About this report

This report is our first comprehensive and stand-alone sustainability report.

The report meets the disclosure requirements of the Sustainability Accounting Standards Board (SASB) Software and IT Services Standard (2018) and has been prepared in accordance with the GRI Standards (2021).

The report presents our material environmental, social, and governance (ESG) performance, along with how we manage material sustainability topics, for the financial year ended March 31, 2021.

Determination of sustainability impacts and material ESG topics for reporting was undertaken by an independent expert ESG advisor, in consultation with our staff and stakeholders, and was approved by the Directors. The materiality determination method used was aligned with the GRI Materiality Standard GRI 3 (2021). Critical or material events occurring on or after March 31, 2021, and up until the publication date are also covered in this report.

For report questions or feedback contact uli@epi-interactive.com

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Author/creator: Auckland War Memorial Museum
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Modification: Background and stand removed
Sustainability highlights

GHG Emissions
- Certified Carbon Positive
- 120% total offset
- 24 tonnes CO₂e
- 8% annual reduction

Data privacy & security
- Zero data breaches

Good cause projects
- 4 projects completed (>40% project hours not charged)

Knowledge Sharing
- 3 local community events
- 9 open-source Github repos
- 8 contributions to book chapters, journals or conferences

10 Employees
- 92% positive responses in staff survey
- 40% gender diversity

Sustainability highlights
About Epi-interactive

We build dashboards.

Anchored by our passion to improve human, animal and environmental health, we make data and research more accessible and link complex analytics with practical decisions.

epi-interactive.com
Why and how we report on Sustainability

Our sustainability strategy.

The purpose of our business is to improve human, animal and environmental health. We understand that a healthy planet and society are required for us all to thrive.

We report on our environmental, social and governance performance in a transparent way. We want to hold ourselves accountable and demonstrate how sustainability is embedded in our business model and the way we create value.

Climate impacts

We reduced our GHG emissions by 8%.

We measure, manage and openly report our Greenhouse Gas (GHG) emissions. In 2020 we established a baseline measurement, implemented reduction projects and reduced our emissions by 8% in 2021.

<table>
<thead>
<tr>
<th>Scope</th>
<th>FY 2020 tonnes of CO₂e</th>
<th>FY 2021 tonnes of CO₂e</th>
<th>% change from base year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Scope 1</td>
<td>4.62</td>
<td>6.88</td>
<td>+ 49%</td>
</tr>
<tr>
<td>Scope 2</td>
<td>0.33</td>
<td>1.44</td>
<td>+ 335%</td>
</tr>
<tr>
<td>Scope 3</td>
<td>20.94</td>
<td>15.40</td>
<td>- 26%</td>
</tr>
<tr>
<td>Total</td>
<td>25.88</td>
<td>23.71</td>
<td>- 8%</td>
</tr>
</tbody>
</table>

Climate positive business operations

We are Certified Zero Carbon Business Operations with Ekos.

We are proud to be certified Zero Carbon Business Operations with Ekos. We have measured and offset 126% of the carbon footprint of our business operations for 2020 and 2021 with certified carbon credits.

These certified carbon credits are sourced from projects that grow and protect forests in Aotearoa and the Pacific Islands and help to deliver climate resilience, waterways protection, erosion control, biodiversity conservation and community economic development.
GHG reduction initiatives 2021

- **Fly less**
  - 26% annual reduction.
- **Renewable energy**
  - Switch to certified renewable electricity.
  - Remove short car trips.
- **2 office e-bikes**

Low carbon e-bike trips (plus baggage!)
Healthy workplace

A thriving workplace.

We aim to create a workspace where our people can thrive. Natural light and natural ventilation are important. So is being located close to public transport and other amenities.
Healthy workplace initiatives 2021

- Zero waste
  - Eliminating waste and promoting circularity.

- Healthy space
  - Being productive and flexible.
  - Natural ventilation and light, free fruit for staff in office.

