

Stone upon stone.

Or: What does Gaustatoppen have to do with SAP and sustainability?

May 11. 2022



Simplify work life.
Achieve more.



- ✓ **Dag Oliver**
 - ✓ ESG Project Manager at Zalaris
 - ✓ General Manager at Norseman
 - ✓ 12 years in IBM
 - ✓ 10 years in sports
 - ✓ World Triathlon Sustainability Commission
 - ✓ Photographer
-
- ✓ dag.oliver@zalaris.com



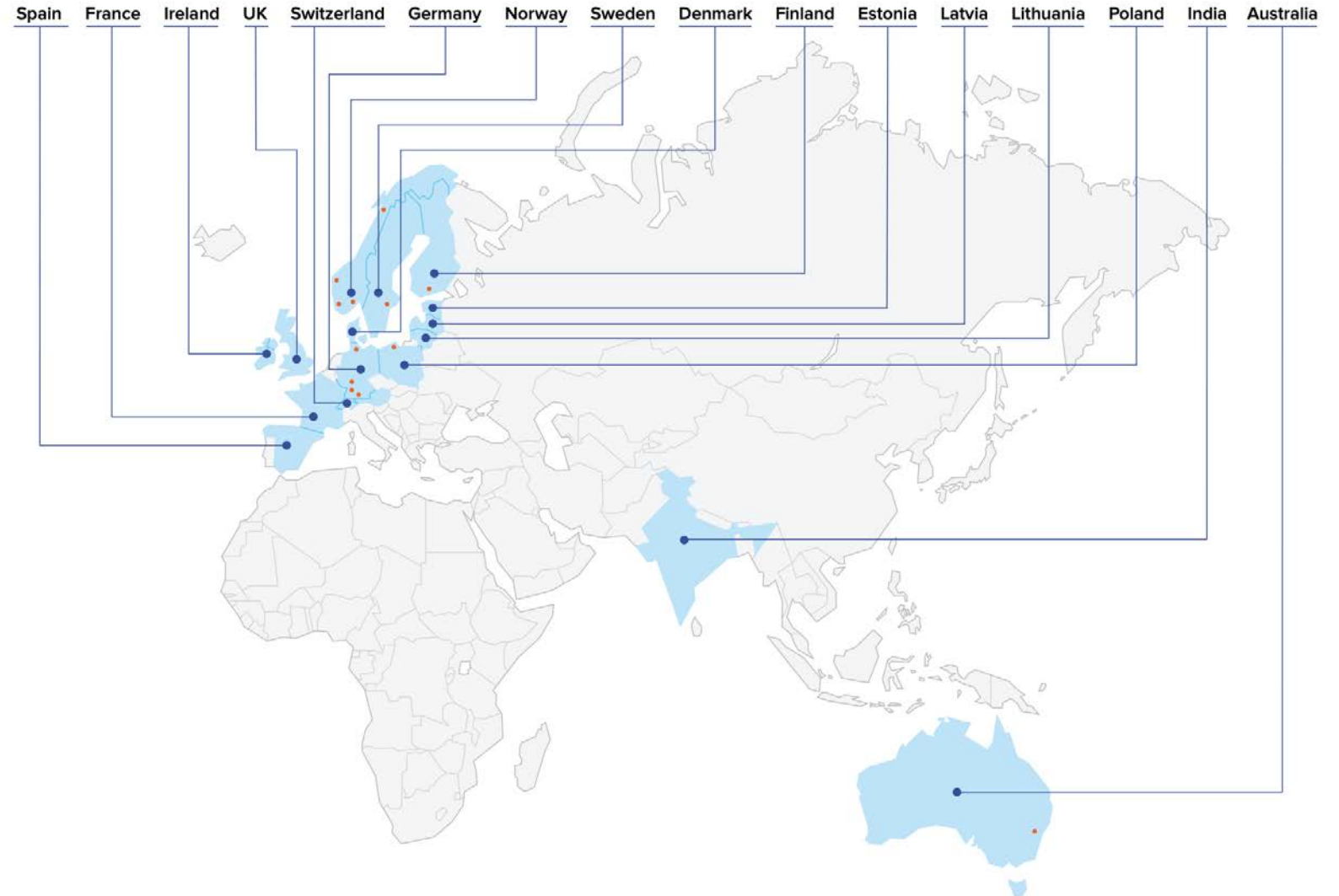
✓ AGENDA

- ✓ Briefly about Zalaris
- ✓ A Ride in a park
- ✓ Sustainability as a product
- ✓ Just do something



Global reach, local presence

- ✓ Leading provider of HR & payroll technology and services
- ✓ Supporting fully digital processes in the HR & Payroll space
- ✓ One unified global solution combined with in-country expertise – ‘PeopleHub’
- ✓ 20 years of experience and growth entirely focused in HR & Payroll



