public or internal reporting of consolidated data on the percentage of the average wage gap for direct employees paid below living wage ("Living Wage") against a pre-defined living wage level according to the results of the living wage benchmarking analysis. Direct employees refer to individuals who are in employment relationships with the company according to national law or practice.

**The average wage gap can be calculated as follows:**

1. Use the pre-defined living wage level from the living wage benchmark, **subtract it** from the average wage of direct employees **paid below** the living wage.
2. The **percentage** then, is calculated using the **average wage gap** (see above) against the pre-defined living wage level from the living wage benchmark.

Year	Unit	Value
2024	percent (%)	0

**Attached document**

 [Living wage analysis report 2...](#)  [Replace document](#)

Other

**Indicated pages:**

2

**Comment:**

Because all direct employees are paid at or above the living-wage benchmark, the calculated average wage gap is 0%, as reflected in the results.

**No metrics yet/I don't know**

**Please report on the following metrics related to discrimination and harassment in the workplace unless prohibited by the applicable law:**

Answers to this question will be shown in a dedicated section in your EcoVadis platform - [Metrics](#). This useful tool helps you store all relevant quantitative data and track your sustainability progress.

**Percentage of women employed in the whole organization**

**Examples of documents to attach:**

- Internal diversity report
- Reporting section in your Annual or Sustainability report

**Your document should:** Demonstrate the metrics on the percentage of employees who identify as women in the company.

**This metrics applies to direct employees** (individuals who have a direct employment relationship with your company).

Year	Unit	Value
2024	percent (%)	33

**Attached document**

**2024 Annual HR KPI Report**

Reporting (KPI) Documents / CDP r...

[Replace document](#)

**Indicated pages:**  
4

**Comment:**  
Female employees ÷ total workforce

**Percentage of women at top management level**

**Examples of documents to attach:**

- Internal diversity report
- Reporting section in your Annual or Sustainability report

**Your document should:** Demonstrate the metrics on the percentage of employees who identify as women at top management level.

**Top management** includes all Chief Officers (CEO, CFO, CTO, etc.), and all members of mid and top management (directors, VP, team leaders, etc.), and **excludes** members of the board of directors.

**This metrics applies to direct employees** (individuals who have a direct employment relationship with your company).

Year	Unit	Value
2024	percent	30.00 %

**Attached document**

**2024 Annual HR KPI Report**

Reporting (KPI) Documents / CDP r...

[Replace document](#)

**Indicated pages:**  
4

**Comment:**  
Female managers ÷ total managers

✔ **Percentage of women within the organization's board** ↗

**Examples of documents to attach:**

- Internal diversity report
- Reporting section in your Annual or Sustainability report

**Your document should:** Demonstrate the metrics on the percentage of board members identifying as women in the company.

**The organization board** refers to the management or supervisory body of a company, including independent and advisory boards. It does not include mid-management and top executive positions.

**This metrics applies to direct employees** (individuals who have a direct employment relationship with your company).

Year	Unit	Value
2024	percent (%)	0

**Attached document**



[2024 Annual HR KPI Report](#)  
Reporting (KPI) Documents / CDP r...

[Replace document](#)

**Indicated pages:**

4

**Comment:**

Female board members ÷ total board

✔ **Average unadjusted gender pay gap** ↗

**Examples of documents to attach:**

- Internal diversity report
- Internal wage tracking report
- Reporting section in your Annual or Sustainability report

**Your document should:** Demonstrate the metrics on the difference between the average gross hourly earnings of employees identifying as male and of employees identifying as female as a percentage of the average gross hourly earnings of employees identifying as male. As opposed to the adjusted gender pay gap, the unadjusted gender pay gap does not factor in any differences in pay due to varying years of experience, position titles, contract types, or roles, among others.

**Example calculation** Average unadjusted gender pay gap = [average pay of men - average pay of women] ÷ average pay of men x 100

**This metrics applies to direct employees** (individuals who have a direct employment relationship with your company).

Year	Unit	Value
2024	percent (%)	50.9

**Attached document**



[2024 Annual HR KPI Report](#)  
Reporting (KPI) Documents / CDP r...

[Replace document](#)

**Indicated pages:**

4

**Comment:**

Avg. gross earnings women vs. men

✔ **Percentage of employees from a minority or vulnerable group in the whole organization** ↗

**Examples of documents to attach:**

- Internal diversity report
- Reporting section in your Annual or Sustainability report

**Your document should:** Demonstrate the metrics on the percentage of workers from minority or vulnerable groups employed in the company.

- **Minority groups** here are covering a wide range of groups, including characteristics such as ethnicity, religion, disability, gender identity, etc.
- **Vulnerable groups** are those with some specific physical, social, political, or economic condition or characteristic that places them at higher risk of suffering a burden (such as children and youth, the elderly, people with disabilities, refugees, etc).

**We acknowledge that in some cases, data collection on minority or vulnerable groups is restricted in certain countries. Your company can choose the group covered with this metrics at your own discretion.**

**This metrics applies to direct employees** (individuals who have a direct employment relationship with your company).

Year: 2024    Unit: percent (%)    Value: 0

**Attached document**

 [2024 Annual HR KPI Report](#) ⓘ  
Reporting (KPI) Documents / CDP r... [Replace document](#)

**Indicated pages:**  
4

**Comment:**  
Share of minority/vulnerable employees

✔ **Percentage of employees from a minority or vulnerable group at top management level** ↗

**Examples of documents to attach:**

- Internal diversity report
- Reporting section in your Annual or Sustainability report

**Your document should:** Demonstrate the metrics on the percentage of workers from minority or vulnerable groups at top management levels.

- **Top management** includes all Chief Officers (CEO, CFO, CTO, etc.), all members of mid and top management (directors, VP, team leaders, etc.), and **excludes** members of the board of directors.
- **Minority groups** here are covering a wide range of groups, including characteristics such as ethnicity, religion, disability, gender identity, etc.
- **Vulnerable groups** are those with some specific physical, social, political, or economic condition or characteristic that places them at higher risk of suffering a burden (such as children and youth, the elderly, people with disabilities, refugees, etc).

**We acknowledge that in some cases, data collection on minority or vulnerable groups is restricted in certain countries. Your company can choose the group covered with this metrics at your own discretion.**

**This metrics applies to direct employees** (individuals who have a direct employment relationship with your company).

Year: 2024    Unit: percent (%)    Value: 0

**Attached document**

 [2024 Annual HR KPI Report](#) ⓘ  
Reporting (KPI) Documents / CDP r... [Replace document](#)

**Indicated pages:**  
4

**Comment:**  
Share of minority/vulnerable employees

**Number of identified discrimination or harassment incidents or corrective actions**

**Examples of documents to attach**

- Internal diversity report
- Reporting section in your Annual or Sustainability Report

**Document guidelines**

Your document should demonstrate metrics on the number of discrimination or harassment incidents, or corresponding corrective actions. This metrics should include direct employees only.

Please specify

0

**Attached document**



[2024 Annual HR KPI Report](#) ⓘ  
Reporting (KPI) Documents / CDP r...

[Replace document](#)

**Indicated pages:**

5

**Comment:**

At Sonim, all types of misconduct or concern reporting, including discrimination or harassment incidents, are channelled through the company's ethics and whistleblowing reporting mechanisms. All such reports are accounted for under the KPI "Reported ethics incidents - Number of reports received via whistleblowing or ethics hotline or internal channels," which currently shows zero reported cases.

**No metrics yet/I don't know**

### On which of the following topics does your company report metrics?

**Employee health and safety**



Select this option if you have additional reporting metrics on Employee Health & Safety, on top of the metrics declared in the previous Labor Reporting question.

Examples of documents to attach:

- Annual safety incident report
- Health and safety training summary report
- Reporting section in your Annual or Sustainability report

**Your document should:** Demonstrate the metrics on employee health and safety at work, such as absenteeism rate, number of employees trained on health and safety issues, number of employee health and safety risk assessments conducted, etc.

**Attached document**

 [2024 Annual HR KPI Report](#)  [Replace document](#)

*Reporting (KPI) Documents / CDP r...*

**Indicated pages:** 3

**Comment:** Section 4.3. The 2024 Annual HR KPI Report includes multiple Health & Safety KPIs, such as the lost-time injury frequency rate (LTIFR), number of work-related accidents, fatalities, completion rate of mandatory health and safety training, etc.. These indicators provide structured reporting on Sonim's health, safety, and wellbeing performance across all global sites.

**Working conditions**



Select this option if you have additional reporting metrics on Working Conditions, on top of the metrics declared in the previous Labor Reporting question.

Examples of documents to attach:

- Annual employee benefits report
- Reporting section in your Annual or Sustainability report

**Your document should:** Demonstrate the metrics on remuneration and social benefits granted to employees, such as number of employees covered with healthcare, employees satisfaction rate, etc.

**Attached document**

 [2024 Annual HR KPI Report](#)  [Replace document](#)

*Reporting (KPI) Documents / CDP r...*

**Indicated pages:** 3

**Comment:** The 2024 Annual HR KPI Report includes additional KPIs relevant to working conditions, such as worker engagement activities, wellbeing and ergonomics initiatives, and completion rates for mandatory training. These indicators complement previously reported metrics by demonstrating structured monitoring of workplace environment, employee support measures, and overall working conditions across Sonim's global sites.

**Social dialogue**

Examples of documents to attach:

- Labor union report
- Employee representatives coverage report
- Reporting section in your Annual or Sustainability report

**Your document should:** Demonstrate the metrics on social dialogue mechanisms such as number of employees covered by employee representatives, number of employees covered by collective agreements, etc.

**Career management and training**

Select this option if you have additional reporting metrics on Career Management & Training, on top of the metrics declared in the previous Labor Reporting question.

Examples of documents to attach:

- Annual training report
- Annual employee development report
- Reporting section in your Annual or Sustainability report

**Your document should:** Demonstrate the metrics on employee career development and training, such as number of skills trainings provided, number of employees with personal development plans, number of internal mobility cases, etc.



**Child labor, forced labor, and human trafficking**

Examples of documents to attach:

- Annual human rights report
- Human rights violation incident report
- Reporting section in your Annual or Sustainability report

**Your document should:** Demonstrate the metrics on child, forced, or compulsory labor issues within company-owned operations, such as number of child or forced labor incidents reported, number of child or forced labor audits conducted in own operational sites, etc.

**Attached document**

 [2024 Annual HR KPI Report](#)   
Reporting (KPI) Documents / CDP r...

[Replace document](#)

**Indicated pages:**

4

**Comment:**

The 2024 Annual HR KPI Report includes Labour & Human Rights KPIs that cover child and forced labour, including verification that 100 % of employees meet legal working-age requirements and reporting of zero child or forced labour incidents. These indicators demonstrate systematic monitoring of risks related to child and forced labour within Sonim's operations.

**Discrimination and Harassment**

Select this option if you have additional reporting metrics on Discrimination and Harassment, on top of the metrics declared in the previous Reporting question.



Examples of documents to attach

- Annual social data report
- Corporate diversity report
- Reporting section in your Annual or Sustainability Report

**Document guidelines**

Your document should demonstrate the metrics on the prevention of discrimination and physical, psychological and verbal abuse in the workplace. This may include number of employees trained on prevention of discrimination and harassment, number of Employee Resource Groups conducted, etc.

**Attached document**

 [2024 Annual HR KPI Report](#)   
Reporting (KPI) Documents / CDP r...

[Replace document](#)

**Indicated pages:**

4

**Comment:**

The 2024 Annual HR KPI Report includes additional DEI-related KPIs, such as full workforce age-band distribution and the share of minority or vulnerable employees. These indicators complement core diversity metrics by providing broader demographic visibility across Sonim's global workforce.

**External stakeholder human rights**

Examples of documents to attach:

- Annual human rights report
- Reporting section in your Annual or Sustainability report

**Your document should:** Demonstrate the metrics on direct and indirect human rights impacts of the company's operations on external stakeholders, such as number of human rights impact assessments performed, number of grievance mechanisms cases of human rights incidents, etc.

No metrics yet/I don't know

Theme

## Environment Impact on score ●●●○

This theme focuses on two areas:

- **Environmental management of operations**, such as energy use in offices, water and materials used during manufacturing, air pollution and threats to biodiversity.
- **Environmental management of products and services**. It includes:
  - **Product use and product end-of-life**, such as energy efficiency of electronics or take-back programs.
  - **Customer health and safety**, such as the hygiene and safety of products for consumption and use.
  - **Environmental service and advocacy**, such as programs or services to encourage sustainable consumption.

**Sustainability issues** relevant for your company:

Energy consumption & GHGs   Water   Materials, Chemicals & Waste   Product Use  
Product End-of-Life   Customer Health & Safety

- Based on your company's **industry, size and location**, we selected the most relevant sustainability issues.
- Selected sustainability issues define **what questions you receive** and the impact of this theme on your **overall score**.

Indicator

## Policies Impact on score ●●●●

A policy is a set of objectives that addresses specific sustainability issues. It shows your **company's intention** to reduce impact, mitigate risk, or improve performance.

Examples of policies:

- General **principles, statements** and **qualitative objectives** to improve sustainability.
- Specific **quantitative targets** with a defined deadline in the future. You can submit both absolute and relative targets. A conclusive target should meet the following conditions:
  - Be time-bound: include a baseline and target year.
  - Be measurable: include a quantitative goal to be achieved.
  - Be achievable: realistic and relevant to the company's activities.

[Get more examples and best practices for developing policies](#) 

### Does your company have a policy with qualitative objectives and quantitative targets for:

#### Energy consumption and GHGs

##### Examples of documents to attach

- Environmental Policy
- Energy Policy
- Climate Policy
- CDP Climate Change Report
- Annual or Sustainability Report

##### Document guidelines

Your document should state your company's energy and GHG commitment. It should include your company's objectives to address energy consumption and scope 1 and scope 2 greenhouse gas-related issues from company operations and transport (includes direct and indirect emissions of CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFC, PFC and SF<sub>6</sub>). Your policy can include either qualitative objectives or quantitative targets or both.

Here are some examples:

- **Qualitative objective:** Commit to mitigating climate change through increasing energy efficiency and renewable energy use during operations.
- **Quantitative target:** Reduce absolute scope 1 and 2 GHG emissions by 50% by 2030 from a 2020 baseline.

##### Attached document

 [Environmental Policy](#) ⓘ  
 Policy / Code of Conduct [Replace document](#)

##### Indicated pages:

2

##### Comment:

The Environmental Policy states the company's commitment to reducing greenhouse gas emissions and improving energy-related environmental performance. It defines clear quantitative targets, including a 63% reduction in scope 1 and 2 emissions and a 37.5% reduction in relevant scope 3 emissions by 2035, with a net-zero target for 2050. These objectives demonstrate both qualitative commitments and measurable targets for managing energy consumption and GHG emissions.

#### Water

Select this option only if it's listed as a relevant sustainability issue for your company. You can confirm this on the theme's introduction page.

##### Examples of documents to attach

- Environmental Policy
- Water Policy
- CDP Water Report
- Annual or Sustainability Report

##### Document guidelines

Your document should state your company's commitment towards responsible water management. It should include your company's objectives to address water consumption and pollution issues from direct operations. Your policy can include either qualitative objectives or quantitative targets or both.

Here are some examples:

- **Qualitative objective:** Commit to responsibly handling natural resources such as water by implementing actions that will reduce water consumption.
- **Quantitative target:** Achieve 25% reduction of total water consumption by 2030 from a 2020 baseline.

##### Attached document

 [Environmental Policy](#) ⓘ  
 Policy / Code of Conduct [Replace document](#)

##### Indicated pages:

2

##### Comment:

Sonim's direct operations use only domestic (municipal) water, but the Environmental Policy commits the company to stewarding water impacts in its upstream supply chain. The policy includes specific targets for responsible water management, such as requiring 100% of manufacturing partners to adopt water-recycling practices by 2027 and achieving zero water discharge in manufacturing facilities by 2030.

**Biodiversity**

Select this option only if it's listed as a relevant sustainability issue for your company. You can confirm this on the theme's introduction page.

**Examples of documents to attach**

- Environmental Policy
- Biodiversity and Nature Policy
- Land Use and Deforestation Policy
- Animal Welfare Policy
- Annual or Sustainability Report

**Document guidelines**

Your document should state your company's commitment towards biodiversity and animal welfare. It should include your company's objectives to address impacts from direct operations on the health, diversity and abundance of local ecosystems, species and genetic resources, including the welfare of animals used in direct operations. Your policy can include either qualitative objectives or quantitative targets or both.

Here are some examples:

- **Qualitative objective:** Strive to sustain and promote local biodiversity through sustainable land management and conservation.
- **Quantitative target:** Reduce utilization of synthetic fertilizers 50% by 2030 from a 2020 baseline.

**Air pollution**

Select this option only if it's listed as a relevant sustainability issue for your company. You can confirm this on the theme's introduction page.

**Examples of documents to attach**

- Environmental Policy
- Pollution Policy
- Biodiversity and Nature Policy
- Annual or Sustainability Report

**Document guidelines**

Your document should state your company's commitment towards reducing non-GHG air and atmospheric pollutants. It should include your objectives to address impacts to the local environment from air emissions other than GHGs (e.g. SOx, NOx, VOC, PM, dust), and other atmospheric emissions such as odor, noise, light, road congestion and traffic resulting from the company's direct operations. Your policy can include either qualitative objectives or quantitative targets or both.

Here are some examples:

- **Qualitative objective:** Strive to reduce PM emissions from manufacturing processes.
- **Quantitative target:** Achieve 35% reduction of VOC emissions by 2030 from a 2020 baseline.

**Attached document**

 [Environmental Policy](#) ⓘ  
Policy / Code of Conduct

[Replace document](#)

**Indicated pages:**

2

**Comment:**

The Environmental Policy includes a commitment to reducing non-GHG air emissions associated with Sonim's upstream manufacturing and transport activities. It sets a quantitative target to transition 50% of the transportation fleet to electric or hybrid vehicles by 2027, moving to 100% by 2035, demonstrating action to reduce air-pollution impacts across the value chain.

**Materials, chemicals, and waste**

**Examples of documents to attach**

- Environmental Policy
- Waste Management Policy
- Hazardous Materials Policy
- Annual or Sustainability Report

**Document guidelines**

Your document should state your company's commitment towards reducing waste and effective management of hazardous materials. It should include your objectives to minimize environmental impact from use of raw materials, chemicals, and non-hazardous and hazardous waste in the company's direct operations. Your policy can include either qualitative objectives or quantitative targets or both.

Here are some examples:

- **Qualitative objective:** Commit to reduce harm to the environment by substituting input materials with less hazardous or toxic alternatives.
- **Quantitative target:** Reduce wastes sent to landfill 30% by 2030 from a 2020 baseline.

**Attached document**

 **Environmental Policy** ⓘ  
*Policy / Code of Conduct* [Replace document](#)

**Indicated pages:**

2

**Comment:**

The Environmental Policy includes commitments on materials, chemicals, and waste, such as promoting the use of sustainable and non-toxic materials in product design and implementing a circular-economy approach to reduce waste. It also sets quantitative targets, including ensuring that 30% of materials used in manufacturing come from recycled or renewable sources by 2030 and eliminating hazardous substances in all new products by 2027.

**Product use**

Select this option only if it's listed as a relevant sustainability issue for your company. You can confirm this on the theme's introduction page.

**Examples of documents to attach**

- Environmental Policy
- Product Life-cycle Policy
- Annual or Sustainability Report

**Document guidelines**

Your document should state your company's commitment towards effective management of environmental impacts from use of products. It should include your objectives to minimize environmental impacts generated from the direct use of products by customers and clients. Your policy can include either qualitative objectives or quantitative targets or both.

Here are some examples:

- **Qualitative objective:** Commit to develop products that minimize harm to the local environment during use.
- **Quantitative target:** Perform life cycle studies on 100% of products by 2035.

**✔ Product end-of-life**

Select this option only if it's listed as a relevant sustainability issue for your company. You can confirm this on the theme's introduction page.

