



CBA:
**Corporate Social
Responsibility Policy**

CBA CORPORATE SOCIAL RESPONSIBILITY POLICY

COMPANY DESCRIPTION

Commercial Banking Applications AS (CBA) is a Norwegian software house specialising in the development and delivery of solutions for the administration of banking services.

At CBA we define Corporate Social Responsibility as follows:

- ❑ Conducting business in a socially responsible and ethical manner
- ❑ Protecting the environment and the safety of people
- ❑ Supporting human rights and good labour practice
- ❑ Engaging, learning from, respecting and supporting the communities and cultures with which we work

This Policy is built on the following areas that reflect existing and emerging standards of Corporate Social Responsibility:

BUSINESS ETHICS AND TRANSPARENCY

CBA is committed to maintaining the highest standards of integrity and corporate governance practices in order to maintain excellence in its daily operations, and to promote confidence in our governance systems.

CBA will conduct its business in an open, honest, and ethical manner. CBA recognizes the importance of protecting all of our human, financial, physical, informational, social, environmental, and reputational assets. CBA will advise our partners of our Corporate Social Responsibility Policy and will work with them to achieve consistency with this policy. CBA is committed to measuring, auditing and publicly reporting performance on its Corporate Social Responsibility programs.

STAKEHOLDER RELATIONS

CBA's stakeholders:

1. Customers; are impacted by the quality of product and service CBA provides.
2. Employees; rely on CBA for income and other health/insurance benefits.
3. Shareholders; expect to earn a rate of return on their invested capital.

CBA engages with stakeholders clearly, honestly, and respectfully. CBA is committed to timely and meaningful dialogue with all stakeholders.

HEALTH AND SAFETY

CBA is committed to protecting the health and safety of all individuals affected by our activities. CBA will provide a safe and healthy working environment, and will not compromise the health and safety of any individual. Our goal is to have no accidents and mitigate impacts on the environment by working with our stakeholders, peers and others to promote responsible environmental practices and continuous improvement. CBA is committed to environmental protection and stewardship. CBA recognizes that pollution prevention, biodiversity and resource conservation are key to a sustainable environment, and will effectively integrate these concepts into our business decision-making.

All employees are responsible and accountable for contributing to a safe working environment, for fostering safe working attitudes, and for operating in an environmentally responsible manner.

HUMAN RIGHTS & GOOD LABOUR PRACTICE

CBA recognizes that governments have the primary responsibility to promote and protect human rights. CBA will work with governments and agencies to support and respect human rights within our sphere of influence. CBA will not tolerate human rights abuses and will not engage or be complicit in any activity that solicits or encourages human rights abuse. CBA will always strive to build trust, deliver mutual advantage and demonstrate respect for human dignity and rights in all relationships it enters into, including respect for cultures, customs and values of individuals and groups.

As a Norwegian company CBA is subject to and abides by a comprehensive framework of laws and protocols that govern human rights, equality and good labour practice. The Norwegian Working Environment Act (Arbeidsmiljøloven) regulates the relationship between employers and employees, including working hours, holidays, sick leave, leave due to pregnancy, childbirth and adoption, dismissal and occupational health and safety. The Equality and Anti-Discrimination Act enshrines into law the right not to be discriminated against on the basis of gender, ethnicity, disability, sexual orientation, gender identity and gender expression.

CBA ensures a safe and suitable working environment, practices equal opportunities and does not discriminate.

ENVIRONMENTAL POLICY: SUSTAINABLE PROCUREMENT, ETHICAL SOURCING AND A CIRCULAR ECONOMY

CBA has a low global environmental footprint. As a software development company CBA's activities do not pollute the external environment, i.e. we do not have a negative impact on human health or natural systems, we do not release greenhouse gases or hazardous substances, nor do our activities create structural waste such as traffic congestion.

Our software is also available through a Software as a Service (SaaS) model, helping our customers transition from on-premise hardware to more energy efficient data centres. We have also extended the use of our digital platforms to enable meetings, implementation projects and support to be delivered remotely, helping to reduce travel and emissions.

The technical materials used by CBA (computers, keyboards, screens, etc) cannot re-enter the environment. These materials, such as metals, plastics, and synthetic chemicals, are recycled so that their value can be captured and recaptured. CBA also leases rather than owns equipment where possible.

The electricity used by CBA comes from renewable resources. "In Norway, 98 percent of the electricity production come from renewable energy sources. Hydropower is the source of most of the production." ¹

PHILANTHROPIC AND VOLUNTEERING ACTIVITIES

CBA is a sponsor of "Star for Life", an educational program available in 120 schools in southern Africa (<https://starforlife.org/en/>). CBA's employees have also become actively involved in sponsorship activities, including the Dream Challenge in 2021.

CBA COLLABORATION WITH GLOBAL SUSTAINABLE ENTERPRISE SYSTEM (GSES)

CBA has entered in a collaboration with Global Sustainable Enterprise System (GSES). The GSES platform is an online measurement system for sustainability. It allows companies to measure, monitor and certify their sustainability performance and immediately see areas that should be improved.

All measurements are based on internationally accepted norms and standards. The universally recognized certifications, initiatives and quality marks are guaranteed up-to-date and are consistently reviewed and validated by external objective auditors in 77 countries.

In addition to an annual internal check, CBA's policies and progress are independently checked by a GSES auditor.

FOOTNOTES

Source for quote "1":

<https://www.regjeringen.no/en/topics/energy/renewable-energy/renewable-energy-production-in-norway/id2343462/>