Global Presence



> 1 500 000

employees served monthly
across all HR solutions



880

Zalaris
employees



> 300 000

employees served monthly
through payroll services



20 Years

years of experience and
continuous growth



NOK 775 mill

2021
Revenue



13 Countries

with service centers
and local expertise



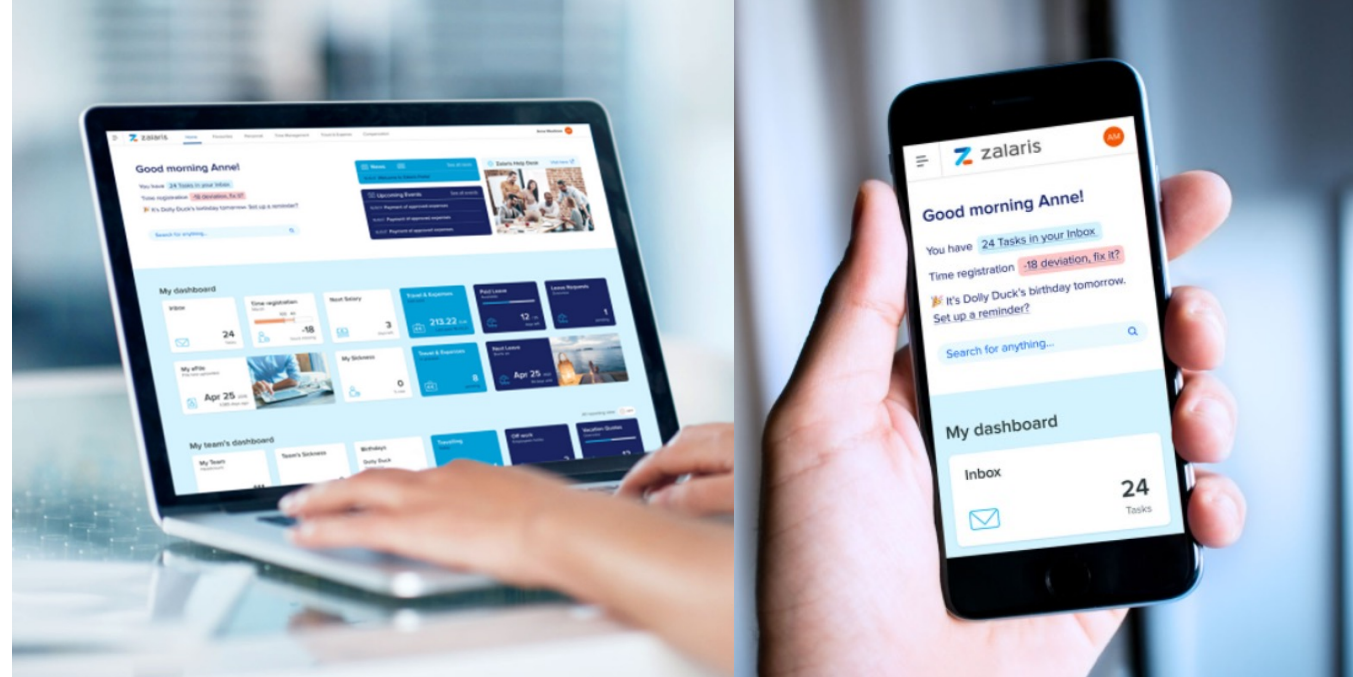
150+ Countries

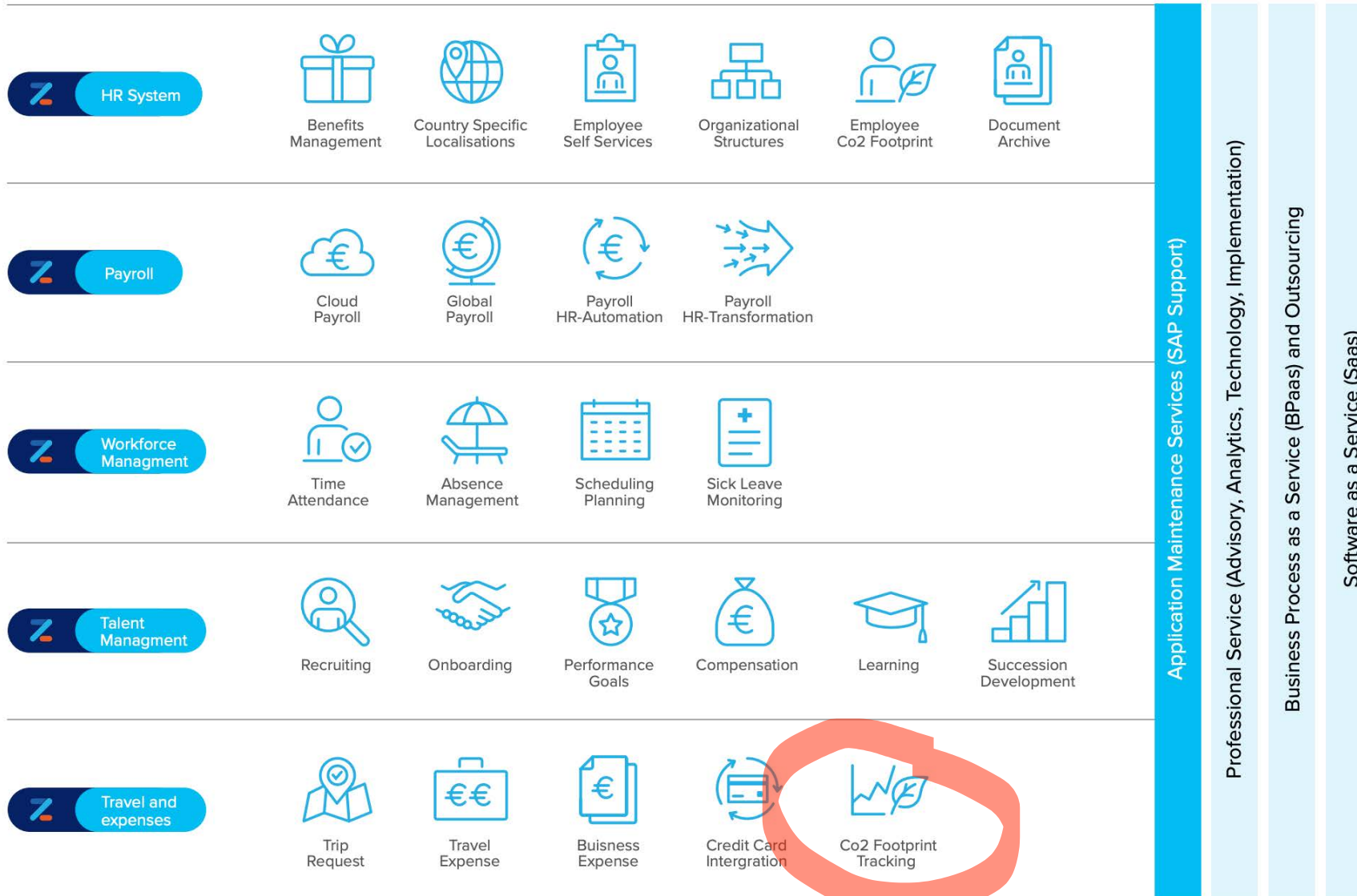
partnered with Zalaris
giving local expertise