**Examples of documents to attach**

- Environmental Policy
- Product Life-cycle Policy
- Annual or Sustainability Report

**Document guidelines**

Your document should state your company's commitment towards effective management of environmental impacts from product end-of-life. It should include your objectives to minimize environmental impacts generated from the end-of-life of the products, such as hazardous, non-hazardous waste generated, emissions and microplastics pollution. Your policy can include either qualitative objectives or quantitative targets or both.

Here are some examples:

- **Qualitative objective:** Commit to optimize collection and recycling of post-consumer products.
- **Quantitative target:** Increase product take-back rate by 20% by 2030 from a 2020 baseline.

**Attached document**

 [Environmental Policy](#) ⓘ  
*Policy / Code of Conduct* [Replace document](#)

**Indicated pages:**  
2

**Comment:**  
The Environmental Policy includes commitments on materials, chemicals, and waste, such as promoting the use of sustainable and non-toxic materials in product design and implementing a circular-economy approach to reduce waste. It also sets quantitative targets, including ensuring that 30% of materials used in manufacturing come from recycled or renewable sources by 2030 and eliminating hazardous substances in all new products by 2027.

**✔ Customer health and safety**

Select this option only if it's listed as a relevant sustainability issue for your company. You can confirm this on the theme's introduction page.

**Examples of documents to attach**

- Environmental Policy
- Customer Health and Safety Policy
- Annual or Sustainability Report

**Document guidelines**

The document should state your company's commitment towards effective management of customer health and safety. It should include your objectives to mitigate negative health and safety impacts of products and services on customers or consumers. Your policy can include either qualitative objectives or quantitative targets or both.

Here are some examples:

- **Qualitative objective:** Commit to the release of products that are safe for their customers.
- **Quantitative target:** Achieve zero product recall or safety incidents yearly to 2030.

**Attached document**

 [Environmental Policy](#) ⓘ  
*Policy / Code of Conduct* [Replace document](#)

**Indicated pages:**  
2

**Comment:**  
The Environmental Policy includes a dedicated objective on customer safety, stating the company's commitment to prioritising safe product use. It also sets a quantitative target to maintain a zero-injury record related to product safety incidents in the market.

**Environmental services and advocacy**

Select this option only if it's listed as a relevant sustainability issue for your company. You can confirm this on the theme's introduction page.

**Examples of documents to attach**

- Environmental Policy
- Sustainability Promotion Policy
- Sustainable Consumption Policy
- Annual or Sustainability Report

**Document guidelines**

Your document should state your company's commitment towards the provision of environmental services and advocacy. It should include your objectives on services or alternative solutions offered to enable customers to diagnose and mitigate their environmental impacts resulting from their own consumption. Your policy can include either qualitative objectives or quantitative targets or both.

Here are some examples:

- **Qualitative objective:** (1) Strive to help customers to reduce their carbon footprint by offering alternative or innovative solutions. (2) Aim to promote responsible consumption by scaling up services that emit fewer emissions such as second life and repairs. (3) Support phase-out of fossil fuel through financing low carbon technologies and businesses with transition plans to a net positive future.
- **Quantitative target:** To provide customers with carbon footprint on 100% of products by 2030.

**Attached document**

 [Environmental Policy](#)   
*Policy / Code of Conduct* [Replace document](#)

**Indicated pages:**

2

**Comment:**

The Environmental Policy includes a commitment under "Customer Advocacy and Engagement" to enhance product responsibility and increase customer awareness of sustainable practices. It also sets a quantitative target to provide eco-labels and sustainability certifications on 100% of products by 2027, supporting informed and responsible customer decision-making.

**No policies yet/I don't know**

Indicator

**Measures** Impact on score ●●●●

This indicator is about your company's **actions to support your sustainability policies and commitments**.

The answer options in each question represent best practices for your company's size and industry. Select options that your company **has already implemented** and provide the documented proof of your actions.

[Learn more about the document requirements](#) 

## What actions has your company implemented to reduce energy consumption and GHGs?

### ✓ Training of employees on energy conservation and climate action

Examples of documents to attach:

- Training materials (such as slide decks, training content summaries, etc.)
- Evidence of training execution (such as progress reports, certificates of completion, etc.)

Your document should:

Demonstrate that your company provides training to employees to strengthen their knowledge on energy conservation and climate actions related to their job. The training topics may include energy conservation practices, GHG emissions reduction strategies, and international or national climate policy relevant to your company's business.

#### Attached document

New Employee Awareness tra...
👁

[Replace document](#)

Other

#### Indicated pages:

2-3

#### Comment:

The New Employee Awareness training plan 2025 lists "ISO 14001 Awareness" as mandatory for all employees, with training materials that include the internal ISO slide set, the UN CC:Learn climate module, and the Climate transition plan. This combination provides employees with awareness of environmental management requirements and climate-related actions embedded in the company's transition strategy.

#### Attached document

Climate transition plan
👁

[Replace document](#)

Other

#### Indicated pages:

4

#### Comment:

The Climate transition plan demonstrates that Sonim provides employee training and awareness activities on energy conservation and climate actions. Section 5 lists annual "Energy Awareness Week" and recurring energy-efficiency training under Action Area E, with HR and EHS responsible for delivery and documented campaign reports.

### ✓ Purchase or generation of renewable energy

Examples of documents to attach:

- Contractual agreement or invoice of purchasing renewable energy
- Maintenance record of on-site renewable energy generation
- CDP Climate Change Report

Your document should:

Demonstrate evidence that the company purchases or generates energy from renewable sources such as solar, wind, hydro, and geothermal.

#### Attached document

Climate transition plan
👁

[Replace document](#)

Other

#### Indicated pages:

4

#### Comment:

Section C ("Renewable & Clean Energy Transition") addresses the purchase of renewable electricity by defining a target to source 50% of office energy consumption from renewable electricity by 2027 across all three office sites. It also includes an action to increase renewable-energy uptake among home-office employees through awareness materials.

**Purchase of verified carbon offset credits**

**Examples of documents to attach:**

- Contractual agreement or invoice of purchasing carbon offset from a reputable carbon offset program or marketplace
- Carbon Offset Retirement Certificate
- CDP Climate Change Report

**Your document should:**

Demonstrate actions where the company has purchased and retired verified carbon offset credits, which allow the company to offset its own GHG emissions.

Carbon offset credits shall be purchased via a reputable carbon offset program (such as Verified Carbon Standard - VCS, Gold Standard, American Carbon Registry - ACR, or Climate Action Reserve, etc.) or from a voluntary carbon offsetting program marketplace. REDD+, afforestation, renewable projects, and waste management are common types of carbon offset projects.

**Energy or carbon audit**

**Examples of documents to attach:**

- Energy or Carbon audit certification
- Energy or Carbon audit report written by a third party expert
- Internal energy or carbon assessment reports with tangible energy or GHG reduction action plan
- CDP Climate Change Report

**Your document should:**

Assure that an energy or carbon audit has been conducted to assess the energy or GHG emissions profile of a company's site facilities, including office building, manufacturing sites, and transportation. It helps your company to identify potential reductions associated with energy consumption and GHG emissions."

**Improvement of energy efficiency through technology or equipment upgrades**



**Examples of documents to attach:**

- Installation record of equipments with higher energy efficiency
- Comparison study of energy efficiency before and after equipment upgrade or change
- Annual Report or Sustainability Report

**Your document should:**

Demonstrate the use of technology or equipment to improve energy efficiency and reduce energy consumption. Better energy-efficient equipment ensures that energy intensity and consumption will decrease overtime across company operations.

**Attached document**

 [Climate transition plan](#)   
*Other*

[Replace document](#)

**Indicated pages:**

3-4

**Comment:**

The Climate transition plan describes multiple technology and equipment upgrades to improve energy efficiency, including LED lighting retrofits, installation of motion sensors, HVAC scheduling etc. It also includes IT and data-efficiency measures such as optimising cloud regions for high renewable-energy intensity.

**Use of waste heat recovery systems or combined heat and power units**

**Examples of documents to attach:**

- Installation or maintenance record of waste heat recovery system
- Installation or maintenance record of combined heat and power unit system

**Your document should:**

Demonstrate installation of waste heat recovery system, combined heat and power (CHP) unit, or cogeneration system. These systems can continuously and simultaneously generate at least two different forms of energy from a single fuel source.

**Actions to reduce the use or emissions of fluorinated GHGs**

**Examples of documents to attach:**

- Operational design adopting alternative gas with lower global warming potential
- Proactive Leak Detection and Repair system
- Hydrofluorocarbon reclamation process at equipment decommissioning stage

**Your document should:**

Demonstrate installation of waste heat recovery system, combined heat and power (CHP) unit, or cogeneration system. These systems can continuously and simultaneously generate at least two different forms of energy from a single fuel source.

**Reduction of energy consumption of IT infrastructure**


**Examples of documents to attach:**

- Process of adopting data virtualization
- Deployment evidence of energy-efficient equipment
- Installation or maintenance record of energy-efficient cooling system or processors

**Your document should:**

Demonstrate implementation of measures to reduce energy consumption of IT infrastructure, such as data centers, server rooms, etc.

**Attached document**

 [IT and System Security Policy](#)  [Replace document](#)

*Policy / Code of Conduct*

**Indicated pages:**

6,9

**Comment:**

The policy states that infrastructure is selected, configured, and maintained to optimise energy efficiency, including the use of virtualisation, cloud-based services, and automated power-management settings to minimise the energy footprint (section 3.5.3). It also notes that refurbished hardware is reused internally to extend lifecycle and reduce electronic waste (section 3.2.3).

**Other actions to reduce energy consumption and GHGs not included elsewhere in this question**

Please select this option only if the rest of the options listed do not apply.

**Your document should:**

Demonstrate actions other than those specified in the other options that leads to better energy-efficient and GHG emission reduction.

**Examples of documents to attach:**

- Standard operating procedure
- Work instruction
- Annual or Sustainability Report

Please specify

---

**No actions yet/I don't know**

### What actions has your company implemented to ensure responsible water management?

**Technologies or practices to recycle or reuse water**

Examples of documents to attach:

- Water recycling equipment installation record
- Operational or maintenance report
- Work instruction for water reuse

**Your document should:**

Show processes or technologies to reclaim water for internal reuse in operations. Reclaimed water can come from internal or external sources and be intended for reuse in direct or indirect operations.

**Water audit**

Examples of documents to attach:

- Water audit report
- Water intensity mapping per process
- Corrective actions report

**Your document should:**

Show evidence that water audits are conducted. Water audits assess water consumption efficiency and identify intensive processes where water use can be reduced within your company. A water audit typically includes a water usage inventory and analysis, efficiency assessment, quality analysis and a compilation of findings and recommendations.


#### Attached document

 ISO KPI tracking\_FY2024 ⓘ  
Reporting (KPI) Documents / CDP r... [Replace document](#)

**Comment:**

The KPI sheet reports monthly water consumption per capita, showing continuous monitoring of water-use performance against a defined  $\leq 0.5 \text{ m}^3$  per-capita threshold. This provides evidence of regular water-use accounting at facility level.

#### Attached document

 Water Management Procedure ⓘ  
Other [Replace document](#)

**Indicated pages:**

1-2

**Comment:**

The Water Management Procedure describes monthly collection and review of water-consumption data to assess efficiency and identify areas for reduction. It also requires tracking performance against internal targets and implementing corrective or improvement actions based on results.

**Wastewater quality assessment**

**Examples of documents to attach:**

- Wastewater quality testing report (of parameters such as total nitrogen, pH, dissolved oxygen, heavy metals, total suspended solids, turbidity, E.coli)
- Service agreement signed with third parties
- Compliance certificate

**Your document should:**

Show evidence that your company performs wastewater quality tests on a regular basis. This is to ensure that effluent discharges are compliant with legal requirements.

**Attached document**

 [Environmental measurement...](#) 

*Reporting (KPI) Documents / CDP r...*

[Replace document](#)

**Indicated pages:**

2

**Comment:**

The document shows that wastewater monitoring was conducted in February 2024, including tests of pH, COD, ammonia nitrogen, suspended solids and petroleum at the office-area wastewater outlet, with all results meeting national discharge limits. This demonstrates that Sonim performs periodic water-quality measurement to assess compliance and identify potential issues.

**Implementation of a rainwater harvesting system**

**Examples of documents to attach:**

- System installation report
- Harvested rainwater use report
- System inspection or maintenance report

**Your document should:**

Prove the implementation of rainwater harvesting systems. These systems enable the capture and use of rainwater in your own operations.

**Removal of heavy metals from wastewater**

**Examples of documents to attach:**

- Heavy metal separator installation report
- Equipment maintenance record
- Program monitoring report

**Your document should:**

Show processes or technologies designed to reduce heavy metal discharges in wastewater to water bodies. Heavy metals of concern include lead, mercury, cadmium, arsenic and chromium. Actions may include but are not limited to use of chemical precipitation, ion exchange and adsorption technologies.

**Other actions to ensure responsible water management not included elsewhere in this question**

Please select this option only if the rest of the options listed do not apply.

**Examples of documents to attach:**

- Standard operating procedure
- Work instruction
- Annual or Sustainability report


**Your document should:**

Show actions, other than those specified in the other options, related to water conservation. These should aim for the reduction of freshwater withdrawals or the reduction of pollutants discharged to water bodies.

Please specify

Water Management Procedure

**Attached document**

 Water Management Procedure ⓘ  
*Other*

[Replace document](#)

**Indicated pages:**

1-2

**Comment:**

The procedure includes additional water-management actions such as ensuring cooling-tower water is recycled and reused, requiring property management to conduct regular inspections of taps, pipes and tanks to prevent leaks, and promoting water-saving behaviour through workplace reminders. These measures supplement consumption monitoring and contribute to overall water-efficiency management.

**No actions yet/I don't know**

## What actions has your company implemented to manage materials and chemicals?

**Reduction of material consumption through process optimization**

The document(s) should demonstrate: evidence that the company adopts such methods, technologies and processes to minimise the amount of materials being consumed in the operations. Examples of measures would include such material selection processes and product development techniques e.g. lightweighting techniques, combining several product functions in a single part like integrated circuits, optimising material cutting area etc in order to reducing the quantity of metals, plastics and other materials/components being used in the manufacturing process. Also includes initiatives to make use of reused/reconditioned parts/components. Examples of documents: standard operating procedures, work instructions, program implementation records, technological change records, Annual Report, CSR/Sustainability Report, etc.

**Use of recovered input materials**

The document(s) should demonstrate: evidence that the company adopts such methods to recover input materials for other purposes, such as reuse and recovery of scrap metal, equipment and electronic components. Examples of documents to attach: equipment specification, standard operating procedures, work instructions, equipment/technology purchase invoices or installation records, Annual Report, CSR/Sustainability Report, etc.

**Use of eco-friendly or bio-based input materials**

The document(s) should demonstrate: evidence that the company uses eco-friendly or biodegradable input materials in order to reduce the amount of waste produced. Examples of documents to attach: standard operating procedures, work instructions, project reports, Annual Report, CSR/Sustainability Report, etc.

**Environmental emergency measures**

The document(s) should demonstrate: evidence that the company implements certain measures or procedures to prevent the release of chemicals used during operational activities into the environment. Examples of measures include emergency preparedness and response procedure in case of heavy metals, chlorinated, brominated or other hazardous substances spills. Examples of documents to attach: emergency response procedures, work instructions, equipment/technology installation records, Annual Report, CSR/Sustainability Report, etc.

**Attached document**

 EHS-25-00-00 Emergency res... 👁  
Policy / Code of Conduct [Replace document](#)

**Indicated pages:**  
4-7

**Comment:**  
Sonim has an updated version of this document; however, due to the upload limit, the previously uploaded version is referenced here. - The company has established procedures to prevent and mitigate environmental releases, including detailed response measures for hazardous chemical spills such as containment, ventilation, evacuation, fire-fighting preparation, and environmentally compliant disposal of contaminated materials.

**Actions for labeling, storing, handling, and transporting hazardous substances**

Examples of documents to attach: standard operating procedures, work instructions, equipment/technology installation records, etc. The document(s) should demonstrate: evidence that the company implements specific protocols to label, store, handle and transport hazardous substances to minimize environmental impact or exposure.

**Attached document**

 EHS-13-00-00 Hazardous Sub... 👁  
Policy / Code of Conduct [Replace document](#)

**Indicated pages:**  
3-11

**Comment:**  
Sonim has an updated version of this document; however, due to the upload limit, the previously uploaded version is referenced here. - The Hazardous Substances Control Procedure describes defined protocols for identifying, labelling, storing and handling hazardous substances, including requirements for supplier documentation, controlled storage, contamination-prevention measures and traceability of non-compliant materials. It sets labelling rules for raw materials and finished goods and outlines controls for process chemicals, equipment and packaging to minimise environmental and exposure risks.

### ✓ Training of employees on safe management of hazardous substances

The document(s) should demonstrate: company-specific training given to employees to strengthen their knowledge and application on the safe management of toxic and hazardous substances. Examples of documents to attach: training materials and additional evidence of training execution (i.e. certificates of completion), Annual Report, CSR/Sustainability Report, etc.

#### Attached document

 [Health and Safety Awareness...](#) ⓘ  
*Other*

[Replace document](#)

#### Indicated pages:

5


#### Comment:

Our Health and Safety Awareness Training document demonstrates training on the safe management of hazardous substances, including reading labels and safety data sheets, required PPE, proper storage, authorised disposal, spill reporting, compatibility checks, and handling and transport procedures, as outlined in section 5.5 Hazardous Materials.

### ✓ Specialized treatment and safe disposal of hazardous substances

The document(s) should demonstrate: evidence that the company implements specific protocols to treat and safely dispose hazardous substances in order to minimize environmental impact. Examples of documents to attach: standard operating procedures, work instructions, equipment/technology installation records, Annual Report, CSR/Sustainability Report, etc.

#### Attached document

 [EHS-16-00-00 Waste Manage...](#) ⓘ  
*Policy / Code of Conduct*

[Replace document](#)

#### Indicated pages:

4-7


#### Comment:

Sonim has an updated version of this document; however, due to the upload limit, the previously uploaded version is referenced here. - The company has a formal Waste Management Procedure (EHS-16-00-00) that covers the handling, storage and authorised disposal of hazardous waste. The document demonstrates that hazardous waste is managed through controlled collection points, licensed external disposal partners and mandatory documentation, ensuring safe treatment and disposal in line with environmental requirements.

### ✓ Use of alternative, less hazardous substances in operations

The document(s) should demonstrate: efforts that the company is making towards minimizing the use of hazardous substances by opting for alternative and less hazardous materials used during operations. Examples of measures include substituting the use of toxic electronic materials including heavy metals, chlorinated or brominated substances etc. by greener materials like biodegradable electronics, lead-free electronics, recyclable components, eco-friendly flame retardants etc. Also includes measures to substitute other chemicals and solvents used in the processes by safer ones. Examples of documents to attach: operating processes/procedures describing reduction in use of hazardous materials, initiatives described in Annual Report, CSR/Sustainability Report, etc.

#### Attached document

 [EHS-13-00-02 Rev 3.1 Ristricte...](#) ⓘ  
*Procedure*

[Replace document](#)

#### Indicated pages:

1-20



#### Comment:

Sonim has an updated version of this document; however, due to the upload limit, the previously uploaded version is referenced here. - The Sonim Restricted Substances List (EHS-13-00-02) demonstrates that the company reduces hazardous substance use by prohibiting or restricting heavy metals, brominated and chlorinated flame retardants, phthalates and other high-risk chemicals, in alignment with REACH and RoHS requirements. By eliminating these substances from operations and products, the company ensures the substitution of hazardous materials with safer alternatives.

**Actions to reduce or eliminate the use and release of Persistent Organic Pollutants**

The document(s) should demonstrate: evidence that the company implements specific measures to minimize or eliminate the use of Persistent Organic Pollutants (POPs) during operations. Common POPs include PAHs and PCDD/Fs, pesticides (aldrin, chlordanes, chlordecone, DDT, dieldrin, heptachlor, hexachlorobenzene, mirex, toxaphene, and HCHs), and industrial chemicals (PCBs and hexabromobiphenyl). Examples of documents to attach: standard operating procedures, work instructions, equipment/technology installation records, Annual Report, CSR/Sustainability Report, etc.