- Flexible working

Engaged employees
92% positive responses in staff survey
Sharing our knowledge

Knowledge sharing initiatives 2021

We pro-actively develop, facilitate and participate in a wide range of knowledge-sharing programmes. We believe in what we do and are confident in collaborating and sharing our knowledge with others.

Open-source

9 open-source GitHub repos

We develop innovative data-driven dashboards for better decision making, data sharing and teaching – open-source technology is at the heart of what we do.

Our GitHub repos are a way for us to give back to the community by providing free coding samples, with in-depth descriptions.

Available here

Community events

Facilitating industry knowledge-sharing

R Exchange
Organised by Epi-active
5 speakers, 50+ attendees
March 2021, Wellington

R User Group Auckland
Keynote by Dr Uli Muellner,
Epi-active
May 2021

R User Group Wellington
Organised by Epi-active
3 speakers, 50 attendees
August 2021

Read more

Read more

Read more
Scientific publications

Actively contributing

We actively contribute to the scientific community through publications and regularly present at and attend conferences and meetings.

Full publications list

Our sustainability governance

Our directors set the tone for our approach to sustainability. As part of their commitment, they are developing their own knowledge and capabilities to effectively govern sustainability issues.

We have developed and implemented the following sustainability-linked policies:

- Sustainability policy
- Code of conduct, ethics and transparency
- Data privacy and security policy
- Sustainable procurement
- Health, safety and wellbeing policy.

Goverance
# SASB Disclosures

## SASB Software and IT Services Standard (2018)

### Sustainability Disclosure Topics & Accounting Metrics

<table>
<thead>
<tr>
<th>Topic</th>
<th>Accounting Metric</th>
<th>Value</th>
<th>Unit of Measure</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>Environmental Footprint of hardware infrastructure</td>
<td>(1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable</td>
<td>&lt; 1,100 kWh</td>
<td>kWh/employee</td>
<td>TC-9-2.201.1</td>
</tr>
<tr>
<td></td>
<td>(1) Total water withdrawal, (2) total water consumed, percentage of each in regions with high or extremely high, water stress</td>
<td>&lt; 2</td>
<td>thousand cubic meters (m³)</td>
<td>TC-9-2.201.2</td>
</tr>
<tr>
<td></td>
<td>Disruption of the integration of environmental considerations into strategic planning for this center</td>
<td>See sustainability report</td>
<td>/</td>
<td>TC-9-2.201.3</td>
</tr>
</tbody>
</table>

| Data Privacy & Information Security | Description of policies and practices relating to handling of sensitive data (1) total number of breaches (2) total number of data breaches (3) percentage of data breaches (4) description of data breaches (5) number of customer or subscriber contacts for data breaches | See sustainability report | / | TC-9-2.202.1 |
| | Total amount of monetary losses as a result of breaches | 0 | Reporting currency | TC-9-2.202.2 |
| | Total number of customers whose information was acquired or used without their knowledge | 0 | Number | TC-9-2.202.3 |

| Data Security | Number of data breaches, (2) percentage of breaches leading to personally identifiable information, (3) (i) number of data breaches, (4) percentage of data breaches leading to personally identifiable information | See sustainability report | / | TC-9-2.202.5 |

### Activity Metrics

<table>
<thead>
<tr>
<th>Activity Metric</th>
<th>Category</th>
<th>Unit of Measure</th>
<th>Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>(1) Number of items or subscriptions, (2) percentage does not apply</td>
<td>0</td>
<td>Number</td>
<td>TC-9-2.204.A</td>
</tr>
<tr>
<td>(3) Data processing capacity, (4) percentage of data sent externally</td>
<td>0, 100% externalized</td>
<td>Percentage</td>
<td>TC-9-2.204.B</td>
</tr>
<tr>
<td>(5) Amount of data stored, (6) percentage of data sent externally</td>
<td>0, 100% externalized</td>
<td>Percentage</td>
<td>TC-9-2.204.C</td>
</tr>
</tbody>
</table>

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*For additional information, please refer to the SASB Software and IT Services Standard (2018)*
Feedback

Feedback or questions?

Get in touch: uli@epi-interactive.com