Zalaris PeopleHub

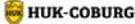
One-stop HR platform - to help simplify all HR administration!

- ✓ One Integration with your global HR solution
- ✓ One application, one user interface
- ✓ Global oversight, local compliance
- ✓ Anytime, anywhere – mobile





Companies who have trusted and grown with us

BANK, INSURANCE & FINANCIAL SERVICES	HEALTH AND LIFE SCIENCES	INFRASTRUCTURE & TRANSPORTATION
     	     	   
IT, TECHNOLOGY & TELECOM	OFFSHORE & ENERGY	PRODUCTS & INDUSTRIALS
    	    	    
PUBLIC SERVICES AND OTHER INSTITUTIONS	RETAIL	SERVICE INDUSTRIES
     	     	  

A dramatic scene of a triathlete in a black wetsuit jumping from the side of a boat. Several other people are on the boat, some wearing safety gear. The background features a blue sky with clouds and a body of water with other boats in the distance.

zalaris **NORSEMAN**

POWERED BY **RENAULT**

NORSEMAN (2003) :

SWIM 3800 M

BIKE 180 K

RUN 42.2 K

TOTAL ASCENT 5032 M

HARDANGERVIDDA

TRIATLONKLUBB

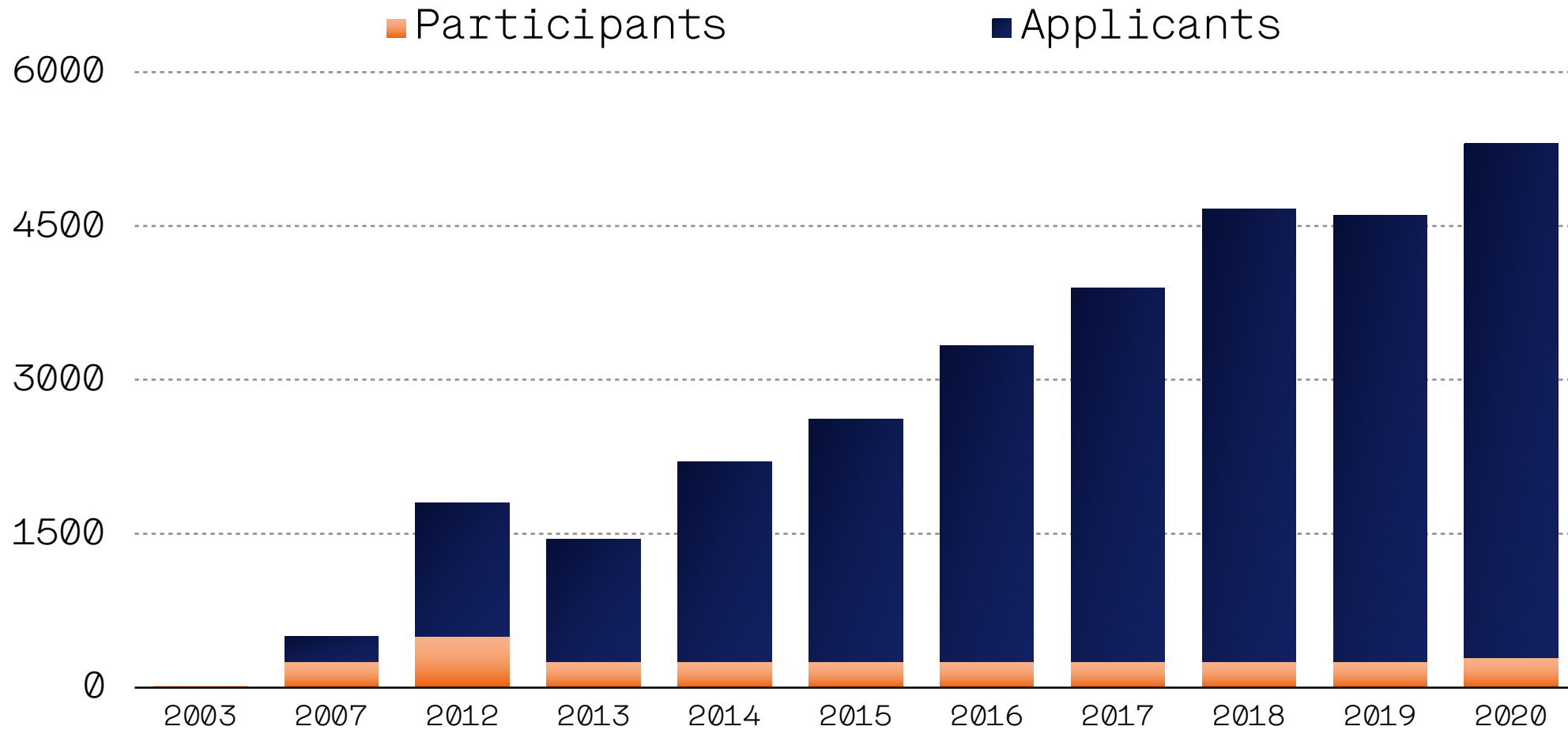


Our Mission

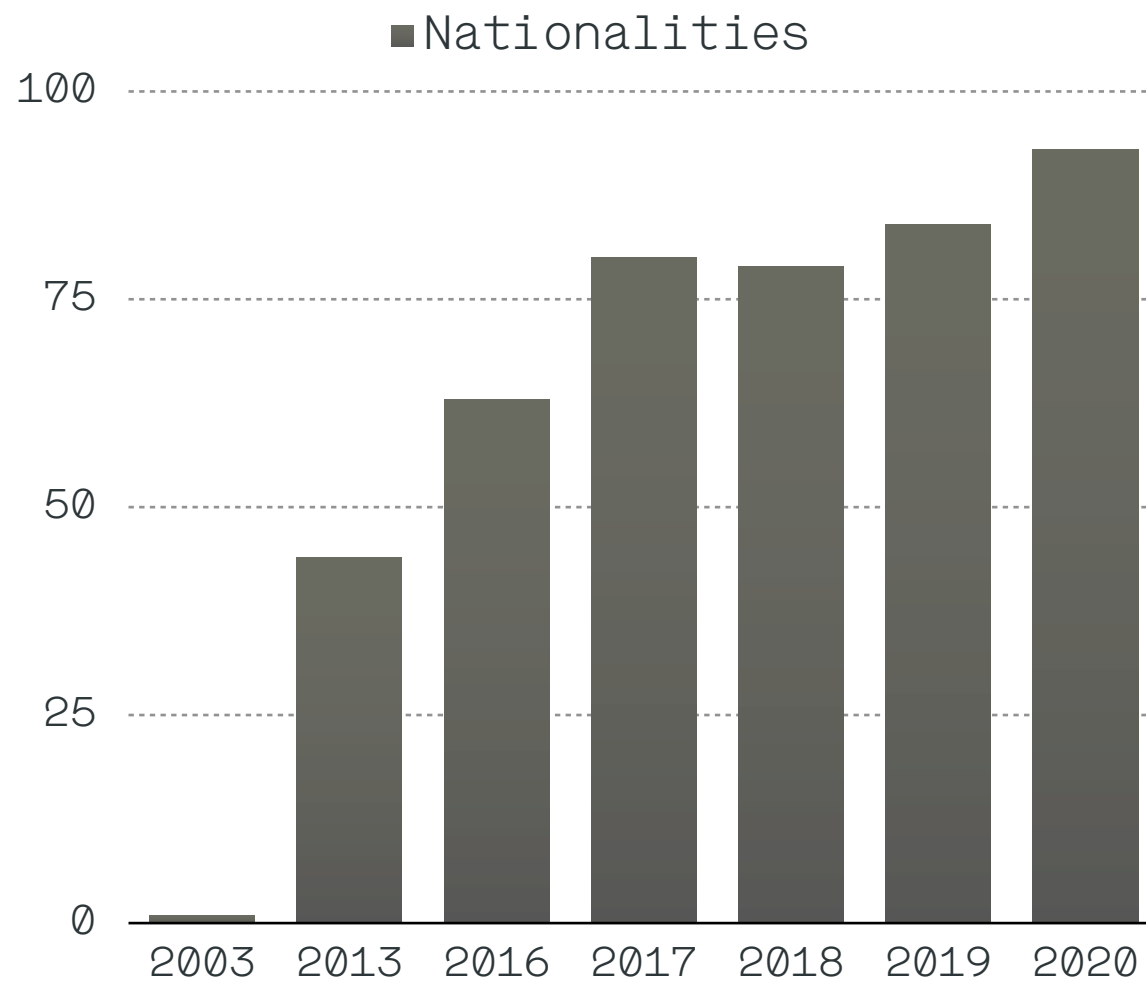
The race is only for the few, but the idea of Norseman is for everyone - our athletes, our team, the communities we work with, and our global Norseman community. Our shared Norseman journey is about leaving everyone, and everything, better for our presence. Together we will sustain and nourish our people, our racers, our causes and our natural environment.