**Attached document**

 [EHS-13-00-02 Rev 3.1 Ristricte...](#)  [Replace document](#)  
*Procedure*

**Indicated pages:**

1-20

**Comment:**

Sonim has an updated version of this document; however, due to the upload limit, the previously uploaded version is referenced here. - The Sonim Restricted Substances List prohibits the use of multiple categories of Persistent Organic Pollutants, including polybrominated compounds (PBBs, PBDEs), PCBs, PAHs and other restricted chlorinated organics, in alignment with REACH and related international chemical regulations.

**Actions to reduce or eliminate the use of mercury**

The document(s) should demonstrate: evidence that the company implements specific measures to minimize or eliminate the use of mercury in electrical and industrial chemicals manufacturing operations. Examples of documents to attach: standard operating procedures, work instructions, equipment/technology installation records, Annual Report, CSR/Sustainability Report, etc.

**Attached document**

 [EHS-13-00-02 Rev 3.1 Ristricte...](#)  [Replace document](#)  
*Procedure*

**Indicated pages:**

1-20

**Comment:**

Sonim has an updated version of this document; however, due to the upload limit, the previously uploaded version is referenced here. - The Sonim Restricted Substances List bans mercury and mercury compounds from use in operations and products. This demonstrates that the company has measures in place to eliminate the use of mercury.

**Other actions to ensure management of materials and chemicals not included elsewhere in the question**

Please select this option only if the rest of the options listed do not apply. The document(s) should demonstrate the following: actions other than those specified in the other options to ensure safe management of handling, storage, transport and use of hazardous chemicals and substances, including efforts to prevent and respond to environmental emergencies that might occur during operations with hazardous substances. Examples of documents to attach: standard operating procedures, work instructions, Annual Report, CSR/Sustainability Report, etc.

Please specify

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**No actions yet/I don't know**

### What actions has your company implemented to manage waste?

**Reduction of internal wastes through material reuse, recovery or repurpose**

Examples of documents to attach:

- Instructions for waste management
- Contract with third party
- Records of material reused
- Website extract on waste avoided

Your document should:

Demonstrate evidence that the company adopts methods that reduce internal waste generation.

This may include the reuse and recovery of scrap metal, equipment and electronic components, or repurposing used equipment and infrastructure.

**Training of employees on waste reduction and sorting**

Examples of documents to attach:

- Training materials (such as slide decks, training content summaries, etc.)
- Evidence of training execution (such as progress reports, certificates of completion, etc.)

Your document should:

Demonstrate the provision of training programs on waste management-related issues for employees. The training should aim to increase material reuse, recycling, and reduce improper waste separation and disposal in your operations.

#### Attached document

 <b>EHS-16-00-00 Waste Manage...</b> ⓘ <i>Policy / Code of Conduct</i>	<a href="#"><b>Replace document</b></a>
--	---

**Indicated pages:**  
4-7

**Comment:**  
Sonim has an updated version of this document; however, due to the upload limit, the previously uploaded version is referenced here. - Sonim has formal measures in place to raise employee awareness on waste reduction and waste sorting. According to the EHS-16-00-00 Waste Management Procedure, the company provides training for employees on correct waste classification methods, protective measures, and relevant environmental regulations.

**Internal sorting and disposal of waste according to waste streams**

**Examples of documents to attach:**

- Instructions for sorting of waste
- Invoice of waste sorting system
- Waste transportation or treatment contract
- Waste management plan


**Your document should:**

Demonstrate evidence that operational waste is being sorted into its respective waste streams before disposal. This action ensures that each waste stream is appropriately prepared to facilitate treatment, recycling or donation.

Waste streams can be categorised into organic waste, paper, glass, metals, plastics, and hazardous waste such as batteries or chemicals.

Actions may include implementation of bins or containers labeled for different types of waste to make it easy for employees to separate waste at the source, or partnerships with waste management companies to ensure that sorted waste is processed properly.

**Attached document**

 [EHS-16-00-00 Waste Manage...](#) ⓘ  
Policy / Code of Conduct

[Replace document](#)

**Indicated pages:**

3-4

**Comment:**

Sonim has an updated version of this document; however, due to the upload limit, the previously uploaded version is referenced here. - Sonim manages waste through a structured internal sorting process defined in the EHS-16-00-00 Waste Management Procedure, which requires all waste to be separated into the correct waste streams before removal from the premises. The procedure assigns responsibility to employees and cleaning personnel for ensuring that recyclable materials such as paper, plastic and metal, as well as hazardous or special waste, are placed in the appropriate containers.

**Mapping of waste streams**

**Examples of documents to attach:**

- Waste mapping analysis report
- Waste management report
- Instructions on how to conduct waste mapping

**Your document should:**

Provide clear evidence that the company has implemented waste stream mapping. Waste stream mapping is a systematic analysis of the flow of specific types of waste from the point where they are generated to their final disposal, recycling, or recovery. This analysis is part of waste management planning, and illustrates how different wastes are managed internally, making it easier to assess the efficiency of each step and identify improvement areas.


**Refurbishing and remanufacturing of IT hardware**

**Examples of documents to attach:**

- Assembly and testing reports
- Component upgrade records
- Case studies
- Quality assurance protocols

**Your document should:** Provide evidence that the company refurbishes IT equipment to reduce electronic waste. Refurbishing includes reassembling, inspecting, cleaning, upgrading, and replacing components to restore the equipment to its original condition when it was first manufactured. This process helps extend the life of the equipment and reduces the amount of electronic waste produced. Additionally, this refurbishing process can be conducted by third-party specialists or through partnerships, ensuring quality and efficiency.

**Attached document**

 [IT and System Security Policy](#) ⓘ  
Policy / Code of Conduct

[Replace document](#)

**Indicated pages:**

6

**Comment:**

The company considers refurbishment and internal redeployment of IT equipment as part of its waste-reduction approach. Our policy requires that any hardware reaching the end of its initial use be evaluated for refurbishment or component reuse before disposal. Refurbished devices may be redeployed internally to extend lifecycle and reduce electronic waste, and equipment that cannot be refurbished follows the WEEE-compliant disposal process defined in the Waste Management Procedure.

**Implementation of traceability process for the company's own e-waste**

**Examples of documents to attach:**


- Instructions on dismantling and sorting of e-waste
- E-waste recycling contract
- E-waste management report

**Your document should:**

Show that your company has a system in place to sort different types of electronic waste used internally, such as used IT equipment, phones, or batteries, so that they can be treated or recycled effectively. This action excludes electronic waste arising from products that your company manufactures.

The document may include actions such as specific guidelines provided to employees on how to sort and manage internal e-waste, partnership with e-waste recycling companies to collect and recycle e-waste.

**Attached document**

 **EHS-16-00-00 Waste Manage...** ⓘ  
*Policy / Code of Conduct*

[Replace document](#)

**Indicated pages:**

3-7

**Comment:**

Sonim has an updated version of this document; however, due to the upload limit, the previously uploaded version is referenced here. - The company operates a defined process for the segregation and handling of e-waste generated from its own IT equipment. The Waste Management Procedure sets out requirements for separating electronic waste as a dedicated waste stream and ensuring that discarded IT devices are transferred only to licensed waste handlers. Disposal records and contractor documentation provide traceability for all e-waste leaving the company, ensuring it enters an authorised recovery or recycling process.

**Other actions to manage waste not included elsewhere in this question**

Please select this option only if the rest of the options listed do not apply.

**Your document should:**

Show additional actions, beyond those listed in other options, to manage hazardous or non-hazardous waste generated from the company's activities throughout its production processes - such as material extraction, processing, procurement, product or service design, production, and distribution.

**Examples of documents to attach:**

- Standard operating procedures
- Work instructions
- Annual or Sustainability Report

Please specify

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**No actions yet/I don't know**

## What actions has your company implemented to reduce the environmental impacts from the use of your company's products?

### Studies on product environmental impact

#### Examples of documents to attach

- Third-party or internal life cycle assessment report
- Environmental Product Declaration
- Product hazard assessment

#### Document guidelines

Your document should describe studies undertaken by the rated company to understand the environmental impacts caused by a product that it designs and manufactures. Studies of environmental impact must cover the use phase of the product life cycle. Common environmental impact categories that can be described include: climate change or global warming potential, acidification of water or soils, eutrophication, ozone depletion, photochemical smog formation, particulate matter formation, ecotoxicity, and natural resource depletion.

### Information on efficient use, storage, and maintenance to extend product life

#### Examples of documents to attach

- Product label
- User manual
- Service or repair manual

#### Document guidelines

Your document should demonstrate the provision of information on best practices regarding product use. The information provided should enable users to minimize resources required for the intended use of the product, or extend the useful life of a durable good. For chemical products, the information provided should enable users to store or apply the product appropriately to reduce leakages or the release of harmful emissions.

#### Attached document

 SonimXPPro UG TMO v1.8.0...   
*Other* [Replace document](#)

#### Indicated pages:

8-10,44-45,83,117-118

#### Comment:

Sonim provides comprehensive user guidance that supports efficient use of the product, proper storage, and practices that extend the life of the device. The Sonim XP Pro User Guide includes detailed instructions on correct charging, battery care, environmental conditions for storage, safe handling, cleaning, and routine maintenance. These instructions help users avoid unnecessary wear, reduce energy consumption during use, and prevent premature deterioration of components. By equipping users with clear information on responsible use and care, the company ensures that its devices are operated efficiently and remain functional for as long as possible, which directly supports waste reduction and sustainability objectives.

**Design aimed at reducing resource input required for product use**



**Examples of documents to attach**

- Product design report
- Product test report
- Environmental Product Declaration
- Product brochure
- Technical specifications comparison with similar product

**Document guidelines**

Your document should demonstrate efforts taken to design and develop products that consume less resources during use. Examples of products designed to consume less resources include energy-efficient equipment that use less electricity, water-saving faucets and showers, including other equipment that requires less consumable items such as dry cell batteries, filters, detergent, inks, and toners.

**Attached document**

 [Briefing - Ecodesign for smar...](#) 

*Other* [Replace document](#)

**Indicated pages:** 4-9

**Comment:** The document shows that Sonim devices are designed with reduced resource consumption during use, as demonstrated by compliance with energy-efficiency and longevity requirements under the EU Ecodesign Regulation. It highlights low-power charging performance, extended battery life, and rugged durability features that minimise replacement frequency and resource input during normal operation.

**Service parts, diagnostic tools, or maintenance programs to support product repair**



**Examples of documents to attach**

- Repair manual or guide
- Extended warranty documentation
- Contract with repair service provider
- Product brochure

**Document guidelines**

Your document should demonstrate strategies implemented by your company to empower users to prolong a product's lifespan, enhance product reparability, and encourage users to choose repair over replacement. Product repair might be done directly by manufacturers, contracted repair service centres, or by the users themselves upon provision of spare parts, diagnostic tools, or manuals.

**Attached document**

 [XP-Pro-Thermal-Service-Man...](#) 

*Other* [Replace document](#)

**Indicated pages:** 5-52

**Comment:** Sonim supports product longevity by providing service parts and dedicated repair documentation for its devices. The XP Pro Thermal Service Manual (submitted) includes detailed diagnostic workflows, component-level troubleshooting steps, and repair procedures that enable authorised technicians to restore the device rather than replace it. This demonstrates that the company enables structured repair and maintenance, supporting extended useful life and reduced electronic waste.

**Other actions to reduce environmental impacts from the use of the company's products not included elsewhere in this question**

Please select this option only if the rest of the options listed do not apply.

**Document guidelines**

Your document should demonstrate actions other than those specified in available options to reduce environmental impacts from the use of your company's products.

**Examples of documents to attach**

- Product design report
- Product brochure
- Website extract
- Annual or Sustainability report

Please specify

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No actions yet/I don't know

## What actions has your company implemented to reduce environmental impacts from product and packaging end-of-life?

### Collaboration with external stakeholders for product end-of-life management

#### Examples of documents to attach

- Agreement with external stakeholders
- Program brochure
- Program summary
- Program monitoring report

#### Document guidelines

Your document should demonstrate your company's collaboration with one or more external parties to help product users manage durable products at their end-of-life. Collaborative efforts include participation in Producer Responsibility Organizations, partnerships with research groups, industry coalitions, public or private initiatives working on product recovery and treatment. The external parties mentioned cannot be a parent, subsidiary or sister company of your company.

### Information on proper disposal of product to promote circular material flow



#### Examples of documents to attach

- Product label with return, recycling or disposal instructions
- Product brochure
- Program summary

#### Document guidelines

Your document should show information provided by your company to product users on ways to return, recycle or dispose of durable products at their end-of-life. The provided information should ideally highlight collection, recycling, or sanitary waste management infrastructure available to product users. The disposal actions described should aim to minimize waste to landfill, product component or residue leakage to the environment, and virgin material used to create new products. Documents containing trademarked product names or brand names registered by your company can be accepted.

**Attached document**

 SonimXPPro UG TMO v1.8.0... 

Other [Replace document](#)

**Indicated pages:**  
120

**Comment:**  
The user manual provides clear end-of-life guidance for customers, including the crossed-out wheeled-bin symbol on page 120, which explains that the device and its accessories must be collected separately from household waste and returned through appropriate recycling systems. This ensures users understand how to dispose of the product responsibly and supports circular material flows by directing devices into recognised recovery and recycling channels.

### Optimization of primary packaging to reduce its dimensions, weight, or simplify material mix

#### Examples of documents to attach

- Standard operating procedure
- Work instruction
- Program implementation record
- Technological change record

#### Document guidelines

Your document should demonstrate evidence that your company adopts designs and processes to optimize product packaging in order to facilitate disposal by the product user or consumer. Common practices for packaging optimization include reducing the amount of material used (lightweighting) or using monomaterial packaging. This option considers primary packaging in direct contact with the product which are also designed by the product manufacturer. Secondary and tertiary packaging such as protective shrink wrap, foam for reinforcement, crates and pallets for shipping and bulk transportation are not considered.

**✓ Elimination or reduction of substances of concern in electrical and electronic products**



**Examples of documents to attach**

- RoHS conformity assessment or RoHS test report
- Standard operating procedure
- Work instruction
- Program implementation record
- Technological change record

**Document guidelines**

Your document should demonstrate evidence that your company adopts such methods, technologies and processes to eliminate or minimize the amount of substances of concern in electrical and electronic equipment such as: lead, mercury, cadmium, hexavalent chromium, polybrominated biphenyls (PBB), polybrominated diphenyl esters (PBDE), bis(2-ethylhexyl) phthalate (DEHP), butyl benzyl phthalate (BBP), dibutyl phthalate (DBP), diisobutyl phthalate (DIBP), zinc, yttrium, beryllium, nickel, brominated flame retardants, antimony trioxide, halogenated flame retardants, tin, and polyvinyl chloride (PVC).

**Attached document**

 [SVHC Test report - SZXEC2500...](#)  [Replace document](#)

*Certificate*

**Indicated pages:** 8-19

**Comment:** The SGS analytical test report demonstrates measurement of substances regulated under RoHS, including heavy metals and phthalates. The report lists testing for lead, cadmium, mercury, hexavalent chromium, PBB, PBDE, DEHP, BBP, DBP and DIBP, confirming these substances are monitored against applicable limits.

**✓ Programs to label, sort, and recover electrical and electronic components of products**



**Examples of documents to attach**

- WEEE label, or the crossed-out wheeled bin symbol printed on manufactured electrical or electronic product
- WEEE Declaration of Conformity
- Product brochure
- Product design report
- Program implementation record

**Document guidelines**

Your document should demonstrate the adoption of methods to label electrical and electronic components of products to be further sorted for appropriate collection, treatment, recycling and recovery of electrical and electronic products with diverse element composition. Documents containing trademarked product names or brand names registered by your company can be accepted.

**Attached document**

 [X802 WEEE Assessment report](#)  [Replace document](#)

*Certificate*

**Indicated pages:** 1-10

**Comment:** Our products are labelled and assessed according to the EU WEEE Directive, ensuring that electrical and electronic components can be appropriately sorted and recovered at end-of-life. The SGS WEEE Assessment Report for the Sonim X802 provides independent verification of compliance: it confirms that reusable/recyclable content reaches 90.4%, exceeding the Directive's minimum targets, and documents a full disassembly analysis showing how components such as PCBs, LCDs, cabling, plastic housings and metallic parts can be separated for proper treatment (pages 4–8). The report therefore demonstrates that the product is designed, labelled, and supported with technical information to enable compliant collection, sorting, recycling and recovery under the WEEE framework.

**Design for easy disassembling, remanufacturing, or recycling**

**Examples of documents to attach**

- Product brochure
- Product material specification
- Disposal or recycling instruction

**Document guidelines**

Your document should demonstrate the adoption of product designs that facilitate collection, disassembly, sorting, remanufacturing, or recycling of products at their end-of-life, thereby product components or material are kept in circulation, avoiding landfill or incineration. Examples of applicable designs include: modular designs, designs that use standard instead of proprietary parts, eliminating glue, screws or pivots.

**Attached document**

 <a href="#">X802 WEEE Assessment report</a>  <i>Certificate</i>	<a href="#">Replace document</a>
---	----------------------------------

**Indicated pages:**

4-8

**Comment:**

The report documents a full disassembly analysis of the device (pp. 4–8), demonstrating that major components such as the battery, PCB assemblies, speakers, display, and housing can be separated using standard tools. It also provides a material composition and recyclability calculation (p. 2), showing that 90.4% of the device's materials are recoverable, which evidences product design that supports disassembly and end-of-life recycling.

**Take-back or buy-back program to collect product for remanufacture, recycling, or safe disposal**

**Examples of documents to attach**

- Product brochure
- Product design report
- Program implementation record

**Document guidelines**

Your document should demonstrate the implementation of a collection scheme allowing users to return used products free of charge, or sell used products back to your company. The recovered product is remanufactured into a new product, broken down for material recycling, or disposed safely.

**Other actions to reduce environmental impacts from product and packaging end-of-life not included elsewhere in this question**

Please select this option only if the rest of the options listed do not apply.

**Document guidelines**

Your document should demonstrate actions other than those specified in available options to reduce environmental impacts from product and packaging end-of-life.

**Examples of documents to attach**

- Standard operating procedure
- Work instruction
- Program implementation record
- Product brochure

Please specify \_\_\_\_\_



**No actions yet/I don't know**

### What actions has your company implemented to protect customer (consumer) health and safety?

**✓ Awareness program and detailed information to customers on health and safety issues associated with the products or services**

The document(s) should demonstrate the following: awareness-raising programs or materials to customers on potential health and safety impacts, such as product safety. Examples of documents to attach: user manual, product brochure, webinar material, Annual Report, CSR/Sustainability Report, etc.

**Attached document**

 SonimXPro UG TMO v1.8.0...  [Replace document](#)  
*Other*

**Indicated pages:**  
119-130

**Comment:**  
The manual provides customers with detailed health and safety information, including safe device operation, radiofrequency exposure guidance, battery and charger safety, and instructions to avoid physical, electrical, and environmental hazards. These sections demonstrate that the company provides comprehensive safety information to users to increase awareness of potential product-related health and safety risks.

**✓ Emergency preparedness and response procedure, including recall process**

The document(s) should demonstrate the following: formalized process to proactively interact with customers regarding the potential health and safety risks from product use, such as contamination, outbreak of illness, etc. Examples of documents to attach: emergency preparedness and response procedure, product recall communication plan, Annual Report, CSR/Sustainability Report, etc.

**Attached document**

 EHS-13-00-00 Hazardous Sub...  [Replace document](#)  
*Policy / Code of Conduct*

**Indicated pages:**  
8-9

**Comment:**  
Sonim has an updated version of this document; however, due to the upload limit, the previously uploaded version is referenced here. - The company maintains a formalised emergency preparedness and response process that includes a product recall mechanism. Section 8.4.7 of the Hazardous Substances Control Procedure outlines the steps for identifying hazardous or unsafe products and specifies that any affected products will be recalled in coordination with customers. This ensures that potential health and safety risks are proactively managed and that appropriate corrective actions are taken without delay.

