

# ESG REPORT

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**2023**

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# INDEX

Overview	4
Sustainability approach	6
Carbon footprint	7
Roadmap	8
UN Global Compact	10



## Overview



PAYSTRAX is a socially responsible business actively aligning its operations with the United Nations Global Compact sustainability goals.

As a proud member of the United Nations Global Compact, PAYSTRAX stands committed to the principles of Environmental, Social and Governance (ESG) sustainability. This report serves as a testament to our ongoing efforts and achievements in aligning our business practices with global sustainability goals. We recognize the integral role ESG plays in fostering responsible and resilient business operations. This report outlines our journey, goals, and the impactful strides we have made towards a sustainable and socially responsible future.



### Four donations

In 2023 we made donations to animal shelter Tautmilēs globa; children's charity Nobody's Children; gender equality seminar "New beginnings"; and supported humanitarian organisations that help people suffering from conflicts.



### Equality

Our diverse team embodies various genders and nationalities, including notable representation at the C-level seniority positions, showcasing our commitment to inclusivity.



### UN Global Compact Communication on Progress

In May 2023, we officially published our Communication on Progress (CoP) documentation on the United Nations Global Compact profile, making it publicly available.



### Established in-house Labour Council

While continuously growing, we recognized the need to establish an in-house labour council to oversee and guarantee the best interests of both employees and employers.





## Sustainability approach



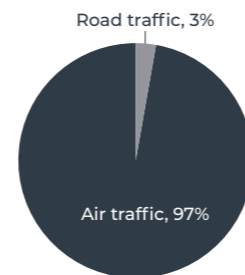
We approach sustainability with a commitment to tackling significant challenges and pioneering innovative solutions for the benefit of our users. This commitment is evident in various areas, including our dedication to reducing carbon emissions, improving our employees' overall well-being, working culture, promoting fair labour practices and implementing robust anti-corruption policies. Our approach involves inventing new strategies across our operations while maintaining the efficiency and reliability our users expect.

Crucially, we understand the collaborative nature of sustainability efforts. We actively engage with governments, suppliers and other businesses to drive sustainable development at scale. By fostering a cross-sector community of like-minded entities through initiatives like the United Nations Global Compact, we collectively work towards impactful goals.

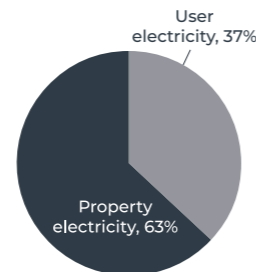
### Consumption

#### Travel

PAYSTRAX has four global offices, and most of our travel involves commuting between them, attending conferences, and participating in tradeshows that require air travel. Road travel is usually used between our Lithuanian offices in Vilnius and Klaipėda.



**55.74 tCO<sub>2</sub>**  
Total emission



**3.12 tCO<sub>2</sub>**  
Total emission

#### Energy

Energy: In August 2023, we relocated our Vilnius headquarters to larger premises, resulting in a 567% increase in our electricity consumption. The new office space accommodates more employees and enables us to host all other offices, facilitating various activities, including training sessions. This strategic move was carefully calculated to align with our company's growth and operational needs.

#### Procurement

The majority of our procurement (99.96%) is allocated for office equipment, including computers, monitors, mice, keyboards and headphones for new employees. In 2023, as we hired 31 new employees, the company provided each of them with the necessary work equipment. The remaining 0.04% is allocated to paper supplies, as we continue our commitment to become a paperless company.



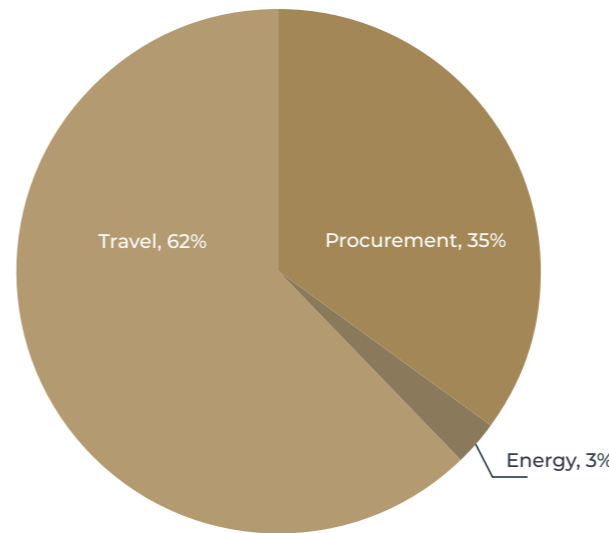
**31.57 tCO<sub>2</sub>**  
Total emission

## Carbon footprint

In our carbon footprint report, we specifically address the energy consumption of our Vilnius headquarters based on the number of individuals working there. However, when calculating the environmental impact of business trips and bought inventory, we aggregate data from all our global offices.