Hardangervidda Triatlonklubb 2019

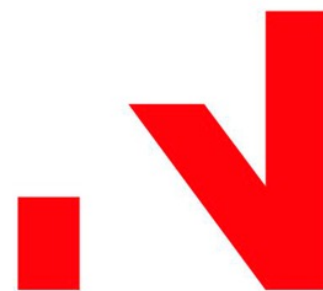
The Interest.



The World.



Evolving.



Innovasjon
Norge

Evolving.



FORMOSA XTREME TRIATHLON

STARVATION



What Now?





Riding Your Bike in a National Park.



Riding Your Bike in a National Park.

- ✓ Event organization, transport, accomodation & shop
- ✓ Athletes & Support, transport, & accomodation.



47,6 tCO₂e

Riding Your Bike in a National Park.

- ✓ Event organization, transport, accomodation & shop
- ✓ Athletes & Support, transport, & accomodation.
- ✓ **+ Domestic transport**



86 tCO₂e

Riding Your Bike in a National Park.

- ✓ Event organization, transport, accomodation & shop
- ✓ Athletes & Support, transport, & accomodation.
- ✓ + Domestic transport
- ✓ + **International transport**

439 tCO₂e*

*Numbers based on actual participants in Norseman 2019, using the CEMAsys footprint calculator. The carbon footprint analysis is based on the international standard; A Corporate Accounting and Reporting Standard, developed by the Greenhouse Gas Protocol Initiative (GHG Protocol). The GHG Protocol is the most widely used and recognised international standard for measuring greenhouse gas emissions and is the basis for the ISO standard 14064-I.

439T CO2
=

5268
X



439T CO2
=

109 205
X





Medecins Sans Frontieres.

Close to 1,8 m NOK donated
over the last 6 years.



Research.

NORSEMAN = Norway's largest
“field-laboratory”

2015 - Cold water swim
project. Ongoing

1 PhD finished.

2016 - Biomarker study.
Ongoing

See: nxtri.com

4 QUALITY EDUCATION



Young Talent Scholarships.

2016
Kristian Blumenfelt

2017
Casper Stornes

2018
Lotte Miller

2020
Stine Dale
Solveig Løvseth

3 GOOD HEALTH AND WELL-BEING



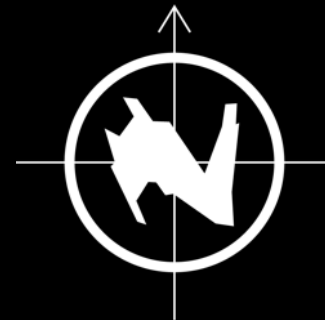
Gender Equality.

Year over year 8% women applies.

We are actively recruiting, prioritizing, encouraging women to race.