**Processes and facilities to collect external feedback on health and safety issues**

The document(s) should demonstrate the following: all means dedicated to collect external feedback from customers on any health and safety issues raised before, during, or after product or service use. Examples of documents to attach: work instructions, customer hotline, dedicated customer surveys or communication plan in case of product recall, Annual Report, CSR/Sustainability Report, etc.

**Attached document**



[Health and Safety Policy](#) ⓘ  
Policy / Code of Conduct

[Replace document](#)

**Indicated pages:**

1

**Comment:**

Sonim has further supporting evidence available for this topic; however, it cannot be uploaded due to the current document limit. - The company maintains dedicated processes to collect external feedback on any product-related health and safety concerns, as indicated by the Communication and Transparency section of our Health and Safety Policy. Sonim's global customer support platform (accessible at <https://www.sonimtech.com/support>) provides 24/5 multilingual assistance, enabling users to report issues, raise safety concerns, and request guidance at any stage of product use. The support site offers direct contact channels, ticket submission, and troubleshooting pathways, ensuring that all incoming feedback — including health and safety-related matters — is captured, tracked, and addressed in a structured manner. This setup functions as an accessible and responsive mechanism for external stakeholders to communicate potential risks or incidents. Additionally, our whistleblowing service (accessible at <https://ir.sonimtech.com/corporate-governance/whistleblower-information>) is also available for all stakeholders to report any concerns.

**Research on potential health impacts of products or services**

The document(s) should demonstrate the following: research study conducted to identify or analyze any potential health and safety impacts during product use phase. Examples of documents to attach: research instructions, analysis report, Annual Report, CSR/Sustainability Report, etc.

**Other actions to protect customer (consumer) health and safety not included elsewhere in this question**

Please select this option only if the rest of the options listed do not apply. The document(s) should demonstrate the following: actions other than those specified in the other options to mitigate negative health and safety impacts of products and services on customers or consumers. Examples of documents to attach: standard operating procedures, work instructions, Annual Report, CSR/Sustainability Report, etc.

Please specify

---

**No actions yet/I don't know**

Complete ENV6313

**Does your company have sites/operations located in or near to biodiversity-sensitive areas where your activities negatively affect those areas?**

- My company doesn't have sites or operations located in or near biodiversity-sensitive areas**
- My company has sites or operations located in or near biodiversity-sensitive areas, but my activities do not negatively affect those areas**
- My company has sites or operations located in or near biodiversity-sensitive areas, and my activities negatively affect those areas**
- No actions yet/I don't know**

Indicator

## Coverage

Multiplying factor ⓘ

Coverage means the level of deployment of measures and certifications throughout your company. This indicator includes questions about:

- **Implementation level of sustainability actions** (for example, the percentage of the total workforce across all locations who received career training).
- **Operational sites certified throughout your company's locations** (for example, the percentage of sites that are ISO 14001 certified).

Make sure the latest reporting period on coverage is **within the last 2 calendar years**. If you don't include the percentage of coverage, we'll make an approximate calculation from the total number of employees or operational sites.



Complete

ENV6791

Impact on score ●●●○

### Please report on the following metrics related to Waste of Electrical and Electronic Equipment (WEEE):

#### Percentage of WEEE collected out of total of EEE placed on the market

##### Examples of documents to attach

- Internal or regulatory report on the amount of sold electrical and electronic equipment
- Reporting section in your Annual or Sustainability Report

##### Document guidelines

Your document should demonstrate the public or internal quantitative and consolidated reporting on the share of that has been put on the market and collected at the end of life.

If your company is L-size (1000+ employees), this option can be used to assess the coverage of actions throughout your company.

Please specify

---



No metrics yet/I don't know

Indicator

## Reporting

Impact on score ●●●○

Reporting is based on **quantitative KPIs that measure your implementation of sustainability practices**.

We'll ask you to attach documents that include your sustainability metrics. A valid **reporting document** includes the reporting **year** and the reporting **unit** (such as kWh or liters).

Make sure the latest reporting period is within the **last 2 calendar years**.

[Learn more about the document requirements](#) ↗

**Is your company a respondent to CDP's Climate Change Questionnaire? If so, please upload the latest response you have provided to CDP.**

**Yes**

Select if your company is a respondent to CDP's Climate Change questionnaire. The date of the report provided should be within the last two calendar years.

**Attached document**

 SONIM TECHNOLOGIES INC 2...   
Reporting (KPI) Documents / CDP r... [Replace document](#)

**Indicated pages:**  
1,5,7-10

**Comment:**  
Sonim is a current CDP Climate Change respondent, and the 2024 CDP Score Report confirms our disclosure status. The report shows that Sonim received an overall B score, performing at or above the Activity Group and global averages in nearly all scoring categories. The scorecard also outlines Sonim's performance across climate governance, emissions, reduction initiatives, and value chain engagement, demonstrating structured climate reporting and continuous improvement actions.

**No/I don't know**

### On which of the following topics does your company report metrics?

**Energy consumption and GHGs**

Select this option if you have additional reporting metrics on Energy consumption and GHGs, on top of the metrics declared in the previous Environmental or GHG Reporting questions.

Examples of documents to attach:

- Energy consumption report
- Greenhouse gas emissions report
- Reporting section in your Annual or Sustainability report

**Your document should:** Demonstrate the metrics on energy consumption and greenhouse gas emissions from company operations.

**Attached document**

 [Greenhouse Gas Inventory R...](#)   
Reporting (KPI) Documents / CDP r... [Replace document](#)

<b>Indicated pages:</b> 8	<b>Comment:</b> Sonim tracks and reports its energy consumption and greenhouse gas emissions in detail, as evidenced by the Greenhouse Gas Inventory Report 2024. The report provides quantified Scope 1, Scope 2, and Scope 3 emissions, including underlying activity data, emission factors, and methodological explanations (pages 3–12). Organisational boundaries, calculation methods, and GHG types are clearly defined, and energy use from purchased electricity is disclosed for each office location on page 8.
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**Water**



Select this option if you have additional reporting metrics on Water, on top of the metrics declared in the previous Environmental Reporting question.

Examples of documents to attach:

- Water consumption report
- Wastewater discharge report
- Reporting section in your Annual or Sustainability report

**Your document should:** Demonstrate the metrics on water consumption and volume and weight of pollutants in wastewater discharges from company operations.

**Attached document**

 [ISO KPI tracking FY2024.](#)   
Reporting (KPI) Documents / CDP r... [Replace document](#)

**Comment:**  
The Environmental Measurement Record 2024 shows that Sonim has been collecting monthly operational water-consumption data since May 2024. The document provides a continuous record of measured water use, demonstrating that water-related metrics are monitored and documented.

**Biodiversity**

Examples of documents to attach:

- Biodiversity impact report
- Rehabilitation program report
- Reporting section in your Annual or Sustainability report

**Your document should:** Demonstrate the metrics on species biodiversity and the condition and extent of ecosystems, including the welfare of animals used in company operations.

**Air pollution**

Select this option if you have additional reporting metrics on Air Pollution, on top of the metrics declared in the previous Environmental Reporting question.

Examples of documents to attach:

- Local pollution report
- Dust emissions report
- Reporting section in your Annual or Sustainability report

**Your document should:** Demonstrate the metrics on the production of non-GHG air emissions (such as SO<sub>x</sub>, NO<sub>x</sub>, VOC, PM, dust), as well as other local atmospheric emissions such as odor, noise, light, road congestion, and traffic from company operations.

**Materials, chemicals, and waste**

Select this option if you have additional reporting metrics on Materials, Chemicals and Waste, on top of the metrics declared in the previous Environmental Reporting question.

Examples of documents to attach:

- Raw material consumption report
- Waste management report
- Reporting section in your Annual or Sustainability report

**Your document should:** Demonstrate the metrics on the consumption of raw materials and chemicals (hazardous and non-hazardous), and the production of non-hazardous and hazardous waste, as well as accidental pollution events (such as spills, leakages) from company operations.

**Product use**

Examples of documents to attach:

- Product life cycle assessment report
- Emissions from use or processing of sold products report
- Reporting section in your Annual or Sustainability report

**Your document should:** Demonstrate the metrics on energy, water, or other resource savings due to more resource-efficient product designs.

**Product end-of-life**

Examples of documents to attach:

- Product takeback program report
- Remanufacturing or product recycling volumes report
- Reporting section in your Annual or Sustainability report

**Your document should:** Demonstrate the metrics on the progress of environmental impacts generated from product end-of-life actions, such as product takeback, remanufacturing, or product recycling programs.

**Customer health and safety**

Examples of documents to attach:

- Product recall report
- Customer health and safety incidents report
- Reporting section in your Annual or Sustainability report

**Your document should:** Demonstrate the metrics on customer health and safety, such as number of product recalls, numbers of incidents related products safety, and number of customer feedback collection regarding product safety.

**Environmental services and advocacy**


Examples of documents to attach:

- Client carbon offsetting program report
- Environmental services program report
- Reporting section in your Annual or Sustainability report

**Your document should:** Demonstrate the metrics on the progress of environmental services and advocacy to enable customers to diagnose and mitigate the environmental impacts resulting from their own consumption, such as the amount of used products collected and recycled.

**No metrics yet/I don't know**

**Please report on the following GHG metrics:**


 Answers to this question will be shown in a dedicated section in your EcoVadis platform - [Metrics](#). This useful tool helps you store all relevant quantitative data and track your sustainability progress.

✔ **Total gross Scope 1 GHG emissions** 

**Examples of documents to attach:**

- Energy audit report
- Energy consumption report
- GHG emissions report
- Reporting section in your Annual or Sustainability report

**Your document should:** Demonstrate the metrics on total gross scope 1 GHG emissions in tons of CO2 equivalent.

Scope 1 emissions are the GHG emissions from sources the company owns or controls, which includes the generation of heat, steam, or electricity, physical or chemical processing, etc. Company can refer to the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard for the accounting principles of scope 1 emission.

Reporting on this specific metrics needs to cover at least **95%** of your company's operations (number of sites, employees, or revenues).

Year	Unit	Value
2024 	tons of CO <sub>2</sub> equivalent 	0.01

**Attached document**



[Greenhouse Gas Inventory R...](#) 

*Reporting (KPI) Documents / CDP r...*

[Replace document](#)

**Indicated pages:**

7

**Comment:**

Sonim reports its Scope 1 greenhouse gas emissions as part of its annual Greenhouse Gas Inventory Report. The report covers all company locations and follows the Greenhouse Gas Protocol, ensuring that direct emissions from owned or controlled sources are quantified and disclosed consistently each year.

✔ **Total gross Scope 2 GHG emissions (market or location based)** ↗

**Examples of documents to attach:**

- Energy audit report
- Energy consumption report
- GHG emissions report
- Reporting section in your Annual or Sustainability report

**Your document should:** Demonstrate the metrics on total gross scope 2 GHG emissions in tons of CO2 equivalent.

Scope 2 emissions are the GHG emissions from the generation of purchased electricity consumed by the company. Purchased electricity is defined as the electricity that is purchased or otherwise brought into the operation of the company. Different from scope 1 emissions, scope 2 emissions physically occur at the facility where the electricity is generated. Company can refer to the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard for the accounting principles of scope 2 emissions.

Reporting on this specific metrics needs to cover at least **95%** of your company's operations (number of sites, employees, or revenues).

Year	Unit	Value
2024	tons of CO <sub>2</sub> equivalent	18.36

**Attached document**

 [Greenhouse Gas Inventory R...](#) ⓘ  
Reporting (KPI) Documents / CDP r... [Replace document](#)

**Indicated pages:**

7

**Comment:**

Sonim reports its Scope 2 greenhouse gas emissions in its annual Greenhouse Gas Inventory Report, following the Greenhouse Gas Protocol for location-based and market-based accounting. The report covers all relevant facilities and quantifies indirect emissions from purchased electricity consumed across operations.

✔ Total gross Scope 3 GHG emissions ↗

Examples of documents to attach:

- Energy audit report
- Energy consumption report
- GHG emissions report
- Reporting section in your Annual or Sustainability report

**Your document should:** Demonstrate the metrics on total gross scope 3 GHG emissions in tons of CO2 equivalent.

Scope 3 emissions include all indirect GHG emissions that fall within the following 15 categories (as defined by GHG Protocol):

- purchased goods and services
- capital goods
- fuel and energy related activities (not included in scope 1 or 2)
- upstream transportation and distribution
- waste generated in operations
- business travel
- employee commuting
- upstream leased assets
- downstream transportation and distribution
- processing of sold products
- use of sold products
- end-of-life treatment of sold products
- downstream leased assets
- franchises
- investments

The company can refer to the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard for the accounting principles of scope 3 emissions.

Reporting on this specific metrics needs to cover at least **95%** of your company's operations (number of sites, employees, or revenues).

Year	Unit	Value
2024	tons of CO <sub>2</sub> equivalent	3802.48

Attached document

 [Greenhouse Gas Inventory R...](#)  [Replace document](#)  
*Reporting (KPI) Documents / CDP r...*

Indicated pages:

7

Comment:

Sonim discloses its Scope 3 greenhouse gas emissions in the Greenhouse Gas Inventory Report, detailing upstream and downstream categories relevant to its value chain. The report provides a complete overview of indirect emissions sources, including purchased goods, transportation, use-phase, and end-of-life treatment of sold products.

✔ **Total gross Scope 3 Downstream GHG emissions** ↗

**Examples of documents to attach:**

- Energy audit report
- Energy consumption report
- GHG emissions report
- Reporting section in your Annual or Sustainability report

**Your document should:** Demonstrate the metrics on total gross Scope 3 Downstream GHG emissions in tons of CO2 equivalent.

Scope 3 downstream emissions includes all indirect GHG emissions related to sold goods and services. Scope 3 Downstream emissions include the following categories (as defined by GHG Protocol):

- downstream transportation and distribution
- processing of sold products
- use of sold products
- end-of-life treatment of sold products
- downstream leased assets
- franchises
- investments

The company can refer to the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard for the accounting principles of scope 3 emissions.

Reporting on this specific metrics needs to cover at least **95%** of your company's operations (number of sites, employees, or revenues).

If valid evidence is provided for this option, it will be credited for environment theme.

Year	Unit	Value
2024	▼ tons of CO <sub>2</sub> equivalent	▼ 2484.98

**Attached document**

 [Greenhouse Gas Inventory R...](#) ⓘ  
*Reporting (KPI) Documents / CDP r...* [Replace document](#)

**Indicated pages:**

6-7

**Comment:**

The Greenhouse Gas Inventory Report 2024 provides quantified downstream Scope 3 emissions covering relevant categories, including downstream transportation and distribution, use of sold products, and end-of-life treatment. These metrics are calculated in CO2e using GHG Protocol-aligned methodologies and reflect the company's downstream value-chain impacts across its operational boundary.

**Total gross Scope 3 Upstream GHG emissions** ↗

**Examples of documents to attach:**

- Energy audit report
- Energy consumption report
- GHG emissions report
- Reporting section in your Annual or Sustainability report

**Your document should:** Demonstrate the metrics on total gross scope 3 Upstream GHG emissions in tons of CO2 equivalent.

Scope 3 upstream emissions include all indirect GHG emissions related to purchased or acquired goods and services. Scope 3 Upstream emissions include the following categories (as defined by GHG Protocol):

- purchased goods and services
- capital goods
- fuel and energy related activities (not included in scope 1 or 2)
- upstream transportation and distribution
- waste generated in operations
- business travel
- employee commuting
- upstream leased assets

The company can refer to the Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard for the accounting principles of scope 3 emissions.

Reporting on this specific metrics needs to cover at least **95%** of your company's operations (number of sites, employees, or revenues).

If valid evidence is provided for this option, it will be credited for sustainable procurement theme.

Year	Unit	Value
2024	▼ tons of CO <sub>2</sub> equivalent	▼ 1317.50

**Attached document**

 **Greenhouse Gas Inventory R...**   
Reporting (KPI) Documents / CDP r...

[Replace document](#)

**Indicated pages:**

6-7

**Comment:**

The Greenhouse Gas Inventory Report 2024 discloses upstream Scope 3 emissions, including purchased goods and services, capital goods, fuel- and energy-related activities, upstream transportation and distribution, waste generated in operations, business travel, and employee commuting. The report quantifies these upstream categories in CO2e and applies the GHG Protocol methodology across the company's operational boundary.

**Total gross annual revenue** ↗

We use revenue data for accurate Metrics Benchmarks and to calculate the reliability level of your carbon emissions. This data is kept confidential and secure following industry privacy practices and [EcoVadis privacy policy](#).

Year	Unit	Value
2024	▼ million EUR	▼ 47.210000000

**No metrics yet/I don't know**

**Please report on the following environmental metrics:**

Answers to this question will be shown in a dedicated section in your EcoVadis platform - [Metrics](#). This useful tool helps you store all relevant quantitative data and track your sustainability progress.

**Total energy consumption**

**Examples of documents to attach:**

- Energy audit report
- Energy consumption report
- Internal energy tracking report
- Reporting section in your Annual or Sustainability report

**Your document should:** Demonstrate the metrics on energy consumption. Energy consumption includes fuels before combustion and the amount of purchased energy inputs, which include electricity, heat, steam and cooling for use in operations.

Reporting on this specific metrics needs to cover at least **95%** of your company's operations (number of sites, employees, or revenues).

Year	Unit	Value
2024	megawatt-hour (MWh)	36.94

**Attached document**


Greenhouse Gas Inventory R... Reporting (KPI) Documents / CDP r...
[Replace document](#)

**Indicated pages:**  
8

**Comment:**  
Energy consumption is reported in the Greenhouse Gas Inventory Report 2024, where page 8 lists total purchased electricity of 36.94 MWh as part of the Scope 2 activity data.

**Total renewable energy consumption**

**Examples of documents to attach:**

- Energy audit report
- Energy consumption report
- Internal energy tracking report
- Reporting section in your Annual or Sustainability report

**Your document should:** Demonstrate the metrics on the energy consumed from renewable sources, whether it is supplied via a specific contract or from an on-site self-production installation. The renewable sources that can be considered are: wind turbine, solar energy, biomass, methanization, geothermal energy, hydraulics, etc.

The quantity of energy from renewable sources must be reported in the same unit as the quantity of energy reported under the "Energy consumption" indicator.

Reporting on this specific metrics needs to cover at least **95%** of your company's operations (number of sites, employees, or revenues).

Year	Unit	Value
2025	gigajoules (GJ)	

**Total water consumption** ↗


**Examples of documents to attach:**

- Water audit report
- Internal water tracking report
- Reporting section in your Annual or Sustainability report

**Your document should:** Demonstrate the metrics on the volume of water withdrawal from the environment that is not returned to the original water source (Water Consumption = Water Withdrawal - Water Discharge).

Year	Unit	Value
2024	cubic meters (m3)	0

**Attached document**


 [ISO KPI tracking\\_FY2024](#) ⓘ  
Reporting (KPI) Documents / CDP r...

[Replace document](#)

**Comment:**

Our 2024 KPI sheet provides monthly per-capita water consumption figures totalling 6.93 m3 for the year. Using the headcount 147 employees as the applicable headcount for per-capita metrics, the annual organisational water consumption corresponds to approximately 1018.71m3.

**Attached document**

 [ISO KPI tracking\\_FY2024](#) ⓘ  
Reporting (KPI) Documents / CDP r...

[Replace document](#)

**Comment:**

Line 18

**Total amount of water recycled and reused** ↗

**Examples of documents to attach:**

- Water audit report
- Internal water tracking report
- Reporting section in your Annual or Sustainability report

**Your document should:** Demonstrate the metrics on the volume of water recycled and reused. Water and wastewater (treated or untreated) that has been used more than once before being discharged from the undertaking's boundary, so that water demand is reduced. This may be in the same process (recycled), or used in a different process within the same facility or another of the undertaking's facilities (reused).

