

An aerial photograph of a lush green forest. A winding blue river flows through the center of the forest, surrounded by dense, vibrant green trees. The perspective is from directly above, looking down on the canopy.

learnlight

Sustainability Report 2023

Learnlight CSR – Building a Brighter, More Sustainable Future

Our Mission:

As a People-Powered EdTech company, our mission is to build a brighter, more sustainable future, together. We deploy education and technology to build mutual understanding between those with different languages, cultures and beliefs. Coupled with a long-term sustainable approach, we aim to safeguard our people, our communities, and our planet.

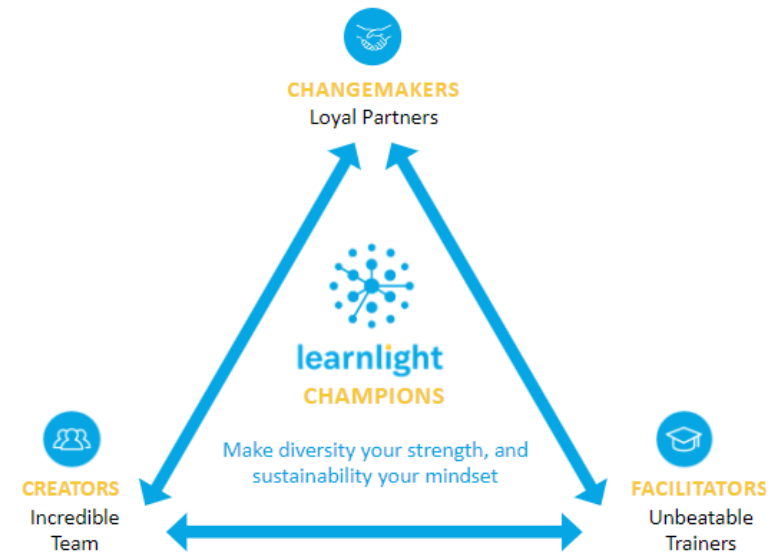
Our Commitments:

- » **Our People (DEI):** Investing in and developing all members of the Learnlight ecosystem to create a deep culture of belonging.
- » **Our Communities (Society):** Making a positive impact in the communities in which we operate, as well as through charitable partnerships.
- » **Our Planet (Sustainability):** Minimizing environmental impact within the Learnlight ecosystem, and through broader initiatives beyond it.

Our Champions:

To create an impact greater than ourselves, we tap into the depth of our multi-dimensional ecosystem. Be it by putting aside funds to support community projects thanks to the support of our customers, or reducing our carbon footprint by having our team adhere to sustainable business practices, and our trainers delivering knowledge through virtual teaching methods, together our impact goes a lot further:

- » **Incredible Team:** The creators of Learnlight
- » **Unbeatable Trainers:** The facilitators of Learnlight’s mission
- » **Loyal Partners:** The changemakers using us to unleash their talent



Learnlight's Sustainability Timeline

Here is what our passionate, multi-dimensional ecosystem, brought together by our unique values and culture, has achieved to date:



Learnlight's Sustainability Projects 2022-23

Carbon Neutral Company Certification

Learnlight received its [CarbonNeutral® Company certification](#) for the second consecutive year, a globally recognized standard for carbon neutrality achieved by minimizing the company's carbon footprint, and contributing to specific carbon offsetting projects, in line with [The CarbonNeutral Protocol](#).

At Learnlight we aim to minimize our environmental impact and specifically our carbon footprint through sustainable work practices. Last year we reduced our carbon footprint to just **144 tCO₂e**. We did this by reducing our carbon footprint and offsetting the remaining emissions by investing in community projects.

To offset our emissions in 2022, we invested in the [Gyapa Efficient Cookstoves Project in Ghana](#). The project aims to improve the health and livelihoods of local communities by providing them with clean and efficient cookstoves. Gyapa cookstoves use less fuel, saving families more than \$165 million on fuel bills, and emits fewer harmful pollutants. Therefore, this initiative helped reduce carbon emissions, improve air quality, and protect local forests. It also provided employment opportunities for locals manufacturing and retailing the stoves.