2010 56 women applied.
In 2019 we were up to 425





NORSEMAN

SUSTAIN



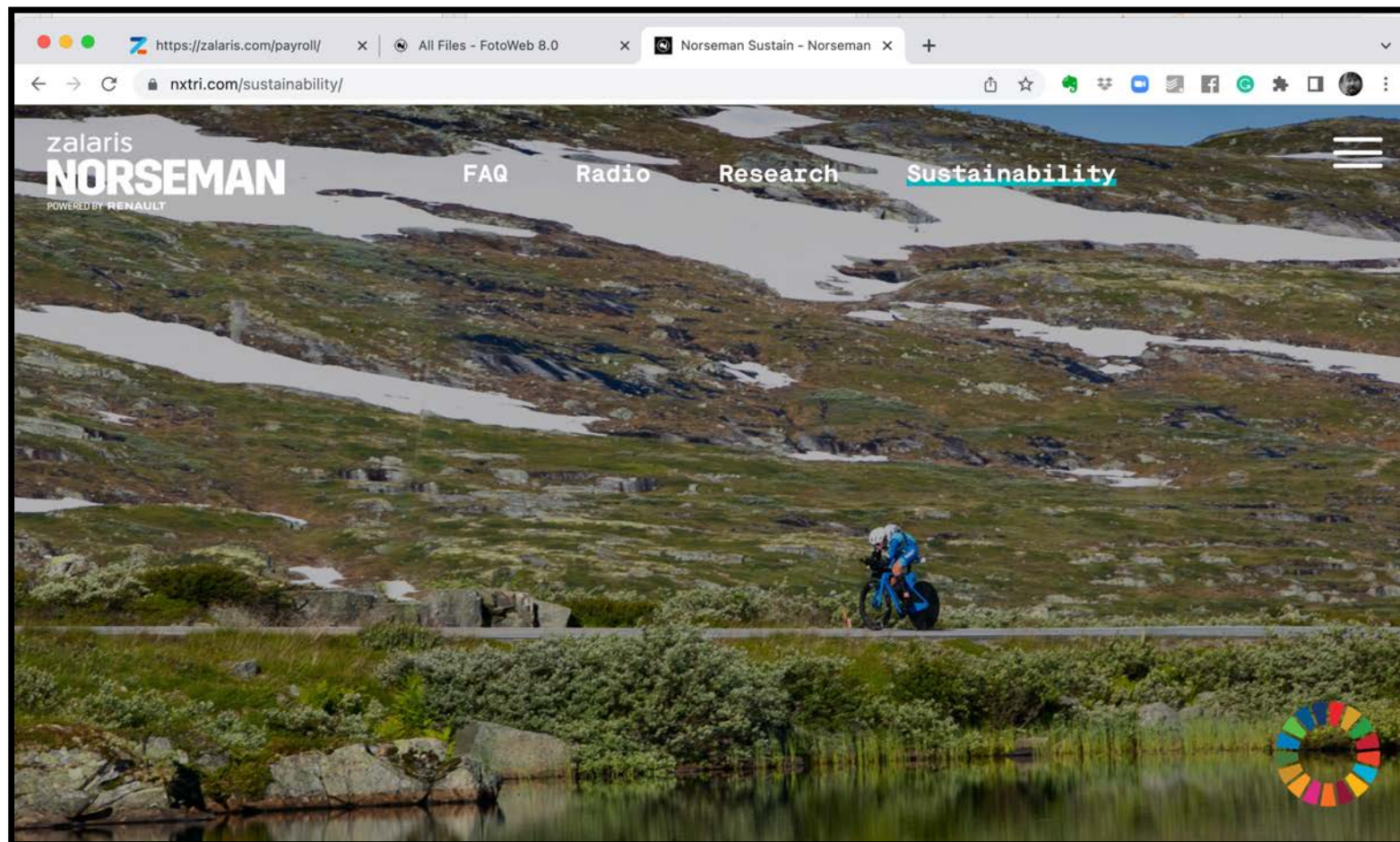
The Norseman Sustainability Focus



Certification.

Miljøfyrtårn certified spring 2021.





<https://nxtri.com/sustainability/>

2021
Zalaris Sustainability Report



- ✓ Social
- ✓ Governance
- ✓ Environment*

zalaris
Simplify work life. Achieve more.

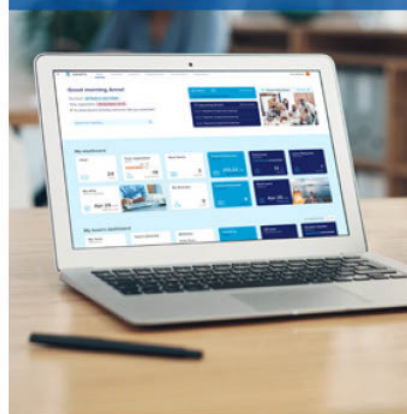
06.

ESG Product Focus

ESG Product Focus
My Carbon Footprint
In the pipeline



In Zalaris, we are committed to building and adding functionality to our products in a way that will enable our customers and us to incentivize "right choices" and track and report on sustainability factors related to the workforce



ESG Product Focus



19

ESG Product Focus

Sustainable development is expected to capitalize greatly on digitalization. Digitalization plays a significant role in achieving our sustainability targets.

In Zalaris, we are committed to building and adding functionality to our products in a way that will enable our customers and us to incentivize "right choices" and track and report on sustainability factors related to the workforce.

Throughout 2022 we will add several ESG monitoring features to our SAP-based platform PeopleHub.

My Carbon Footprint

The intention of our My Carbon Footprint app is to enable each of us to monitor our carbon footprint related to our work-life. Transportation is a significant driver of greenhouse gas emissions. Commuting emissions come from travel between home and the workplace via personal vehicles, public transport, and other vehicles. These emissions are part of the Company's other indirect CO2 emissions.

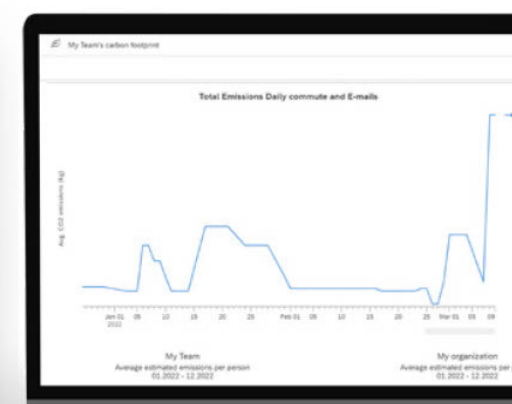
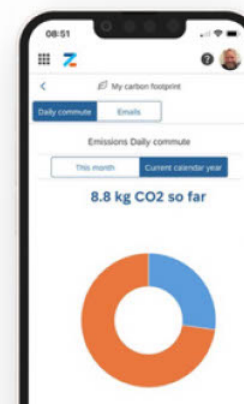
On a personal level measuring a trip footprint makes all of us more aware of the choices we make when travelling. On a corporate level, it will show patterns