Year	Unit	Value
2025	megaliter (ML)	

**Total weight of hazardous waste** ↗

**Examples of documents to attach:**

- Internal hazardous waste tracking report
- Reporting on hazardous waste prepared for regulatory purposes
- Reporting on hazardous waste compiled by a third party
- Reporting section in your Annual or Sustainability report

**Your document should:** Demonstrate the metrics on total hazardous waste generated, recycled, reused, recovered, transported, exported, imported, and treated by the company operations in tons. Hazardous waste is dangerous or capable of having a harmful effect on human health or the environment (such as hazardous chemicals, electronic waste such as control room desktops, laptops, mainframes, servers, hard drives, monitors, UPS batteries and variety of network equipment, corrosive and toxic metals, etc.).

Year	Unit	Value
2025	metric ton (T)	

**Total weight of non-hazardous waste** ↗

**Examples of documents to attach:**

- Internal waste tracking report
- Reporting on non-hazardous waste prepared for regulatory purposes
- Reporting on non-hazardous waste compiled by a third party
- Reporting section in your Annual or Sustainability report

**Your document should:** Demonstrate the metrics on total non-hazardous waste emitted by the company operations, independently of the treatment or disposal method used. Non-hazardous waste include all other waste that does not fit the definition of hazardous waste. The different non-hazardous waste types must be aggregated in order to obtain the total weight of waste.

Year	Unit	Value
2025	metric ton (T)	

**Total weight of waste recovered** ↗

**Examples of documents to attach:**

- Internal waste tracking report
- Reporting section in your Annual or Sustainability report

**Your document should:** Demonstrate the metrics on the total weight of waste (hazardous and non-hazardous) that is subject to recovery treatment at the end of its life. Waste for recovery is waste that undergoes one of the following treatments: reusing, recycling, composting, and other recovery operations. Waste that is not sorted on site but which would benefit from recovery through the treatment of ordinary industrial waste (OIW) by the municipality cannot be included in the quantity of waste recovered, unless the site is able to demonstrate the effective recovery achieved by the municipality.

Year	Unit	Value
2025	metric ton (T)	

**No metrics yet/I don't know**

**What is the scope of the GHG emissions monitoring in your entity? (applicable to scope 1 and 2 emissions only. Select the most suitable answer)**

**We monitor relevant GHG emissions for our entire scope**

**Examples of documents to attach**

- Corporate GHG audit report
- List of operational sites covered by a GHG emissions monitoring system
- Working files of a monitoring system
- CDP report
- Annual or Sustainability report

**Document guidelines**

Your document should include evidence that the GHG monitoring accounts for **all GHG emission sources** and activities within the organizational boundaries of the company, its subsidiaries, and joint ventures.

If some of the facilities are unable to report GHG emissions data to the monitoring system, the coverage is said to have significant exclusions, and in this case, please select option 2 of the question.

**Attached document**

Greenhouse Gas Inventory R...  
Reporting (KPI) Documents / CDP r...

[Replace document](#)

**Indicated pages:**  
3-4

**Comment:**

**We monitor GHG emissions with significant exclusions**

**Examples of documents to attach**

- Corporate GHG audit report
- List of operational sites covered by a GHG emissions monitoring system
- Working files of a monitoring system
- CDP report
- Annual or Sustainability report

**Document guidelines**

Your document should include evidence that some of the facilities within the organizational boundaries of the company are **unable** to report GHG emissions data to the monitoring system and the coverage is said to have significant exclusions.

**No GHG inventory yet/I don't know**

**Describe your entity's GHG reporting practices (select all that apply)**

**We share GHG emissions with internal stakeholders**

**Examples of documents to attach**

- Carbon audit report
- Internal GHG report
- Email communications
- CDP report
- Annual or Sustainability report

**Document guidelines**

Your document should include evidence that the company compiles GHG emissions figures and shares them with internal stakeholders (i.e. employees).

This is to communicate the performance and highlight the collective efforts to achieve the targets.

**Attached document**

Greenhouse Gas Inventory R...  
Reporting (KPI) Documents / CDP r...

[Replace document](#)

**Indicated pages:**

1-17

**Comment:**

The Greenhouse Gas Inventory Report 2024 is made available to all employees via the company intranet, providing internal access to Scope 1, Scope 2 and Scope 3 emissions data. This ensures that GHG performance is shared organisation-wide and supports internal awareness of progress against climate objectives.

**Our GHG emissions report is publicly available**

**Examples of documents to attach**

- Screenshot of company website
- CDP report
- Annual or Sustainability report

**Document guidelines**

Your document should include publication of GHG performance via **public reporting** in order to keep external stakeholders informed of progress towards achieving the targets.

**Attached document**

SONIM TECHNOLOGIES INC 2...  
Reporting (KPI) Documents / CDP r...

[Replace document](#)

**Indicated pages:**

1-11

**Comment:**

The CDP Climate Change response publicly discloses Sonim's full GHG emissions inventory, including Scope 1, Scope 2 and Scope 3 categories, making the company's GHG performance available to external stakeholders. The CDP Score Report confirms public submission of these emissions figures.

**We respond to CDP**

**Examples of documents to attach**

- Third party verified CSR report that mentions CDP participation
- Screenshot of CDP website which shows the company's participation
- CDP Score Report
- CDP Report

**Document guidelines**

Your document should demonstrate that the company is a respondent to **CDP's Climate Change questionnaire**.

**Attached document**

 **SONIM TECHNOLOGIES INC 2...** 

*Reporting (KPI) Documents / CDP r...*

[\*\*Replace document\*\*](#)

**Indicated pages:**

1-11

**Comment:**

Sonim Technologies is a respondent to CDP's Climate Change questionnaire. The attached 2024 CDP Score Report confirms our formal participation and scoring in the CDP Climate Change programme. This publicly available scorecard, issued directly by CDP, verifies that Sonim submitted a full Climate Change response for the 2024 cycle and was assessed under CDP's scoring methodology.

**We verify our GHG emissions through a third party**

**Examples of documents to attach**

- Third party verification statement on GHG emissions
- CDP report with the information of third party verification on carbon disclosure
- Annual or Sustainability report

**Document guidelines**

Your document should demonstrate that **third party verification of GHG emissions in accordance with a recognized verification standard**, such as ISO 14064-3, ISAE 3410, etc., to assure credibility and reliability of GHG emissions disclosure.

**We do not disclose our emissions yet/I don't know**

**Describe your entity's progress towards GHG reduction targets (Select the most suitable answer)**

**Our latest review showed that we are falling behind**

**Examples of documents to attach**

- Documented meeting minutes
- GHG performance review report
- Progress report for specified company
- CDP report
- Annual or Sustainability report

**Document guidelines**

Your document should include a performance review to understand the GHG reduction **progress against** the target.

The latest results have shown that the company **might not be on track** to meet the target.

**Our latest review showed that we are on track to meet our targets**

**Examples of documents to attach**

- Documented meeting minutes
- GHG performance review report
- Progress report for specified company
- Annual or Sustainability report

**Document guidelines**

Your document should include a performance review to understand the GHG reduction **progress against** the target.

The latest review or emission figures show that the company is **on track** to meet GHG emissions reduction target (i.e. meeting the target on pro-rata basis or meeting company's own action plan if applicable).

**Our latest review showed that we are ahead**

**Examples of documents to attach**

- Documented meeting minutes
- GHG performance review report
- Progress report for specified company
- Annual or Sustainability report

**Document guidelines**

Your document should include a performance review to understand the GHG reduction **progress against** the target.

The latest review or emission figures show that the company is **ahead** of the GHG emissions reduction plan (i.e. achieving the reduction target sooner than the expected timeline).

**No review yet/I don't know**

**Describe your entity's GHG emissions inventory (select all that apply)**

**We have a GHG inventory at the corporate level in accordance with GHG protocol or other GHG accounting standards**

**Examples of documents to attach**

- Corporate GHG audit report
- Inventory document or spreadsheet
- Screenshot of an IT system that collects and stores GHG data
- CDP report
- Annual or Sustainability report

**Document guidelines**

Your document should include a GHG monitoring system or inventory for collecting emissions data on a **corporate level or scale** (emissions from company operations, company-operated facilities, value chain-related emissions, etc.) that are **in accordance with** GHG protocol: Corporate Standard or other GHG accounting standards (e.g. ISO 14064-1, The Climate Registry - General Reporting Protocol).

**Attached document**

Greenhouse Gas Inventory R...  
*Reporting (KPI) Documents / CDP r...*

[Replace document](#)

**Indicated pages:**

1-17

**Comment:**

Sonim maintains a corporate-level greenhouse gas (GHG) inventory in accordance with the GHG Protocol Corporate Standard. The attached Greenhouse Gas Inventory Report 2024 consolidates Scope 1, Scope 2 and Scope 3 emissions from all relevant operational activities and value-chain categories. The report outlines the accounting methodology, activity data, emission factors, and organisational boundaries used, demonstrating a compliant and systematic GHG monitoring process at the corporate level.

**We have GHG data at the product level in accordance with the GHG Protocol or other GHG accounting standards**

**Examples of documents to attach**

- Product carbon footprint assessment or audit report
- Product carbon footprint inventory
- Product carbon footprint verification statement
- Recognized product carbon footprint label (e.g. Carbon Trust "CO2 measured")
- CDP report

**Document guidelines**

Your document should include a **product GHG inventory** for calculating the carbon footprint of their products throughout the life cycle (i.e. cradle-to-gate or cradle-to-grave) that are **in accordance with** GHG protocol: Product Life Cycle Accounting and Reporting Standard or other product GHG accounting standards (e.g. ISO 14067, PAS2050).

**We update our inventory at least once per year**

**Examples of documents to attach**

- Corporate GHG audit report
- Inventory document or spreadsheet
- Screenshot of an IT system that collects and stores GHG data
- CDP report
- Annual or Sustainability report

**Document guidelines**

Your document should include evidence that GHG-related activity data is tracked on a regular basis, and at least once a year, to ensure timely review and the formulation of follow-up actions.

The GHG inventory should show the specific timeframe or frequency of monitoring or **at least 2 consecutive years** of data provided.

**No GHG inventory yet/I don't know**

### Describe your entity's GHG reduction targets (select all that apply)

Answers to this question will be shown in a dedicated section in your EcoVadis platform - [Metrics](#). This useful tool helps you store all relevant quantitative data and track your sustainability progress.

**We publicly announce our targets**

**Examples of documents to attach**

- Standalone GHG emissions reduction statement
- Corporate website with the target announcement
- Endorsement certificate
- Policy statement
- Annual or Sustainability report

**Document guidelines**

Your document should include a **public announcement** on the company's GHG emissions reduction targets.

Your target should include a **future timeline** that is valid at the time of the assessment.

**Attached document**

Validation Statement 202511...  
*Certificate*

Replace document

**Indicated pages:**

1

**Comment:**

Sonim publicly announces its greenhouse gas reduction targets through its climate disclosures, including a commitment to pursue SBTi-aligned targets with validation. The company has set forward-looking goals to reduce Scope 1 and Scope 2 emissions by 63% by 2035 from the 2024 baseline, reduce Scope 3 emissions by 37.5% by 2035, and achieve net-zero emissions by 2050. These publicly communicated targets provide clear timelines and direction for long-term decarbonisation.

✔ We have an absolute scope 1 reduction target ↗

Examples of documents to attach:

- Standalone GHG emissions reduction statement
- Corporate website with the target announcement
- Endorsement certificate
- CDP report
- Annual or Sustainability report

Document guidelines

Your document should include time-bound quantitative **absolute target** on **gross** GHG emissions reduction at the corporate level that cover **scope 1 emissions**.

Your target should include a **valid target date** of achievement at the time of the assessment and a **unit** (such as tons of CO<sub>2</sub>eq). The target should also include a **base year** as a reference point to measure and track emissions reductions over time.

**Scope 1 GHG emissions** include direct GHG emissions that occur from sources owned or controlled by the company.

Examples include: GHG emissions from combustion in owned or controlled boilers, furnaces, vehicles, and GHG emissions from chemical production in owned or controlled process equipment.

Baseline year and emissions

A baseline year is a reference point in the past with which target emissions can be compared

Year	Unit	Value
2024	tons of CO <sub>2</sub> equivalent	0

Reduction target

Indicate the targeted percentage reduction and year in which you plan to achieve it (e.g. 40% reduction by 2025)

Year	Target
2035	63 %

Attached document

 Validation Statement 202511... 

Certificate

[Replace document](#)

Indicated pages:

1

Comment:

Sonim's Scope 1 reduction target is documented in its SBTi commitment, as shown in the attached validation statement. The company commits to reducing direct emissions by 63% by 2035 from the 2024 baseline, representing a time-bound, absolute target aligned with science-based decarbonisation requirements.

✔ We have an absolute scope 2 reduction target ↗

Examples of documents to attach

- Standalone GHG emissions reduction statement
- Corporate website with the target announcement
- Endorsement certificate
- CDP report
- Annual or Sustainability report

Document guidelines

Your document should include time-bound quantitative **absolute target** on **gross** GHG emissions reduction at corporate level that cover **scope 2 GHG emissions**.

Your target should include a **valid target date** of achievement at the time of the assessment and a **unit** (such as tons of CO<sub>2</sub>eq). The target should also include a **base year** as a reference point to measure and track emissions reductions over time.

**Scope 2 GHG emissions** refer to the GHG emissions resulting from the generation of purchased or acquired electricity, steam, heating, and cooling.

Baseline year and emissions

A baseline year is a reference point in the past with which target emissions can be compared

Year	Unit	Value
2024	tons of CO <sub>2</sub> equivalent	19

Reduction target

Indicate the targeted percentage reduction and year in which you plan to achieve it (e.g. 40% reduction by 2025)

Year	Target
2035	63 %

Attached document

 [Validation Statement 202511...](#)   
Certificate [Replace document](#)

Indicated pages:

1

Comment:

Sonim's Scope 2 reduction target is included in its SBTi commitment, as evidenced by the attached validation statement. The company aims to reduce indirect emissions from purchased electricity by 63% by 2035 from the 2024 baseline, providing a time-bound, absolute reduction target aligned with SBTi climate-science guidance.

**We have an absolute scope 3 reduction target** ↗

**Examples of documents to attach**

- Standalone GHG emissions reduction statement
- Corporate website with the target announcement
- Endorsement certificate
- CDP report
- Annual or Sustainability report

**Document guidelines**

Your document should include time-bound quantitative **absolute target** on **gross** GHG emissions reduction at corporate level that cover **scope 3 GHG emissions**.

Your target should include a **valid target date** of achievement at the time of the assessment and a unit (such as tons of CO<sub>2</sub>eq). The target should also include a **base year** as a reference point to measure and track emissions reductions over time.

**Scope 3 GHG emissions** are the result of activities from assets not owned or controlled by the reporting organization, but that the organization indirectly impacts in its **value chain**.

Scope 3 emissions include all sources not within an organization's scope 1 and 2 boundary.

Examples include: extraction and production of purchased materials, transportation of purchased fuels, and use of sold products and services.

**Baseline year and emissions**

A baseline year is a reference point in the past with which target emissions can be compared

Year	Unit	Value
2024	tons of CO <sub>2</sub> equivalent	3802

**Reduction target**

Indicate the targeted percentage reduction and year in which you plan to achieve it (e.g. 40% reduction by 2025)

Year	Target
2035	38 %

**Attached document**

 Validation Statement 202511... Certificate [Replace document](#)

**Indicated pages:**

1

**Comment:**

Sonim's Scope 3 reduction target is formally included in its SBTi commitment, as shown in the attached validation statement. The company commits to reducing value-chain emissions by 37.5% by 2035 from the 2024 baseline, consistent with SBTi-aligned decarbonisation requirements. This target is time-bound, absolute, and anchored in an externally recognised climate-framework.

**We have an intensity reduction target**

**Examples of documents to attach**

- Standalone GHG emissions reduction statement
- Corporate website with the target announcement
- Endorsement certificate
- CDP report
- Annual or Sustainability report

**Document guidelines**

Your document should include a **time-bound GHG emissions reduction intensity target**, which is defined by GHG reduction per unit of physical activity or unit of economic output with a **valid target date** of achievement at the time of the assessment and unit (such as %). The target should also include a **base year** as a reference point to measure and track emissions reductions over time.

Examples include: % of GHG emissions reduction per square feet (CO<sub>2</sub>eq or sq.ft), % GHG emissions reduction per ton of cement produced (CO<sub>2</sub>eq or ton).

**We have committed to setting science-based targets via SBTi**

**Examples of documents to attach**

- Evidence of Science Based Target Initiative (SBTi) commitment
- SBTi website screenshot
- Annual or Sustainability report

**Document guidelines**

Your document should demonstrate your commitments made to SBTi to set a science-based target. Science-based targets provide a clearly-defined pathway for companies to reduce GHG emissions, helping prevent the worst impacts of climate change and future-proof business growth. Companies can have their time-bound quantitative targets on GHG emissions reduction approved by the Science Based Targets Initiative (SBTi) or make a commitment to SBTi to set a science-based target. [More information about the Science-based Targets Initiative.](#)

**Attached document**



Validation Statement 202511...  
Certificate

[Replace document](#)

**Indicated pages:**

1

**Comment:**

Sonim has formally committed to setting science-based emissions reduction targets through the Science Based Targets initiative (SBTi), as confirmed in the attached SBTi commitment and validation statement. This document evidences the company's pledge to align its decarbonisation pathway with climate science and develop targets consistent with SBTi requirements.

**We have science-based targets approved by SBTi**

**Examples of documents to attach**

- Evidence of Science Based Target Initiative (SBTi) target approval
- SBTi website screenshot
- Annual or Sustainability report

**Document guidelines**

Your document should demonstrate a verifiable science-based GHG emission reduction target approved by the SBTi. Science-based targets provide a clearly-defined pathway for companies to reduce GHG emissions, helping prevent the worst impacts of climate change and future-proof business growth. Companies can have their time-bound quantitative targets on GHG emissions reduction approved by the Science-based Targets Initiative (SBTi) or make a commitment to SBTi to set a science-based target. Targets should include a future timeline that is valid at the time of the assessment. [More information about the Science-based Targets Initiative.](#)

**Attached document**



Validation Statement 202511...  
Certificate

[Replace document](#)

**Indicated pages:**

1

**Comment:**

Sonim's greenhouse gas reduction targets are formally approved by the Science Based Targets initiative (SBTi), as confirmed in the attached SBTi Target Validation Statement. This document verifies that the company's Scope 1, Scope 2, and Scope 3 reduction targets meet SBTi's science-based criteria and include future time-bound commitments aligned with a validated decarbonisation pathway.

**No formal targets yet/I don't know**

This theme focuses on managing business ethics issues, such as:

- **Corruption**, including bribery, fraud, conflict of interest and money laundering.
- **Anticompetitive practices**, including cartels, abuse of dominant position, illegal mergers and acquisitions.
- **Poor information management**, including violation of information security.

**Sustainability issues** relevant for your company:

Corruption

Responsible Information Management

- Based on your company's **industry, size** and **location**, we selected the most relevant sustainability issues.
- Selected sustainability issues define **what questions you receive** and the impact of this theme on your **overall score**.

A policy is a set of objectives that addresses specific sustainability issues. It shows your **company's intention** to reduce impact, mitigate risk, or improve performance.

Examples of policies:

- General **principles, statements** and **qualitative objectives** to improve sustainability.
- Specific **quantitative targets** with a defined deadline in the future. You can submit both absolute and relative targets. A conclusive target should meet the following conditions:
  - Be time-bound: include a baseline and target year.
  - Be measurable: include a quantitative goal to be achieved.
  - Be achievable: realistic and relevant to the company's activities.

[Get more examples and best practices for developing policies](#) 

## Does your company have a policy with qualitative objectives and quantitative targets for:

### Corruption

#### Examples of documents to attach

- Anti-corruption policy
- Business Ethics Policy
- Code of Conduct covering issues related to corruption
- Employee Handbook with a dedicated policy section
- Annual or Sustainability Report

#### Document guidelines

Your document should demonstrate your company's commitments to prevent offering, promising, giving, accepting or soliciting an advantage as an inducement for an action which is illegal, unethical or a breach of trust. Your policy can include either qualitative objectives or quantitative targets or both.

Here are some examples:

- **Qualitative objective:** Commit to the prevention of bribery.
- **Quantitative target:** Conduct corruption risk assessment for 100% of sites by 2030.

