

## Sustainability policy for CR

*This is a document that should serve as a guide for all at CR. It will be edited and improved as we learn. Learning is a key parameter for CR and how we see that we can do better for life on this planet and life together. It is further imperative for CR to be an experimental organization, this mean that we try new things and evaluate them. Thus, learning, doing and evaluating is our way of improving. From this follows that our policy governs many of the aspects we can act upon today: things close to us. Beyond this, we have also considered how we can impact others and how our work can be used to the best. But we start with ourselves.*

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### Travels

Travels can almost always be planned. When planning, consider the following:

- Train is the way we travel to and from Stockholm, Gothenburg and Copenhagen.
- Public transport and carpools are encouraged when possible.
- Bike or walk in Lund. Scooters? Use your common sense.
- Train should always be considered within Europe.

### When to travel?

- Key Accounts are valuable to visit at some point(s).
- To fix relations, as the presence of one or more of us could be very important.
- Certain events e.g. we should have a presence at both In-cosmetics and Sepawa, two European events.
- To clients in projects where that is part of the task (eg. Alteco)
- To our days together – max an hour away and even better within bus-distance (eg. Studio in Malmö).

### Thinking learning and continuous improvements....

- It is complex, do what you can.
- Continuous training and increased awareness is encouraged. We should all seek information and knowledge.
- We will have checkpoints minimum two times per year (days together or other). At these, points of importance for this policy can be addressed.
- Initiatives such as the Sustainability Lunches are optional for the individual.

### Joint events

- At events organized by CR, vegetarian meals are going to be standard.
- Events organized by CR should consider the ease with which one can reach the venues by public transportation or be within Skåne to facilitate carpools.

### The Bridge by Altitude

- CR will continue to support The Bridge through Anna's time.
- Monetary support can be considered in addition. (CR was part funding 2017-2019 but not 2020-2021).

- The events and learnings possible through The Bridge should be made available for all at CR to join, optional and during work-hours and could be time logged as "Education" if within reasonable limits.

### Suppliers

Procuring sustainably means considering the environmental, social and economic impacts of the product or service over its life time.

- We will think through what to source, from whom and when. Combined purchases are better, also often financially better.
- We will ask the food-trucks if it is ok with re-use lunch-packages: if so, buy one or two per person. *Altitude meetings is following up on the obstacles for this in Malmö and we can await their results and actions if we do not get a positive response from the nearby restaurants.*
- CR will work actively with KC, LU bygg and Akademiska hus to get better infrastructure (cycle garage, charging stations etc).

### Relation with clients

We will increase awareness both of the important issue and of our interest in being involved by asking all clients and client representatives about their sustainability activities. *Could we be engaged in these activities?* Clients can also be *invited to The Bridge activities* and should always be informed about CR engagement and possible events they can participate in with us. CR learnings should also be extended to our clients, in various forms and formats.

We will analyze and report how much of our project time is spent on activities supporting our clients' sustainability projects.

### Re-use and No-use

As a fundament it is always better *not* to use and re-use than to re-cycle or waste. We need however to always also consider safety and practical aspects for a good work situation.

Take a serious talk to lab people about gloves...

Before sending chemicals for destruction, always consider if someone else in the building can value them.

Buy second hand when possible: furniture, kitchen ware, bikes etc.

### Green Lab

As a part of the CR Sustainability improvement, we are looking into what we can do better in our lab and with our lab work. For tips and guidance, we refer to the Green Lab document on the CR Sustainability server.

### Digital Pollution

We will consider our e-pollution when selecting ways to work and platforms to use. We will add e-cleaning to lab cleaning and Archive and Shred Bonanza. For tips and guidance, we refer to the Digital Pollution presentation on the CR Sustainability server.

### Social sustainability

At CR, we will always strive to work sustainably, and this includes talking to each other, helping each other and being there for each other. In addition to what is further outlined in the Personal Handbook, we underline that we are committed to act ethically and with integrity to ensure everyone's dignity at work.

### Economic sustainability

CR has a vision that all knowledge is used, and this means that CR needs to be here for a long time. To ensure that risks are mitigated and margins are available to grow and overcome challenges, the liquidity of the company should aim at handling the worst case scenario with a six month margin.