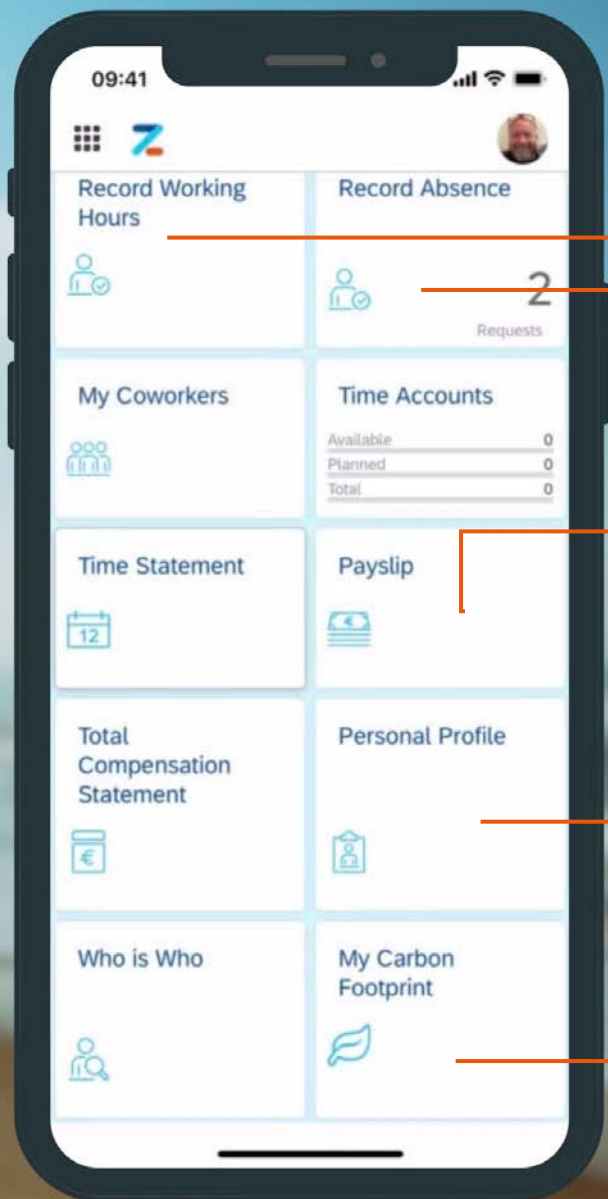
and trends, hence allowing an organization to better understand where and how the footprints are made. As important is that the aggregated data will allow organizations to better plan for reductions of the CO2 footprint.

The My Footprint App also contains a calculator doing the math on an employee's email usage. Often perceived as free and clean, an email does have a footprint. Every email we send uses electricity to display it, and the network connection uses electricity while the email is being transferred. For a standard text email, this electricity is responsible for 4g of CO2 emissions. If it has a picture attachment, the carbon footprint rises to an average of 50g. Sending 42 emails is roughly equivalent to driving 1km in a medium car (diesel).

In the pipeline

Moving into 2022, we aim to have extended the My Footprint App to also cover business travel. The Zalaris HR & Payroll solution already manages the base data, travel mode, distance, hotels, etc. Using these data to automate a CO2 footprint report for each business travel will improve the level of accuracy when reporting on business travel. And we are certain that the increased awareness will influence how and how often business travel is done.