Find out the official carbon offsetting guidelines [here](#). More information in [Learnlight Achieves CarbonNeutral® Company Certification](#).

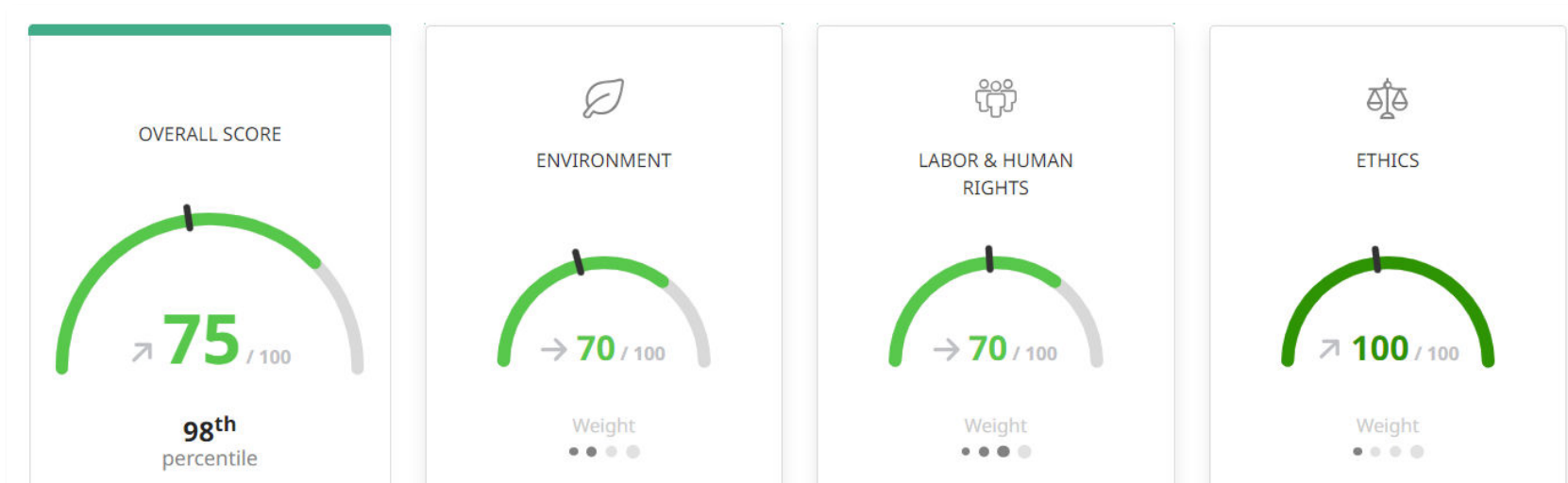


Ecovadis Gold Medal positions Learnlight among the top 5% of Business Ranked by EcoVadis

We are delighted to have renewed our Ecovadis Gold Medal for sustainability with a remarkable 75% total score. This accolade demonstrates our dedication to sustainable business practices and ethical conduct in our supply chain and operations management systems.



EcoVadis is a sustainability rating tool that assesses businesses on their social, ethical and environmental impact. With 21 Corporate Social Responsibility (CSR) criteria, it provides great insight into the quality of a business' management cycle on various CSR-related topics. The assessment is divided into three categories: Environment, Labor & Human Rights & Ethics. The results are provided in a scoring card, giving a clear overview of the strengths and areas of improvement of the business.



Find out more about EcoVadis' evaluation criteria [here](#). More information in [Learnlight Awarded 2022 Gold Medal EcoVadis](#).

Honeycomb Works Golden Cell of Excellence for Workplace Diversity and Inclusion Standards

Learnlight has been awarded The Honeycomb Works Golden Cell of Excellence as part of our ongoing commitment to Diversity, Equity & Inclusion and zero-tolerance towards inappropriate behaviour.