#### Attached document

 [Anti-Bribery and Corruption ...](#)   
*Policy / Code of Conduct* [Replace document](#)

#### Indicated pages:

2-4,8

#### Comment:

The Anti-Bribery and Corruption Policy sets out Sonim's commitments to prevent bribery and corruption, including explicit prohibitions on offering, promising, giving, accepting, or soliciting anything of value for improper purposes, as stated in the policy statements and anti-bribery prohibitions. It includes measurable anti-corruption objectives and targets covering training, third-party screening, and incident investigation.

### Conflict of interest

#### Examples of documents to attach

- Conflict of Interest Policy
- Business Ethics Policy
- Code of Conduct covering issues related to conflict of interest
- Employee Handbook with a dedicated policy section
- Annual or Sustainability Report

#### Document guidelines

Your document should demonstrate your company's commitments to prevent occurrence of a situation where an individual or the entity for which they work is confronted with choosing between the duties and demands of their position and their own private interests. Your policy can include either qualitative objectives or quantitative targets or both.

Here are some examples:

- **Qualitative objective:** Expect personnel to avoid conflict of interest.
- **Quantitative target:** Train 100% of its employees on conflict of interest topic by 2030.

#### Attached document

 [Code of Business Conduct an...](#)   
*Policy / Code of Conduct* [Replace document](#)

#### Indicated pages:

4-5

#### Comment:

The document includes a dedicated Conflicts of Interest section, outlining expectations for employees to avoid situations where personal interests could interfere with company interests and requiring disclosure and approval of any potential conflicts. It specifies examples of conflict-risk situations and provides clear internal reporting and oversight mechanisms for managing and resolving conflicts.

## ✓ Fraud

### Examples of documents to attach

- Fraud Policy
- Business Ethics Policy
- Code of Conduct covering issues related to fraud
- Employee Handbook with a dedicated policy section
- Annual or Sustainability Report


### Document guidelines

Your document should demonstrate your company's commitments to prevent offences that intentionally deceive someone in order to gain an unfair or illegal advantage. Your policy can include either qualitative objectives or quantitative targets or both.

Here are some examples:

- **Qualitative objective:** Commit to act in full transparency and condemn any illegal actions to gain an advantage.
- **Quantitative target:** Educate 100% of employees on fraud topics by 2030.

### Attached document

 [Fraud and Anti-money Laund...](#) ⓘ  
*Policy / Code of Conduct*

[Replace document](#)

### Indicated pages:

2-3

### Comment:

Sonim maintains a comprehensive Fraud and Anti-Money Laundering Policy that establishes a zero-tolerance approach to fraud, tax evasion, and the facilitation of tax evasion, applicable to all directors, officers, employees, consultants, and key business associates. The policy defines fraudulent conduct, it mandates reporting, includes protections against retaliation, and outlines internal investigation responsibilities. These commitments demonstrate Sonim's formal framework to prevent, detect, and respond to fraud across its operations.

## ✓ Money laundering

### Examples of documents to attach

- Anti Money Laundering Policy
- Business Ethics Policy
- Code of Conduct
- Employee Handbook with a dedicated policy section
- Annual or Sustainability Report


### Document guidelines

Your document should demonstrate your company's commitments to prevent concealing the origin, ownership or destination of illegally or dishonestly obtained money by hiding it within legitimate economic activities to make them appear legal. Your policy can include either qualitative objectives or quantitative targets or both.

Here are some examples:

- **Qualitative objective:** Commit to never take part in any money laundering.
- **Quantitative target:** Educate 100% of employees on money laundering topics by 2030.

### Attached document

 [Fraud and Anti-money Laund...](#) ⓘ  
*Policy / Code of Conduct*

[Replace document](#)

### Indicated pages:

4

### Comment:

The Fraud and Anti-Money Laundering Policy outlines our commitment to preventing money laundering and the facilitation of money laundering and on engaging in transactions designed to disguise ownership or beneficiaries. The policy defines money-laundering offences, details "red flag" indicators employees must monitor, and requires the reporting of any suspicions without risk of retaliation.

**Responsible information management**

**Examples of documents to attach**

- Information Security Policy
- Business Ethics Policy
- Code of Conduct
- Employee Handbook with a dedicated policy section
- Annual or Sustainability Report

**Document guidelines**

Your document should demonstrate your company's commitments to ensure the secure collection, processing or storage of third-party information for business purposes. Your policy can include either qualitative objectives or quantitative targets or both.

Here are some examples:

- **Qualitative objective:** Commit to the responsible management of confidential information.
- **Quantitative target:** Conduct IT security risk assessment for 100% of sites by 2030.

**Attached document**

 [Information Security Policy](#) 

*Policy / Code of Conduct*

[Replace document](#)

**Indicated pages:**

1-3

**Comment:**

The Information Security Policy demonstrates our commitment to responsible information management by establishing an ISO 27001 certified Information Security Management System and defining measures to protect the confidentiality, integrity and availability of third-party information. It outlines clear governance, security objectives, and employee responsibilities for safeguarding data and ensuring secure processing and storage.

**No policies yet/I don't know**

Indicator

**Measures** Impact on score ●●●●

This indicator is about your company's **actions to support your sustainability policies and commitments**.

The answer options in each question represent best practices for your company's size and industry. Select options that your company **has already implemented** and provide the documented proof of your actions.

[Learn more about the document requirements](#) 

### What actions has your company implemented to prevent corruption?

**Training of employees on corruption and bribery prevention**

**Examples of documents to attach**

- Training materials (such as slide decks, training content summaries, etc.)
- Evidence of training execution (such as progress reports, certificates of completion, etc.)

**Document guidelines**

Your document should demonstrate training programs provided to employees to strengthen their knowledge on corruption-related issues (such as slide decks, training content summaries, progress reports, certificates of completion, etc.)

**Attached document**

 New Employee Awareness tra... ©  
Other
[Replace document](#)

**Indicated pages:**

2

**Comment:**

The training plan shows that Anti-Bribery & Corruption is mandatory for all employees, with the Anti-Bribery and Corruption Policy listed as the required training material under section 4 "Training Requirements". It also confirms that these mandatory modules are delivered during induction and refreshed annually.

**Anti-corruption due diligence program on third parties**

**Examples of documents to attach**

- Standard due diligence procedures
- Work instructions on conducting the due diligence exercise
- Due diligence program implementation records

**Document guidelines**

Your document should demonstrate detailed and concrete steps to investigate third-parties the company engages with (ie. suppliers, vendors, commission agents, brokers, sales representatives, distributors, contractors, customs brokers, consultants) to ensure anti-corruption compliance and prevent third-party corruption incidents.

Elements of a due diligence program to be credited should include at least 2 out of the 3 following:

1. Evidence of risk-based approach
2. Collection of data on 3rd parties
3. Benchmarking or other results.

## ✔ Whistleblower procedure for stakeholders to report corruption and bribery

### Examples of documents to attach

- Standalone whistleblower procedure
- Description of a procedure in an anti-corruption policy document
- Description of a procedure in a Code of Ethics or Code of Conduct
- Description of a procedure in an employee handbook or manual

### Document guidelines

Your document should demonstrate an established mechanism for different parties to report corruption issues.

Elements of a whistleblower procedure to be credited should include all of the following:

1. Confidentiality guarantee
2. Non-retaliation guarantee
3. Dedicated reporting channel (such as internal or third-party email, phone, hotline, contact person)"

### Attached document



[Code of Business Conduct an...](#) ⓘ  
*Policy / Code of Conduct*

[Replace document](#)

### Indicated pages:

10

### Comment:

Sonim has an established whistleblower mechanism that enables employees and external stakeholders to confidentially report concerns, including issues related to corruption or bribery. The Code of Business Conduct and Ethics sets out a dedicated reporting process with multiple channels — an independent third-party hotline (phone, web, and email) and direct contact to the CFO and Audit Committee. The procedure guarantees confidentiality of reports and includes a clear non-retaliation commitment, ensuring that individuals reporting concerns in good faith are protected from any adverse consequences.

## ✔ Corruption risk assessments performed

### Examples of documents to attach

- Standard operating procedures
- Third-party conducted risk assessments
- Internal system monitoring documents

### Document guidelines

Your document should demonstrate an assessment of corruption-related risks across the company operations to prioritize risk management efforts.

Elements of a risk assessment to be credited should include at least 2 out of 3 of the following:

1. Periodic review of risks
2. Risks' descriptions
3. Presence of a corrective action plans

### Attached document



[CSR-08-00-02 - Labour and Et...](#) ⓘ  
*Other*

[Replace document](#)

### Comment:

The document CSR-08-00-02 Labor and Ethics Hazard Factor Identification and Assessment demonstrates a formal corruption risk assessment performed annually. It includes detailed descriptions of corruption-related risks—such as bribery, kickbacks, extortion and embezzlement—and assigns probability, severity and frequency scores. The table also specifies corresponding control and mitigation actions, referenced to the company Code of Conduct, confirming a structured and periodically reviewed corruption risk assessment process.

✓ **Audits of control procedures to prevent corruption and bribery**

**Examples of documents to attach**

- Formal audit reports
- Internal auditing procedures


**Document guidelines**

Your document should demonstrate regular monitoring of the effectiveness of ethics and compliance control systems performed through internal testing and formal external auditing.

Elements of an audit of control procedures to be credited should include at least 2 out of 3 of the following:

1. Indication of the scope of the audit
2. Indication of the accountable person or entity
3. Retrospective control of the existing system

**Attached document**

 [Charter of the Audit Committ...](#) ⓘ  
Other

[Replace document](#)


**Indicated pages:**

2-7

**Comment:**

The Charter of the Audit Committee establishes the formal oversight mechanism for auditing internal controls, compliance systems, and financial integrity. Section 1 defines the scope of audit oversight, including internal control systems, financial reporting processes and audit activities, while Section 2 and Section 5 assign accountability to the Audit Committee of the Board. Section 5 further requires retrospective review of internal control reports, auditor performance, management letters, fraud-related issues, and complaint procedures, demonstrating ongoing monitoring of the effectiveness of ethics and compliance controls.

**Attached document**

 [CSR-08-00-02 - Labour and Et...](#) ⓘ  
Other

[Replace document](#)

**Comment:**

The document CSR-08-00-02 Labor and Ethics Hazard Factor Identification and Assessment provides a retrospective review of corruption-related controls. It includes an annual assessment of bribery, kickbacks, extortion and embezzlement risks (ETHICS section), assigns risk scores, identifies accountable departments, and evaluates existing control measures such as the Code of Conduct and reporting channels. This demonstrates internal monitoring of the effectiveness of anti-corruption controls.

**Specific approval procedure for sensitive transactions**

**Examples of documents to attach**

- Standard operating procedures
- Work instructions
- Code of Ethics or Code of Conduct

**Document guidelines**

Your document should demonstrate instructions or processes in place to report or obtain approval for sensitive transactions that typically involve external stakeholders, and could be perceived or implied as favors. Approval items may include, but are not limited to, a range of values, types of items accepted, and other relevant criteria.

Sensitive transactions refer to discretionary transactions where there is, or is perceived to be, a personal benefit in addition to the benefit for the company. They often occur in the context of hospitality, travel, or in appreciation of professional services. The risk of corruption is inherently higher in these contexts.

**Attached document**

 [Code of Business Conduct an...](#)   
*Policy / Code of Conduct* [Replace document](#)

**Indicated pages:**

5-6

**Comment:**

The Code of Business Conduct and Ethics establishes approval rules for sensitive transactions, including the giving or receiving of gifts, hospitality, entertainment, and other business courtesies. It requires employees to obtain management approval for situations that could create actual or perceived personal benefit and prohibits offering anything of value to government officials. These provisions function as an internal approval procedure to prevent corruption risks in discretionary transactions involving external stakeholders.

**Other actions to prevent corruption not included elsewhere in this question**

Please select this option only if the rest of the options listed do not apply.

**Document guidelines**

Your document should demonstrate actions other than those specified in the other options taken by your company to tackle ethics-related problems like corruption, fraud, conflict of interest or money laundering.

**Examples of documents to attach**

- Standard operating procedures
- Work instructions
- Annual or Sustainability report

Please specify \_\_\_\_\_

**No actions yet/I don't know**

### What actions has your company implemented to ensure responsible information management?

#### Training of employees on information security

Examples of documents to attach

- Training materials (such as slide decks, training content summaries, etc.)
- Evidence of training execution (such as progress reports, certificates of completion, etc.)

Document guidelines

Your document should demonstrate training programs provided to employees to strengthen their knowledge on information security-related issues, such as slide decks, training content summaries, progress reports, certificates of completion, etc.

Attached document

 New Employee Awareness tra... Ⓢ  
*Other* [Replace document](#)

**Indicated pages:**  
3

**Comment:**  
Sonim has further supporting evidence available for this topic; however, it cannot be uploaded due to the current document limit. - The New Employee Awareness Training Plan 2025 shows that Information Security training is mandatory for all employees, referencing the Information Security Awareness Training module as a required element of onboarding and annual refresher training. This demonstrates that Sonim provides structured training to strengthen employee knowledge on information security topics.

#### Information security due diligence program on third parties

Examples of documents to attach

- Standard due diligence procedures
- Work instructions on conducting the due diligence exercise
- Due diligence program implementation records


Document guidelines

Your document should demonstrate detailed and concrete steps to investigate third-parties the company engages with (such as suppliers, vendors, commission agents, brokers, sales representatives, distributors, contractors, customs brokers and consultants) to ensure information security compliance and prevent third-party information security incidents.

Elements of a due diligence program to be credited should include at least 2 out of the 3 following:

1. Evidence of risk-based approach
2. Collection of data on 3rd parties
3. Benchmarking or other results

Attached document

 Supplier Security Policy Ⓢ  
*Policy / Code of Conduct* [Replace document](#)

**Indicated pages:**  
2-5

**Comment:**  
Our Supplier Security Policy sets out the third-party information security due-diligence process, requiring a risk-based supplier assessment and the collection of security-related evidence (e.g., governance, certifications, SBOM availability, secure-by-design practices). Supplier approval by the CISO is based on these results, demonstrating structured due-diligence.

✔ **Whistleblower procedure for stakeholders to report information security concerns**

**Examples of documents to attach**

- Standalone whistleblower procedure
- Description of a procedure in an information security policy document
- Description of a procedure in a Code of Ethics or Code of Conduct
- Description of a procedure in an employee handbook or manual

**Document guidelines**

Your document should demonstrate an established mechanism for different parties to report information security issues. Elements of a whistleblower procedure to be credited should include all of the following:

1. Confidentiality guarantee
2. Non-retaliation guarantee
3. Dedicated reporting channel (i.e. internal or third-party email, phone, hotline, contact person).

**Attached document**

 [Employee Code of Conduct](#)  [Replace document](#)  
*Policy / Code of Conduct*

**Indicated pages:**

1-2,6-7

**Comment:**

The Employee Code of Conduct provides a whistleblower mechanism that stakeholders may use to report information security concerns. Section 3.2 establishes confidential and anonymous reporting channels through a third-party hotline (website, email, phone) and guarantees non-retaliation for anyone reporting concerns in good faith. The Code confirms that the mechanism is available to employees, customers, and suppliers, and it explicitly includes information-security-related issues under Section 3.8, ensuring that security incidents or vulnerabilities can be raised safely and confidentially.

**Information security risk assessments performed**

**Examples of documents to attach**

- Standard operating procedures
- Third-party conducted risk assessments
- Internal system monitoring documents


**Document guidelines**

Your document should demonstrate assessment of information security-related risks across the company operations to prioritize risk management efforts.

Elements of risk assessment to be credited should include at least 2 out of 3 of the following elements:

1. Periodic review of risks
2. Risks' descriptions
3. Presence of a corrective action plans

**Attached document**

 [Information Security Policy](#) ⓘ  
*Policy / Code of Conduct*

[Replace document](#)


**Indicated pages:**

1-3

**Comment:**

Sonim operates a full ISO/IEC 27001-aligned Information Security Management System in which risk management is the central mechanism. The company maintains a comprehensive, organisation-wide information security risk register containing 184 identified risks, each with documented likelihood, impact, risk level, treatment status, and assigned ownership. All risks have been assessed, treated, and linked to the ISO/IEC 27002 controls applied to manage them. The ISMS, including the risk assessment methodology, was independently audited and certified by a notified body.

**Attached document**

 [ISMS Risk report - 2025-10-07](#) ⓘ  
*Other*

[Replace document](#)

**Comment:**

Sonim performs a formal, company-wide information security risk assessment aligned with ISO/IEC 27001 and 27005 requirements. The uploaded Information Security Risk Register report documents a structured assessment covering cybersecurity, data privacy, third-party, IT system, legal/regulatory, fraud/misconduct, and operational security risks.

## ✓ Audits of control procedures to prevent information security breaches

### Examples of documents to attach

- Formal audit reports
- Internal auditing procedures


### Document guidelines

Your document should demonstrate regular monitoring of the effectiveness of an ethics and compliance control system performed through internal testing and formal external auditing.

Elements of an audit of control procedures to be credited should include at least 2 out of the 3 following:

1. Indication of the scope of the audit
2. Indication of the accountable person or entity
3. Retrospective control of the existing system

### Attached document

 Internal Audit 2025-07-29 ⓘ  
Audit report

[Replace document](#)

### Comment:

Sonim operates a fully established ISO/IEC 27001:2022 Information Security Management System in which control procedures are subject to regular internal audits and external certification audits. The internal audit record (uploaded) demonstrates a comprehensive, control-by-control assessment covering the full ISMS scope, accountable owners for each control, and retrospective evaluation of implementation effectiveness. This includes annual internal audits, corrective actions, and recertification preparation, ensuring continuous monitoring of controls designed to prevent information security breaches.

## ✓ Incident response plan (IRP) to manage breaches of confidential information


### Examples of documents to attach

- Standard operating procedures
- Work instructions
- Business continuity plans covering information security

### Document guidelines

Your document should demonstrate instructions or a procedure to detect, respond to and limit the impact of information security breaches to prevent further damage and reassure affected parties.

### Attached document

 Incident Management and Re... ⓘ  
Other

[Replace document](#)

### Indicated pages:

2-5

### Comment:

Sonim maintains a formal, ISO 27001-aligned Incident Management and Response procedure that provides structured instructions for detecting, responding to, containing, and recovering from information security breaches. The document includes defined reporting channels, classification methods, evidence-preservation steps, roles and responsibilities (CISO, IT Managers, Legal), communication protocols, and post-incident learning processes (pages 2-5).

## ✓ Implementation of a records retention schedule

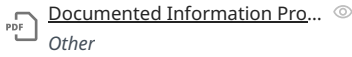
### Examples of documents to attach

- Standard operating procedures
- Work instructions
- Employee handbook or manuals
- Documented retention records

### Document guidelines

Your document should demonstrate a formalized and detailed schedule indicating the length of time each type of third-party data must be retained for.

#### Attached document



[Replace document](#)

#### Indicated pages:

8

#### Comment:

Sonim's Documented Information Procedure establishes a formal records-retention schedule that applies to all documents and records across the organisation. Section 5.6 – Protection of records defines the required retention period (10 years after last modification unless legal or contractual obligations require longer), storage controls, access restrictions, backup requirements, and secure deletion at end-of-life. Retention rules are centrally recorded in the Salesforce Information Asset register to ensure consistent application and governance.

#### Attached document



[Replace document](#)

#### Indicated pages:

6-7

#### Comment:

Sonim's Privacy and Protection of PII Policy defines a dedicated retention framework for personal data, which differs from the company's internal records-retention requirements. Section 5.7 Data Retention & Erasure of the policy establishes that PII may only be retained for the minimum period necessary for the specific processing purpose, after which it must be securely erased or anonymised, unless a longer period is required by law or contract.

## ✓ Measures to protect third party data from unauthorized access or disclosure

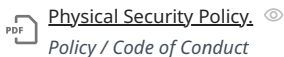
### Examples of documents to attach

- Work instructions or procedures
- Subject access request procedure
- Description of functioning of firewalls

### Document guidelines

Your document should demonstrate internal controls to restrict physical or digital access to the customer or client data by unauthorized employees or third parties.