In response to our company's substantial growth in the past year, in mid-2023 we expanded and relocated our Vilnius headquarters to premises nearly triple the size of our previous office. Given that, we will refrain from comparing this year's results with the previous ones, recognizing that the office consumption figures may not precisely align with the current reality.

**90.43 tCO<sub>2</sub>**  
Total emission



<b>Energy</b> 24 605 kWh	<b>Water</b> 74 450 l
<b>Travel</b> 207 390 pkm	<b>Paper</b> 13 kg
<b>Equipment</b> 82 pcs	





## Our roadmap

Since 2022, PAYSTRAX has officially embarked on the journey towards global sustainability goals, becoming a socially responsible business. Our official commitment began when we became a member of the United Nations Global Compact but, ever since the company's establishment, we have aimed to be a paperless company, ensure a stimulating and positive environment for our employees, and rigorously oversee our procedures to uphold anti-corruption measures. Below is a review of our progress.





# United Nations Global Compact

In 2022, we officially joined the United Nations Global Compact initiative. This voluntary leadership platform calls upon companies worldwide to synchronise their operations and strategies with 10 universally accepted principles.

## Our main focus

After completing our first year of United National Global Compact membership we fulfilled the requirement to submit our Progress Report (CoP – Communication on Progress). This report was officially uploaded in May 2023 and is publicly accessible at <https://unglobalcompact.org/what-is-gc/participants/149883-AB-PAYSTRAX>.

Throughout 2023, our focus centred on the four main principles of the United Nations Global Compact initiative.

## Key pillars

Following in-house United Nations Global training, we decided to focus on three key SDGs: good health and well-being, quality education, and climate action.



### Labour

Upholding our dedication to fair labour practices, we increased employee benefits during the year, fostering a supportive and enriching work environment.



### Anti-corruption

Our stringent compliance and risk management teams vigilantly oversaw all client cases and financial transactions, ensuring a robust system that upholds the highest standards of integrity and transparency.



### Environment

In line with environmental sustainability, we officially measured and disclosed our carbon footprint in the 2022 annual report. Our commitment extends to ongoing efforts to reduce this footprint throughout 2023.



### Human rights

We actively demonstrated our commitment to human rights by engaging in charitable work and contributing donations to orphanages, thereby making a positive impact on vulnerable communities.

## Main initiatives in 2023

- ✓ Established a United Nations Global in-house committee and assigned duties to all members.
- ✓ Anti-Bribery, Anti-Money laundering, Cybersecurity training.
- ✓ Focused on employees' education, promoting various training and exercises.
- ✓ Moved to more convenient and advanced office premises for employees in Vilnius and Klaipėda.
- ✓ Offered free English language lessons to all employees.
- ✓ Arranged dental check-ups at the office.
- ✓ Established in-house Labour Council.
- ✓ Initiated a volunteering day where all employees were invited to visit and help in an animal shelter.
- ✓ Officially published PAYSTRAX CoP report to United Nations Global Compact.
- ✓ Incorporated psychological support into employees' health insurance package.
- ✓ Made donations to charities, including Nobody's Children and Tautmilės globa.
- ✓ Introduced a walking initiative, with a step count challenge for employees.
- ✓ Established a separate AML/CTF unit under the Compliance Department to enhance our focus on AML/CTF and sanctions area.
- ✓ Offered health check-up at the office.



These initiatives exemplify our ongoing commitment to the principles outlined by the United Nations Global Compact, reflecting our dedication to ethical business practices and corporate responsibility.

**2023**

ESG report

**PAYSTRAX**  
A EUROPEAN PAYMENTS COMPANY

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