To be the best training provider for all, we need a diverse representation in our team. That's why Learnlight represents 55 nationalities, across over 40 different countries in some 400 employees. And we're excited to announce that to strengthen our diversity and inclusion efforts further, we've also partnered with The Honeycomb Works (THCW). Backed up by behavioral science research, they are helping us build more inclusive workplace practices.



We started our collaboration with THCW launching a company-wide culture and belonging survey. The aim was to understand how employees at Learnlight felt when it came to diversity and inclusion and what the biggest areas of improvement were. The survey results were pretty stunning. **83%** of employees felt they belonged at Learnlight, over **80%** felt safe voicing contrary opinions with their peers, over **90%** felt respected and valued by their managers, and **96%** felt their manager embraced diversity well.

As a result, we earned The Honeycomb Works Golden Cell of Excellence for taking an active, data-driven approach to understanding our culture, demonstrating that our team is diligently working on inclusive habits and that our efforts are translating into results.

The survey findings will be used to inform our follow-up diversity and inclusion workshops with THCW. These workshops will provide leaders with training on how to continue nurturing the sense of belonging that's apparent in the organization. Topics will include acting on negative feedback, approaching difficult conversations and challenging bias.

Find out how The Honeycomb Works methodology works [here](#). More information in [Learnlight Partners with The Honeycomb Works](#).

Collaboration with JUST ONE Tree to Combat Deforestation and Offset Carbon Emissions

Learnlight has initiated a meaningful collaboration with JUST ONE Tree, a non-profit organization dedicated to remove CO2 from the atmosphere and reversing biodiversity loss through reforestation. Through this partnership, we aim to combat deforestation, one tree at a time.



Tree-planting has become central to many environmental campaigns in recent years. One of the most powerful examples was the 1 trillion trees campaign launched by the World Economic Forum in Davos in January 2020 in support of the UN's Decade of Ecosystem Restoration, of which JUST ONE Tree is an official partner. In the process of growing trees, JUST ONE Tree also provide agricultural education and sustainable income to local communities. They also help shape the next generation of planet conscious thinkers by bringing environmental education to the classroom. Learnlight has committed to planting one tree for every Live Demo service given. Our efforts so far sum up to **630 trees**. They will be planted across various countries such as Madagascar, Haiti, Zambia, Brazil and Kenya. This will translate into **194.04 tonnes** of absorbed carbon dioxide in the next **25 years**.

Find out more about how JUST ONE Tree works, [here](#). More information in [Learnlight Partners with JUST ONE Tree](#).

Partnership with Malala Fund for Girls' Education to Help Make Education Accessible for All

Learnlight is pleased to announce its latest pledge to support [Malala Fund](#), a non-profit organization providing girls worldwide with access to education. Over 130 million girls globally have no access to education. Malala Fund invests in local activists and organizations to challenge policies and practices preventing girls from going to school.

From providing tuition in STEM subjects for young women in Pakistan to creating safe learning spaces for girls in Northern Nigeria, our funds will be invested in some of Malala Fund's amazing global programs helping girls receive the educational support they deserve.

This initiative is strongly connected to our mission of building a brighter, more sustainable future together – after all, building mutual understanding between people from different cultures, languages and beliefs will only ever be possible if we provide education opportunities for all.

Watch this [video](#) to find out more. More information in [Learnlight Partners with Malala Fund for Girls' Education | Learnlight](#)

International Organization of Standardization 9001 and 14001 Certifications

Learnlight is proud to have held the International Organization of Standardization (ISO) 9001 and ISO 14001 certifications since 2017 and remains committed to their ongoing renewal. These internationally recognized standards reflect our commitment to quality management and environmental responsibility in all aspects of our business.

The ISO 9001 is a global standard for Quality Management Systems (QMS). It serves as a business improvement tool, based on principles such as a business' customer focus, the motivation and implication of its top management, and a business' processes. Even with an average customer satisfaction rate of 4.7/5, Learnlight is constantly updating its platform for a better user and administrative experience.