#### Attached document



[Replace document](#)

#### Indicated pages:

3-13

#### Comment:

The Physical Security Policy demonstrates how Sonim protects third-party data from physical unauthorised access or disclosure. It defines strict controls around badge access, visitor escorting, secure areas, surveillance, and protection of rooms housing IT systems or printed sensitive information. These measures ensure that only authorised personnel can enter locations where customer data may be stored or processed, preventing physical tampering or data leakage.

**Measures for gaining stakeholder consent regarding the processing, sharing and retention of confidential information**



**Examples of documents to attach**

- Standard operating procedures
- Work instructions
- Consent forms used by the company
- Records of consent documents kept by the company

**Document guidelines**

Your document should demonstrate instructions or an operational process to consult and inform the customers or clients on the particulars of collection and storage of their personal data (such as the type of data collected, data sharing with third parties, etc).

**Attached document**

 [Privacy and Protection of PII...](#)   
*Policy / Code of Conduct*

[Replace document](#)



**Indicated pages:**

4-6

**Comment:**

Sonim's Privacy and Protection of PII Policy establishes a formalised process for obtaining and managing stakeholder consent before processing, sharing or retaining any personal or confidential information. The policy sets out explicit requirements for transparency, including informing individuals of the type of data collected, the purpose of processing, lawful basis, recipients, retention periods and rights (Policy section 5.2 Lawfulness, Fairness & Transparency; 5.4 Consent management)

**Attached document**

 [IT and System Security Policy](#)   
*Policy / Code of Conduct*

[Replace document](#)



**Indicated pages:**

4-19

**Comment:**

The IT and System Security Policy sets out the technical safeguards that prevent unauthorised digital access to third-party data. It includes requirements for firewall protection, endpoint security, vulnerability management, system configuration baselines, and malware defences. These measures collectively ensure that customer data is protected against intrusion attempts, malicious software, and unauthorised network access in accordance with recognised security standards.

**Attached document**

 [Access Control and Identity...](#)   
*Policy / Code of Conduct*

[Replace document](#)

**Indicated pages:**

3-9

**Comment:**

The Access Control and Identity Management Policy provides the core controls used to protect third-party data from unauthorised access or disclosure. It defines the company's full access governance model, including role-based access control, multi-factor authentication, privileged access restrictions, segregation of duties, and mandatory provisioning/de-provisioning workflows. These controls ensure that only authorised individuals can access customer information, significantly reducing the risk of external or internal data breaches.

**Other actions to ensure responsible information management not included elsewhere in this question**

Please select this option only if the rest of the options listed do not apply.

**Document guidelines**

Your document should demonstrate actions different than those specified in the other options taken by your company to tackle problems related to information security.

**Examples of documents to attach**

- Standard operating procedures
- Work instructions
- Annual or Sustainability report

Please specify

---

No actions yet/I don't know

Indicator

## Reporting

Impact on score ●●●○

Reporting is based on **quantitative KPIs that measure your implementation of sustainability practices.**

We'll ask you to attach documents that include your sustainability metrics. A valid **reporting document** includes the reporting **year** and the reporting **unit** (such as kWh or liters).

Make sure the latest reporting period is within the **last 2 calendar years.**

[Learn more about the document requirements](#) 

**Please report on the following metrics related to business ethics topics:**

Answers to this question will be shown in a dedicated section in your EcoVadis platform - [Metrics](#). This useful tool helps you store all relevant quantitative data and track your sustainability progress.

**Percentage of employees trained on business ethics**

**Examples of documents to attach:**

- Business ethics report
- Business ethics risk assessment report
- Reporting section in your Annual or Sustainability report

**Your document should:** Demonstrate the metrics on the percentage of employees trained on business ethics-related issues (such as anti-corruption, information security, etc.) in forms of e-learning, in-person training, workshops, etc.

**This metrics applies to direct employees** (individuals who have a direct employment relationship with your company).

Year	Unit	Value
2024	percent (%)	100

**Attached document**

2024 Annual HR KPI Report
Reporting (KPI) Documents / CDP r...

[Replace document](#)

**Indicated pages:**

5

**Comment:**

Sonim tracks completion of mandatory business-ethics-related training through its HR KPI monitoring process. The company achieved a 100% training completion rate for the required ethics trainings, which include core ethics topics covered through the Employee Code of Conduct and Information Security awareness.

**Number of reports related to whistleblower procedure**

**Examples of documents to attach:**

- Business ethics report
- Business ethics whistleblower report
- Reporting section in your Annual or Sustainability report

**Your document should:** Demonstrate the metrics on the number of reported cases of business ethics-related violations through an internal or external whistleblower procedure.

Year	Value
2024	0

**Attached document**

2024 Annual HR KPI Report
Reporting (KPI) Documents / CDP r...

[Replace document](#)

**Indicated pages:**

5

**Comment:**

During the reporting period, no whistleblower reports were submitted through Sonim's established reporting channels, as reflected in the 2024 Annual HR KPI Report. Sonim maintains a formal, confidential, and non-retaliatory whistleblower mechanism as defined in the Employee Code of Conduct, but no business-ethics-related concerns were raised or logged in 2024.

**Number of confirmed corruption incidents** ↗

**Examples of documents to attach:**

- Business ethics report
- Business ethics whistleblower report
- Reporting section in your Annual or Sustainability report


**Your document should:** Demonstrate the metrics on the number of confirmed cases of corruption.

A confirmed corruption incident is defined as the corruption incident that has been found to be a substantiated violation of the corruption-related code of conduct, company policies, or law.

An incident that is still under investigation during the reporting period is not regarded as a confirmed incident.

Year	Value
2024	0

**Attached document**

 [2024 Annual HR KPI Report](#) ⓘ  
Reporting (KPI) Documents / CDP r...

[Replace document](#)

**Indicated pages:**

5

**Comment:**

Sonim tracks ethics- and corruption-related incidents through its formal Ethics KPI framework. The 2024 Annual HR KPI Report confirms that zero (0) substantiated corruption or ethics violations occurred during the reporting year, and no confirmed cases were recorded following investigation. This meets the requirement to disclose confirmed incidents of corruption.

**Number of confirmed information security incidents** ↗

**Examples of documents to attach:**

- Business ethics report
- Business ethics whistleblower report
- Reporting section in your Annual or Sustainability report


**Your document should:** Demonstrate the metrics on the number of confirmed information security-related incidents.

A confirmed information security incident is defined as the information security incident that has been found to be a substantiated violation of the information security-related code of conduct, company policies, or law. It includes unauthorized access to company networks, data or applications, breaches of customer privacy, etc.

An incident that is still under investigation during the reporting period is not regarded as a confirmed incident.

Year	Value
2024	0

**Attached document**

 [2024 Annual HR KPI Report](#) ⓘ  
Reporting (KPI) Documents / CDP r...

[Replace document](#)

**Indicated pages:**

5

**Comment:**

Sonim confirms that no information security incidents were substantiated during the reporting period, as reflected in the 2024 Annual HR KPI Report.

**Other metrics on business ethics**

Please select this option only if the rest of the options listed do not apply and describe your own declaration in the open text field.

Please specify

**No metrics yet/I don't know**

## Sustainability procurement

Impact on score ●○○○

The theme focuses on the management of sustainability risks in your supply chain. The key questions relate to:

- the **materials** you buy
- the **services** you hire
- your actions to promote **sustainable practices and operations among your supplier base**
- your actions to support **sustainable procurement**

**Sustainability issues** relevant for your company:

Supplier Environmental Practices    Supplier Social Practices

- Based on your company's **industry, size and location**, we selected the most relevant sustainability issues.
- Selected sustainability issues define **what questions you receive** and the impact of this theme on your **overall score**.

Indicator

### Policies

Impact on score ●●●●

A policy is a set of objectives that addresses specific sustainability issues. It shows your **company's intention** to reduce impact, mitigate risk, or improve performance.

Examples of policies:

- General **principles, statements** and **qualitative objectives** to improve sustainability.
- Specific **quantitative targets** with a defined deadline in the future. You can submit both absolute and relative targets. A conclusive target should meet the following conditions:
  - Be time-bound: include a baseline and target year.
  - Be measurable: include a quantitative goal to be achieved.
  - Be achievable: realistic and relevant to the company's activities.

[Get more examples and best practices for developing policies](#) 

### Does your company have a policy with qualitative objectives and quantitative targets for:

#### Supplier environmental practices

Examples of documents to attach:

- Sustainable Procurement Policy
- Supply Chain Due Diligence Policy
- Annual or Sustainability report



**Your document should:** Demonstrate your company's commitment to managing the risks of environmental impacts in supply chain management, alongside conventional procurement considerations such as price, quality, and reliability. Your policy can include either qualitative objectives, quantitative targets, or both.

Here are some examples:

- **Qualitative objective:** Commit to managing the risks of adverse environmental impacts in our supply chain and selecting suppliers that implement the best environmental practices.
- **Quantitative targets:**
  - Global Sustainable Procurement level: Aim to train 90% of its employees from the procurement team on environmental issues in the supply chain by 2025 (baseline year: 2020).
  - Criteria level: Reduce supply chain emissions by 20% by 2025 (baseline year: 2023)

A Sustainable Procurement Policy should exist in a separate document from a Supplier Code of Conduct. A Sustainable Procurement Policy aims to communicate the company's commitments for sustainable procurement internally.. While a Supplier Code of Conduct aims at communicating externally the company's requirements for suppliers in order to do business with them.

#### Attached document

 Sustainable Procurement Poli...   
Policy / Code of Conduct
[Replace document](#)

**Indicated pages:**  
2-5

**Comment:**  
Sonim has an established Sustainable Procurement Policy that embeds environmental, social, and ethical requirements directly into supplier selection, contracting, and ongoing performance management. The policy commits the company to managing several sustainability KPIs for supplier monitoring.

**Supplier social practices**

**Examples of documents to attach:**

- Sustainable Procurement Policy
- Supply Chain Due Diligence Policy
- Annual or Sustainability Report

**Your document should:** Demonstrate your company's commitment to managing risks of social impacts (such as working hours, wages) in supply chain management alongside conventional procurement considerations. Your policy can include either qualitative objectives, quantitative targets, or both.

Here are some examples:

- **Qualitative objective:** Commit to managing the risks of adverse social impacts in our supply chain and selecting suppliers that implement the best social practices.
- **Quantitative targets:**
  - Global Sustainable Procurement level: Aim to train 90% of its employees from the procurement team on environmental issues in the supply chain by 2025 (baseline year: 2020).
  - Criteria level: 100% suppliers' employees paid a living wage by 2030 (baseline year: 2022)

A Sustainable Procurement Policy should exist in a separate document from a Supplier Code of Conduct. A Sustainable Procurement Policy aims to communicate the company's commitments for sustainable procurement internally. While a Supplier Code of Conduct aims at communicating externally the company's requirements for suppliers in order to do business with them.

**Attached document**

 Sustainable Procurement Poli... ⓘ  
*Policy / Code of Conduct*

[Replace document](#)

**Indicated pages:**

2-5

**Comment:**

Sonim's Sustainable Procurement Policy integrates clear social-responsibility expectations into supplier selection and oversight, including labour standards, working-hour compliance, fair wages, modern-slavery due diligence, and social-audit requirements. The policy defines supplier obligations, contract clauses, and monitoring mechanisms, along with targets for supplier assessments and procurement-team training.

**No policies yet/I don't know**

### Does your company have a policy with qualitative objectives and quantitative targets addressing issues related to "conflict minerals" (tin, tungsten, tantalum, gold)?

Yes

**Examples of documents to attach:**

- Sustainable Procurement Policy
- Conflict Minerals Policy
- Conflict Minerals Statement
- Annual or Sustainability Report

**Your document should:** Demonstrate commitments to ensure that your company does not knowingly obtain or supply products that contain conflict minerals. Conflict minerals are tantalum, tin, tungsten, and gold that were extracted and directly or indirectly benefit armed groups in the Democratic Republic of Congo. Your policy can include either qualitative objectives, quantitative targets, or both.

Here are some examples of commodity-related policies:

- **Qualitative objective:** Do not knowingly obtain or supply products that contain conflict minerals that were extracted and directly or indirectly benefit armed groups in the Democratic Republic of Congo (DRC).
- **Quantitative targets:** Aim to audit 95% of suppliers with regards to conflict minerals by 2030 (baseline year: 2023). 90% of suppliers respond to CMRT in 2025 (baseline year: 2020).

**Attached document**

 [Conflict Minerals Policy](#) ⓘ  
*Policy / Code of Conduct* [Replace document](#)

**Indicated pages:**

1-2

**Comment:**

Sonim has an established Conflict Minerals Policy that includes both qualitative commitments and quantitative targets addressing 3TG (tin, tungsten, tantalum, and gold). The policy publicly affirms adherence to the OECD Due Diligence Guidance and the Responsible Minerals Initiative (RMI), and sets measurable objectives.

No policies yet/I don't know

Indicator

**Endorsements** Impact on score ●○○○

Endorsements are:

- Your company's **public adherence or commitment** to meeting objectives and principles defined by a recognized third-party organization.
- Active **participation in formal initiatives** to advance sustainability.


Your endorsements must be **publicly verifiable** or have **official documentation**. An example of a well-recognized endorsement is the UN Global Compact.

### Does your company formally and publicly adhere to any external CSR initiatives or sets of principles?

**Responsible Minerals Initiative (RMI, formerly CFSI)**

An endorsement is the formal and public adherence by the company to an external CSR initiative or set of principles. Click on the "Need help?" button above for more info.

#### Attached document

 <a href="#">Conflict Minerals Policy.</a> ⓘ <i>Policy / Code of Conduct</i>	<a href="#">Replace document</a>
--	----------------------------------

**Indicated pages:**

1-2

**Comment:**

Sonim formally and publicly aligns its Conflict Minerals due-diligence process with the Responsible Minerals Initiative (RMI). This commitment is stated in the Conflict Minerals Policy, which confirms that Sonim follows the RMI-aligned framework and uses the Responsible Minerals Initiative's CMRT (Conflict Minerals Reporting Template) for supplier reporting and disclosure.

**World Gold Council (Conflict-Free Gold Standard)**

An endorsement is the formal and public adherence by the company to an external CSR initiative or set of principles. Click on the "Need help?" button above for more info.

**Public-Private Alliance for Responsible Mineral Trade (PPA)**

An endorsement is the formal and public adherence by the company to an external CSR initiative or set of principles. Click on the "Need help?" button above for more info.

**Association Connecting Electronics Industries (IPC)**

An endorsement is the formal and public adherence by the company to an external CSR initiative or set of principles. Click on the "Need help?" button above for more info.

**JEITA's Responsible Minerals Trade Working Group**

An endorsement is the formal and public adherence by the company to an external CSR initiative or set of principles. Click on the "Need help?" button above for more info.

**Responsible Jewellery Council**

An endorsement is the formal and public adherence by the company to an external CSR initiative or set of principles. Click on the "Need help?" button above for more info.

**ITRI's Tin Supply Chain Initiative (iTSCi)**

An endorsement is the formal and public adherence by the company to an external CSR initiative or set of principles. Click on the "Need help?" button above for more info.

**The London Bullion Market Association**

An endorsement is the formal and public adherence by the company to an external CSR initiative or set of principles. Click on the "Need help?" button above for more info.

**Responsible Artisanal Gold Solutions Forum (RAGS)**

An endorsement is the formal and public adherence by the company to an external CSR initiative or set of principles. Click on the "Need help?" button above for more info.

**European Partnership for Responsible Minerals**

An endorsement is the formal and public adherence by the company to an external CSR initiative or set of principles. Click on the "Need help?" button above for more info.

**Other external sustainability initiative or set of principles**

Please select this option only if the rest of the options listed do not apply and describe your own declaration in the open text field.

Please specify

---


**No specific endorsement/ Do not know**

Indicator

**Measures** Impact on score ●●●●

This indicator is about your company's **actions to support your sustainability policies and commitments**.

The answer options in each question represent best practices for your company's size and industry. Select options that your company **has already implemented** and provide the documented proof of your actions.

[Learn more about the document requirements](#) 

## What actions has your company implemented to integrate social and environmental factors within procurement?

### Supplier sustainability code of conduct

**Examples of documents to attach:**

- Supplier code of conduct
- Annual or Sustainability report

**Your document should:** Demonstrate your company's communication towards suppliers, setting the expectations for suppliers to follow in order to be socially and environmentally responsible.

A supplier code of conduct should exist in a separate document from a company's sustainable procurement policy as each serves a different purpose (the former is external for suppliers and the latter is internal for the procurement team or other purchasing employees).

**Attached document**

Supplier Code of Conduct ⓘ

*Supplier code of conduct*

[Replace document](#)

<p><b>Indicated pages:</b> 2-9</p>	<p><b>Comment:</b> Sonim communicates clear and comprehensive sustainability expectations to all suppliers through its Supplier Code of Conduct, which covers environmental protection, labour and human rights, health and safety, ethical conduct, and information security requirements. The Code defines mandatory standards suppliers must meet and forms part of Sonim's procurement process. This document is issued to suppliers as the primary external communication of sustainability obligations.</p>
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### Integration of social and environmental clauses into supplier contracts

**Examples of documents to attach:**

- Supplier contracts' instructions
- Supplier contracts with clauses
- Supplier Code of Conduct with a section indicating how suppliers will be held legally responsible in case of a breach

**Your document should:** Demonstrate provisions or clauses in business contracts that cover sustainability issues and the management of risks of adverse impacts in cooperation with the supplier. These issues are not directly related to the contract's subject matter but aim to set expectations for sustainability and due diligence.

These clauses contractually bind suppliers to abide by their requirements and usually contain disciplinary sanctions in case of a breach of contract, including termination.

**Attached document**

Frame purchase Agreement 2... ⓘ

*Other*

[Replace document](#)

<p><b>Indicated pages:</b> 10</p>	<p><b>Comment:</b> Sonim requires all suppliers to commit contractually to sustainability and ethical business expectations. The uploaded Frame Purchase Agreement includes legally binding clauses that address supplier responsibilities, environmental practices, quality management, and compliance with Sonim's standards. These provisions establish enforceable obligations and allow Sonim to take corrective action, including termination, in case of breach.</p>
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## ✔ Risk assessment of adverse sustainability impacts in the supply chain

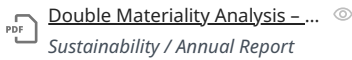
### Examples of documents to attach:

- Work instructions on supply chain risk assessments
- Internal supply chain risk assessment documents
- Supplier's sustainability risk assessment documents

**Your document should:** Demonstrate a process for identifying the most significant risks of adverse sustainability impacts in the supply chain and among suppliers. Adverse sustainability impacts include negative effects on individuals, workers, communities, and the environment related to disclosure, human rights, employment, bribery, and consumer interests. The process should assess the nature and extent of actual and potential impacts along the supply chain, incorporating relevant sustainability information from stakeholders and rights-holders, and prioritize risks based on severity and likelihood.

The result of this risk assessment could serve as a reference point for the company to consider whether further action should be taken on a particular supplier, product, or purchasing category (such as assessments and audits).

### Attached document



[Replace document](#)

### Indicated pages:

45-58

### Comment:

Sonim conducts a formal assessment of its sustainability impacts, risk and opportunities across its value chain through its Double Materiality Analysis (2025), which identifies, rates, and prioritises risks for all ESRS E, S, and G topics. The DMA integrates supplier-related social, environmental, and governance risks—covering severity, likelihood, and value-chain location—and informs procurement oversight and supplier engagement.

## ✔ Supplier assessment on environmental and social practices

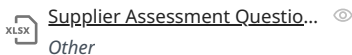
### Examples of documents to attach:

- Supplier assessment's instructions
- Example of questionnaires
- Checklists

**Your document should:** Demonstrate questionnaire-based review of a supplier's sustainability practices to verify that risk mitigation measures are being implemented and to ensure that adverse impacts have been prevented or addressed.

The supplier assessment can be remote, such as, without going to a supplier site, done either by a third party or directly by the supplier without verification, for example, a self-assessment.