WORKING
HOURS

ABSENCE

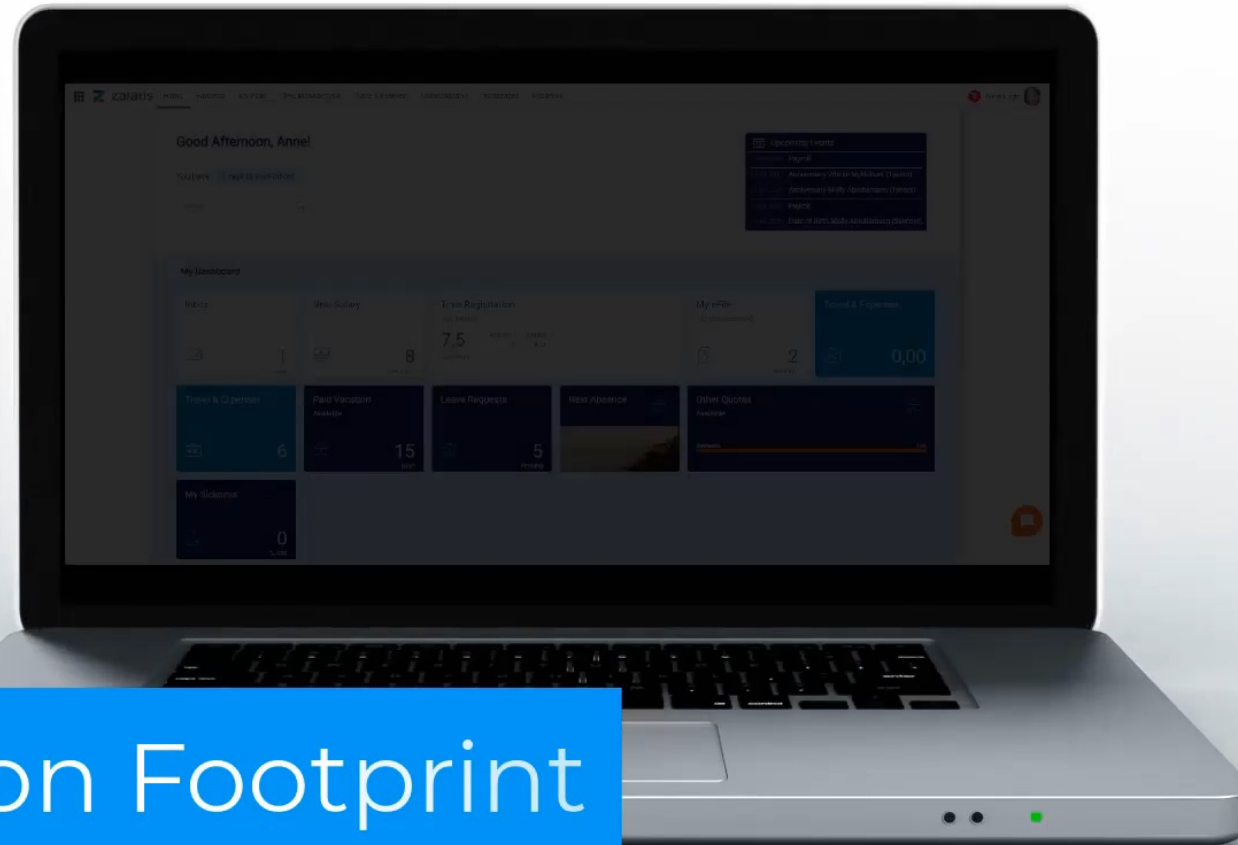
PAYSIP

PROFILE

MY CARBON
FOOTPRINT

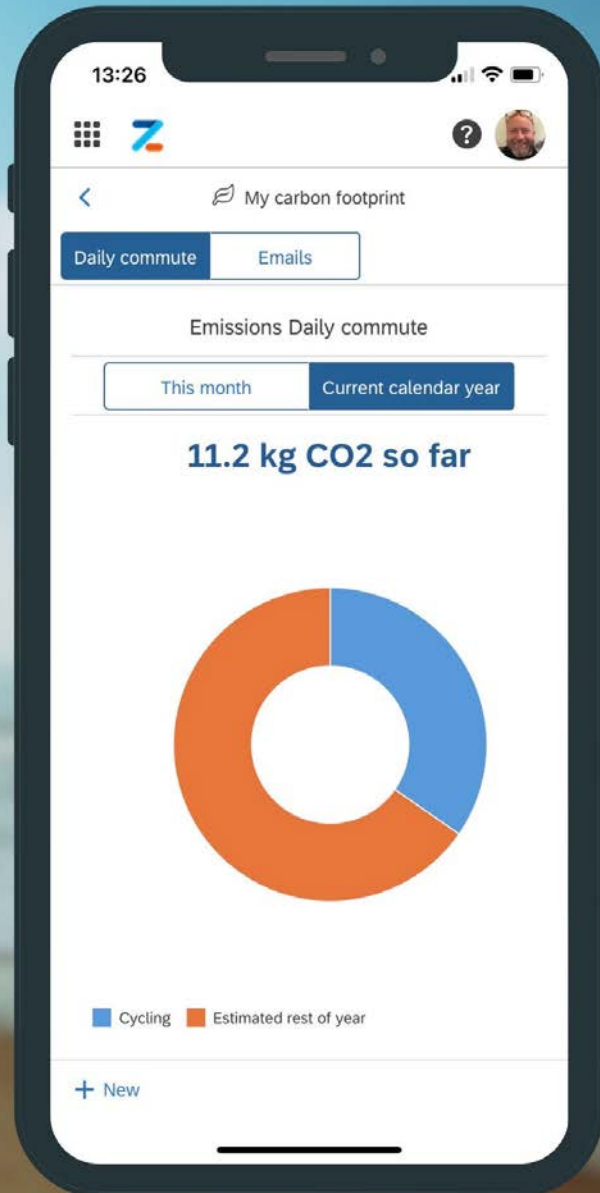


PeopleHub



My Carbon Footprint





- ✓ 16 uker sykkel – 11kg CO2
- ✓ 16 uker bil – 140kg CO2

SAVED

32
X



Hva nå?

- ✓ Automatisk eksport av reiseregningsdata til CO2 app
- ✓ Lage enkle illustrasjoner som setter forbruk i perspektiv
- ✓ Kundedialog for å avdekke hva de trenger for at deres bærekraftsreise skal lykkes.

“To do good, you
actually have to
do something”

*Yvon Chouinard - rock climber, environmentalist, and
founder of Patagonia*

“

We simplify HR and payroll administration, and empower you with useful information so that you can invest more in people.

Thank you!

Dag Oliver

ESG Project Manager
dag.oliver@gmail.com



Simplify work life.
Achieve more.