The ISO 14001 is a set of requirements to help organizations create effective Environmental Management Systems (EMS). It benchmarks current environmental performance, measuring business practices like energy use, transport planning, materials reuse, renewable energy generation and waste creation, and setting out ways to improve them. Learnlight is constantly striving to make sustainable business practices part of its status quo.

Find out about the ISO certification criteria [here](#). More information in [Learnlight Awarded ISO 9001, 14001 and 27001](#).



Learnlight's Future Goals and Aspirations

Diversity, Equity, and Inclusion (DEI) Certifications

We are actively working towards obtaining our **DEI certification**. This reflects our unwavering commitment to fostering a diverse and inclusive workplace where every individual is valued, respected, and given equal opportunities regardless of their age, ethnicity, or other characteristic that defines us. At Learnlight we always say that 'to teach the world, we need to be the world first.' Our goal is to measure our efforts in DEI and continue doubling down on them by joining the distinguished circle of companies and committing to seven areas of Diversity, Equity and Inclusion:

- » 1) Diversity Equity Inclusion Workplace™ Certification; 2) Most Women Friendly Employers™ Certification; 3) Most LGBTQ+ Friendly Employers™ Certification; 4) Most Family Friendly Employers™ Certification; 5) Most Disability Friendly Employers™; 6) Certification; Most Veterans Friendly Employers™ Certification; 7) Most BIPOC Friendly Employers™ Certification

It's always a pleasure to strive to make people's lives better and celebrate the greatness that our differences bring. We look forward to continuing developing our policies and practices to prioritize and unleash our hidden talent.

United Nations Global Compact Partnership

In March 2023, Learnlight proudly joined the [United Nations Global Compact \(UNGC\)](#), reaffirming our commitment to aligning our operations with the UNGC's 10 principles related to human rights, labor, environment, and anti-corruption. Our goal is to complete the UNGC Assessment by March 2024. Through this action, we are committing to:

- Operating responsibly in alignments to the universal sustainability principles.
- Taking actions that supports the society around us
- Committing to the effort from our organization's highest level, turning sustainability into part of our DNA
- Reporting annually on our ongoing efforts



Closing Remarks

Learnlight's commitment to sustainability and environmental responsibility remains unwavering. Since our inception 16 years ago, we have embarked on a transformative journey, marked by significant milestones and achievements.

From launching our Environmental Policy and Practices back in 2017, we've now reduced our CO2 from travel **by 42%**, paper disposal **by 65%** and electricity usage **by 30%**, earning us our ongoing ISO certifications and our Gold EcoVadis Medal for two consecutive years. We've invested in community projects such as the Gyapa Efficient Cook Stove Project in Africa, contributing to community savings of up to **\$165 million on fuel bills**, and planted **630 trees** with JUST ONE Tree, equating to **194.04 tonnes** of carbon dioxide absorbed in the atmosphere over the next 25 years. These efforts combined have reduced our carbon footprint in 2023 to just **144 tCO2e** and earned us our CarbonNeutral® Company certification.

DEI practices are also extremely close to our heart. We invested in the Malala Fund project to help some of the **130 million girls** around the world who still don't have access to education with opportunities to do so. Internally, we're also proud that Learnlight represents **55 nationalities**, across **40+ countries** in some **400 employees**, as we strive to represent the world, but we're even prouder that our inclusivity practices follow suit as our 2023 Honeycomb Works Cell of Excellence Badge indicates, ensuring we're doing everything possible so that everyone feels included.

The work is not over yet, and quite frankly, it never will be. We firmly believe that sustainability is not just an initiative, it's an **ongoing mindset and responsibility**. We're excited for all the projects that are to come, be this our planned partnership with the United Nations, our DEI Certifications, or our new community project investments. We extend a heartfelt gratitude to our entire Learnlight Ecosystem, with whom we share this meaningful commitment. Together, we are creating a more sustainable, equitable, and greener future.

Thank you for joining us on this journey.

Rupert Hillier

Rupert Hillier
COO, Learnlight