### Attached document



[Replace document](#)

### Comment:

Sonim conducts structured supplier assessments that include detailed, questionnaire-based evaluations of environmental and social practices. The uploaded audit report demonstrates how suppliers are reviewed against defined criteria, scoring methods, and required corrective actions.

✓ **Training of buyers on social and environmental issues within the supply chain**

**Examples of documents to attach:**

- Training materials (such as slide decks, training content summaries)
- Evidence of training execution (such as progress reports, certificates of completion)

**Your document should:** Demonstrate that your company provides training programs to the company's procurement professionals on sustainable purchasing. This training program is for strengthening their knowledge of social and environmental issues and the risks of adverse impacts along the supply chain.

**Attached document**

 New Employee Awareness tra... ⓘ [Replace document](#)  
Other

**Indicated pages:**  
2-3

**Comment:**  
Sonim provides structured sustainability-related training to all employees through its New Employee Awareness Training Plan, which includes mandatory modules on human rights, anti-bribery and corruption, ethics, and climate-change awareness. These topics directly strengthen understanding of social and environmental issues in the supply chain. Although not buyer-specific, procurement personnel complete the same mandatory training, ensuring baseline competence on responsible sourcing topics.

✓ **On-site audits of suppliers on environmental and social issues**

**Examples of documents to attach:**

- Supplier audit instructions
- Inspection or audit reports

**Your document should:** Demonstrate instructions or operational process for conducting on-site or virtual audits of your company's suppliers, unannounced or announced, to identify non-conformances to the mandatory sustainability requirements. This process should enable monitoring the implementation and effectiveness of your internal commitments, activities and goals related to due diligence.

**Attached document**

 Supplier Assessment Questio... ⓘ [Replace document](#)  
Other

**Comment:**  
Sonim conducts structured supplier assessments that include detailed, questionnaire-based evaluations of environmental and social practices. The uploaded audit report demonstrates how suppliers are reviewed against defined criteria, scoring methods, and required corrective actions.

**Attached document**

 Supplier Management Proce... ⓘ [Replace document](#)  
Other

**Indicated pages:**  
all

**Comment:**

**Capacity building of suppliers on the risks of adverse sustainability impacts**

**Examples of documents to attach:**

- Training materials or presentation for suppliers
- Evidence of training execution (such as progress reports, certificates of completion with your company name)
- Minutes or acts with suppliers to jointly carry out programs
- Documented programs or projects carried jointly with suppliers

**Your document should:** Demonstrate programs to support suppliers in the improvement and the prevention or mitigation of adverse impacts or risks. It can include in-person training, participation in third-party training programs, upgrading of facilities, strengthening of their management systems, formal sharing of best practices and performance.

These capacity-building measures may be proactive or due to corrective actions identified in sustainability audits or assessments.

**Incentive programs for suppliers based on their environmental and social performances**

**Examples of documents to attach:**

- Incentive program instructions
- Program implementation records
- Letters or other communication materials

**Your document should:** Demonstrate a process or mechanism in place to reward suppliers who perform well in terms of sustainability, and prevention and mitigation of risks of adverse impacts. This is for motivating suppliers to continue or further improve their sustainability efforts through supplier awards, preferred supplier program, or access to Requests for Proposals.

**Sustainable procurement objectives integrated into buyer performance reviews**

**Examples of documents to attach:**

- Work instructions on buyer performance review
- Employee evaluation documents with sustainable procurement objectives

**Your document should:** Demonstrate a process or mechanism that integrates the sustainability performance of suppliers into the performance appraisal of buyers. These objectives must be specific for buyers working in the procurement department who are responsible for selecting, managing, and interacting with your company's suppliers.

**Attached document**



Sustainable Procurement Poli...  
Policy / Code of Conduct

[Replace document](#)

**Indicated pages:**

2-5

**Comment:**

Sonim's Sustainable Procurement Policy sets detailed sustainability responsibilities for the procurement team, forming the basis for individual performance expectations. Procurement staff are required to apply environmental and social criteria in supplier selection and ongoing management. These responsibilities are reflected in internal performance discussions, even though the system does not currently have a standalone ESG-specific appraisal form.

**Worker voice surveys or grievance mechanisms for suppliers**

**Examples of documents to attach:**

- Worker voice surveys for suppliers
- Worker voice program implementation records
- Grievance mechanism manual or reporting procedure

**Your document should:** Demonstrate programs for obtaining anonymous feedback from suppliers' workers through surveys via text messages, phone calls, or proprietary applications. Alternatively, demonstrate an active grievance mechanism available to relevant rightsholders in the supply chain (such as local and indigenous communities, suppliers' workers and employees). Both actions should serve as tools to obtain information and verify the risks of adverse impacts from suppliers operations, as well as identify the relevant rights-holders that should be engaged.

Rights-holders refers to individuals or groups that have a particular entitlement and can make legitimate claims regarding Human Rights.

**Grievance mechanisms must include the following elements:**

1. **Accessibility:** Communication to all stakeholders regarding availability of a grievance mechanism that takes into account possible linguistic or geographical barriers.
2. **Non-retaliation:** Those who report any grievances should be protected and not face retaliation.
3. **Confidentiality:** Steps in place to maintain confidentiality of those who make use of the grievance mechanism.

**Attached document**

 [Supplier Code of Conduct](#)  [Replace document](#)

*Supplier code of conduct*

**Indicated pages:**  
2,9

**Comment:**  
Sonim's Supplier Code of Conduct establishes a formal grievance and misconduct-reporting mechanism available to supplier workers, providing a channel for raising concerns anonymously and without retaliation. The Code explicitly requires suppliers to maintain accessible reporting mechanisms and to protect confidentiality for all complainants. These provisions ensure that supplier workers and other rights-holders have a safe means to voice concerns and report adverse impacts throughout the supply chain.

**Other actions to promote sustainable procurement not included elsewhere in this question**

Please select this option only if the rest of the options listed do not apply.

**Your document should:** Demonstrate actions, other than those specified in other options, to promote sustainable procurement. These actions are conducted by integrating environmental and labor and human rights issues in supply chain management alongside conventional procurement considerations (such as price, quality, reliability.)

**Examples of documents to attach:**

- Standard operating procedures
- Work instructions
- Program implementation records

Please specify

---

**No actions yet/I don't know**

## Do you have an inclusive sourcing program in place or other actions designed to prevent discrimination in the supply chain?

### ✓ Actions to ensure inclusive sourcing in the supply chain

#### Examples of documents to attach

- Supplier Ownership Classifications
- Supplier program implementation records
- Standard operation procedures
- Supplier data bases with information on ownership
- Annual Report, CSR/Sustainability Report

#### Document guidelines

The document(s) should demonstrate operational process/efforts to ensure inclusive sourcing in their supply chain. Examples of actions include: preventing any type of discrimination against suppliers and using supplier selection processes that give equal consideration to local and/or global companies.

#### Attached document

Supplier Code of Conduct ⓘ

*Supplier code of conduct*

[Replace document](#)

#### Indicated pages:

3

#### Comment:

Sonim's Supplier Code of Conduct demonstrates our commitment to inclusive sourcing by requiring suppliers to uphold strict standards on humane treatment, non-discrimination, and non-harassment. Sections 4.5 and 4.6 explicitly mandate equal opportunity, prohibit discriminatory practices in recruitment and workforce management, and promote diversity, equity, inclusion, and belonging (DEIB). The Code further encourages suppliers to support diversity within their own supply chains, including engagement with small, women-owned, minority-owned, and disadvantaged businesses.

### ✓ Actions to prevent discrimination and harassment in the workforce of suppliers

#### Examples of documents to attach

- On-site audit records for supplier
- Standard operation procedures
- Program implementation records
- Training materials and additional evidence of training execution (progress reports, certificates of completion, etc.)
- Annual Report or CSR/Sustainability Report

#### Document guidelines

The document(s) should demonstrate the implementation of actions to prevent discrimination and harassment within the workforce and operations of the company's suppliers. For example (but not limited to) provision of training program on anti-discrimination for suppliers, monitoring of implementation of anti-discrimination actions in the suppliers operations, monitoring discrimination cases in the workforce, ensuring suppliers are certified in anti-discrimination topics, linking procurement-management compensation to supplier anti-discrimination goals.

#### Attached document

Supplier Code of Conduct ⓘ

*Supplier code of conduct*

[Replace document](#)

#### Indicated pages:

3

#### Comment:

Sonim's Supplier Code of Conduct communicates clear expectations for suppliers to prevent discrimination, harassment, and unfair treatment within their workforce. It requires suppliers to provide equal opportunities, maintain humane working conditions, and ensure workers can raise concerns through confidential grievance channels.

**Other actions designed to prevent discrimination in the supply chain not included elsewhere in this question**

Please select this option only if the rest of the options listed do not apply and describe your own declaration in the open text field.

**Document guidelines**

Your document should demonstrate actions other than those specified in the other options to prevent discrimination in the supply chain.

**Examples of documents to attach**

- Standard operating procedures
- Work instructions
- Program implementation records
- Annual Report or CSR/Sustainability Report

Please specify

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**No actions yet/I don't know**



Complete

SUP613

Impact on score ●●●●

**Has your company performed a formal assessment of its suppliers progress with regards to the REACH regulation?**

**Yes, my company assesses its suppliers' progress with regards to the REACH requirements**

The document(s) should demonstrate the following: either an on-site inspection of suppliers' REACH compliance, (e.g. audit/inspection reports), or a remote questionnaire-based review (i.e. conducted without going to a supplier site) done either by a third party or directly by a supplier without verification (i.e. self-assessment). Examples of documents to attach: standard operating procedures, work instructions, questionnaires, checklists, Annual Report, CSR/Sustainability Report, etc.

**Attached document**



Restricted Substances list an...



Other

[Replace document](#)

**Indicated pages:**

1-20

**Comment:**

Sonim assesses suppliers' REACH compliance through the Restricted Substances List and Declaration process. The document requires suppliers to monitor REACH updates—especially new SVHC Candidate List entries—and to update and resubmit declarations within six months (see Section 3.1 and Notes 7 & 15). This provides formal, recurring verification of supplier progress with REACH obligations. In addition, all Sonim electronic products undergo CE marking, for which both RoHS and REACH compliance are mandatory, and are tested by accredited third-party laboratories as required by law.

**No actions yet/ I don't know**

**Not applicable (no article or substance impacted by the REACH regulation used in processes) (please specify)**

Please specify

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**Not applicable (for example, the company is located outside of the EU and has no business with the EU)**

Please specify

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**I don't know**

**What actions has your company implemented to identify, assess, and mitigate conflict mineral risks in your supply chain?**


- Detailed conflict minerals risk analysis (per product or purchasing category) for downstream companies (for example, manufacturers)**

The document(s) should demonstrate the following: a process to identify the potential risk related to conflict minerals in the products per product or purchasing category. Examples of documents to attach: standard operating procedures, work instructions, risk assessment documents, manual, presentation, Annual Report, CSR/Sustainability Report, etc.

- Selected suppliers required to fill Conflict Minerals Reporting Template (CMRT) or other conflict minerals-related questionnaire**

The document(s) should demonstrate the following: requirement for certain suppliers to fill out the conflict minerals reporting template published by RMI or other types of documents facilitating data collection in order to identify traceability of minerals used in the supply chain. Examples of documents to attach: standard operating procedures, work instructions, questionnaires, letters, manual, presentation, Annual Report, CSR/Sustainability Report, etc.

**Attached document**

 [Conflict Minerals Policy](#) ⓘ  
*Policy / Code of Conduct*
[Replace document](#)

<b>Indicated pages:</b> 1-2	<b>Comment:</b> All ODM suppliers providing products for Sonim are required to submit a Conflict Minerals Reporting Template (CMRT) as part of onboarding and annual renewals, ensuring complete transparency regarding 3TG sourcing and smelter/refiner disclosure.
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- Investigation or traceability system of upstream actors such as smelters, trades, mines on conflict minerals due diligence**

The document(s) should demonstrate the following: a traceability program or a due diligence process to identify if there are any upstream companies using minerals from conflict zone. Examples of documents to attach: standard operating procedures, work instructions, program implementation record, presentation, Annual Report, CSR/Sustainability Report, etc.


- Procedure to disengage with a non-responding supplier after several attempts on conflict minerals issues**

The document(s) should demonstrate the following: an escalation process to mitigate the risk in the supplier chain when the suppliers who potentially use the conflict minerals identified by the company do not reply to request on conflict minerals issues. Examples of documents to attach: standard operating procedures, work instructions, program implementation record, presentation, Annual Report, CSR/Sustainability Report, etc.

- Grievance mechanism allowing any interested parties to voice and record concerns**

The document(s) should demonstrate the following: provision of a communication channel allowing any interested party (affected persons or whistleblowers) to voice concerns regarding the circumstances of mineral extraction, trade, handling and export in a conflict-affected and high-risk area. It could be either to provide information from upstream companies (eg Smelters, mine) or to report any issues related to conflict minerals. Examples of documents to attach: standard operating procedures, work instructions, manuals, communication materials, emails, Annual Report, CSR/Sustainability Report, etc.

**Attached document**

 [Supplier Code of Conduct](#) ⓘ  
*Supplier code of conduct*
[Replace document](#)

<b>Indicated pages:</b> 2,9	<b>Comment:</b> Sonim's Supplier Code of Conduct provides a formal grievance and misconduct-reporting mechanism that is open to any interested party in the supply chain. It includes confidentiality protections, non-retaliation guarantees, and a dedicated reporting channel that can be used to raise concerns related to mineral sourcing, including upstream risks connected to conflict minerals.
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- Formal project or partnership with NGOs regarding conflict minerals (for example, Enough Project, Pact, Global Witness)**

The document(s) should demonstrate the following: partnership with NGO(s) or participation in the projects to mitigate the risk related to conflict minerals in the supply chain. Examples of documents to attach: contracts, presentation, communication materials, Annual Report, CSR/Sustainability Report, etc.

**Other actions on conflict minerals not included elsewhere in this question**

Please select this option only if the rest of the options listed do not apply. The document(s) should demonstrate the following: actions on conflict minerals other than those specified in the other options. Examples of documents to attach: Standard operating procedures, work instructions, program implementation records, Annual Report, CSR/Sustainability Report, etc.

Please specify

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**No actions yet/I don't know**

Indicator

**Coverage** Multiplying factor ⓘ

Coverage means the level of deployment of measures and certifications throughout your company. This indicator includes questions about:

- **Implementation level of sustainability actions** (for example, the percentage of the total workforce across all locations who received career training).
- **Operational sites certified throughout your company's locations** (for example, the percentage of sites that are ISO 14001 certified).

Make sure the latest reporting period on coverage is **within the last 2 calendar years**. If you don't include the percentage of coverage, we'll make an approximate calculation from the total number of employees or operational sites.

Complete SUP714 Impact on score ●●●○

**What is the percentage of suppliers for which information regarding conflict minerals is available?**

**Information regarding conflict minerals is available for less than 50% of suppliers**

Select the range of coverage that applies to your company. Click on the "Need help?" button above for more info.

**Information regarding conflict minerals is available for at least 50% of suppliers**

Select the range of coverage that applies to your company. Click on the "Need help?" button above for more info.

**Attached document**

 RMI\_CMRT\_6.4 ⓘ  
Other

[Replace document](#)

**Comment:**

Sonim has 100% coverage for conflict-minerals information across its supplier base. All ODM suppliers providing products for Sonim are required to submit a Conflict Minerals Reporting Template (CMRT) as part of onboarding and annual renewals, ensuring complete transparency regarding 3TG sourcing and smelter/refiner disclosure.

**No information yet/I don't know**

Indicator

**Reporting** Impact on score ●●●○

Reporting is based on **quantitative KPIs that measure your implementation of sustainability practices**.

We'll ask you to attach documents that include your sustainability metrics. A valid **reporting document** includes the reporting **year** and the reporting **unit** (such as kWh or liters).

Make sure the latest reporting period is within the **last 2 calendar years**.

[Learn more about the document requirements](#) ⓘ

Complete

SUP710

Impact on score ●●●○

**Is there any tin, tantalum, tungsten, or gold remaining in the product that your company manufactures, subcontracts, or sells?**

**Yes**

**Tin, tantalum, tungsten or gold only originate from scrap or recycled sources**

The document(s) should demonstrate the following: public or internal reporting on the use of tin, tantalum, tungsten, or gold that only originates from scrap or recycled sources in the product that the company manufactures, subcontracts, or sells. Examples of documents to attach: Conflict Minerals Reporting Template (CMRT), SD form and/or conflict minerals report as per SEC requirements (USA), conflict minerals report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

**No tin, tantalum, tungsten, or gold remaining in any product**

**Do not know**

Complete

SUP621

Impact on score ●●●○

**Has your company published a due diligence report on conflict minerals?**

**Yes, my company has published a due diligence report on conflict minerals**

The document(s) should demonstrate the following: public or internal reporting on due diligence measures used to track the source of the tin, tantalum, tungsten, or gold from the Democratic Republic of the Congo (DRC). Examples of documents to attach: Conflict Minerals Reporting Template (CMRT), SD form and/or conflict minerals report as per SEC requirements (USA), conflict minerals report, ad hoc report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

**Not yet/I don't know**

**Please report on the following sustainable procurement metrics:**

**Percentage of targeted suppliers who have signed the supplier code of conduct**

The document(s) should demonstrate the following: public or internal reporting of consolidated data on the percentage of targeted suppliers (e.g. by purchasing category, strategic suppliers, or other targeting factors) who have signed the supplier code of conduct during the reporting period. Examples of documents to attach: procurement management report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

**Percentage of targeted suppliers with contracts that include clauses on environmental, labor, and human rights requirements**

The document(s) should demonstrate the following: public or internal reporting of consolidated data on the percentage of targeted contracts (e.g. by purchasing category, strategic suppliers, or other targeting factors) that include clauses on environmental, labor, human rights, and ethical requirements during the reporting period. Examples of documents to attach: procurement management report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

**Attached document**

Frame purchase Agreement 2... 🔗

[Replace document](#)

Other

<b>Indicated pages:</b>	<b>Comment:</b>
1-23	Sonim includes environmental, labour, human-rights, and ethical requirements in 100% of contracts with its top-tier ODM suppliers. These clauses are embedded in the standard Frame Purchase Agreement and Supplier Code of Conduct, making them mandatory for all strategic and high-risk suppliers.

**Percentage or number of targeted suppliers covered by a sustainability assessment**

The document(s) should demonstrate the following: public or internal reporting of consolidated data on the percentage or number of targeted suppliers (e.g. by purchasing category, strategic suppliers, or other targeting factors) that are covered by an assessment on their environmental and/or social practices. Examples of documents to attach: procurement management report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

**Percentage or number of targeted suppliers covered by a sustainability on-site audit**

The document(s) should demonstrate the following: public or internal reporting of consolidated data on the percentage or number of targeted suppliers (e.g. by purchasing category, strategic suppliers, or other targeting factors) that are covered by an on-site audit of their environmental and/or social practices. Examples of documents to attach: procurement management report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

**Percentage or number of all buyers who received training on sustainable procurement**

The document(s) should demonstrate the following: public or internal reporting of consolidated data on the percentage or number of the company's procurement staff (buyers) who received training on sustainable procurement to ensure understanding of social and environmental issues and how to integrate them into their procurement function. Examples of documents to attach: procurement management report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

**Percentage or number of audited or assessed suppliers engaged in corrective actions or capacity building**

The document(s) should demonstrate the following: public or internal reporting of consolidated data on the percentage or number of audited/assessed suppliers that are engaged in corrective actions or capacity building on environmental or social issues. Examples of documents to attach: procurement management report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

**Other metrics on sustainable procurement**

The document(s) should demonstrate the following: public or internal reporting of consolidated data on any other CSR KPIs on suppliers not listed above. Examples of documents to attach: procurement management report, Annual Report, CSR/Sustainability Report, etc. Reporting for a partial scope or outside of company operations (e.g. from a subsidiary, parent company, sister company, etc.) is not guaranteed to have an impact on the assessment. The reporting period should be specified and cover a minimum period of one year. The latest reporting period should not be older than the last two calendar years.

Please specify \_\_\_\_\_

**No metrics yet/I don't know**