



CYBERSHIELD



NACHHALTIGES
WIRTSCHAFTEN



WIN-CHARTA TARGET CONCEPT

2022/2023

CYBERSHIELD
(CS-CONSULTING UG)



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1. About us

COMPANY PRESENTATION

The currently-taking-place digital transformation has many advantages ready for our society.

When we talk about the modern world, we can use many words, like "smart", "connected", "high speed" and so on. They all mean that borders and distances between continents, countries, cities, companies and even people are erased, sometimes without their consent. Dealing with the distinction between private, public, and secret data of all kinds and their protection is one of the most important tasks of our time.

This is where CyberShield comes in with a steadily growing team of cybersecurity specialists since the beginning of 2021. We have set ourselves the goal of significantly advancing IT security in OT and providing our customers with optimal support. We do not see ourselves as an external "service provider" for our clients, but as part of the respective team. Challenges of our clients are also our challenges. Here we find pragmatic solutions that create added value and are of course safe.

IT security in companies is fundamentally important because it not merely protects systems and data, but also people's lives. Cybercrime not only damages a company's economy but can also seriously affect people's private lives. Because of this responsibility, we do not want to be seen as a company that "only" secures systems, but as an integral part of the value chain.

Cybersecurity must, moreover, not remain an abstract concept, but rather must be applicable in (companies) everyday life. That's why we founded our second branch in the company with "Trainings", which imparts security knowledge in an uncomplicated way and brings it to the operational staff of our clients.

2. The WIN-Charta

COMMITMENT TO SUSTAINABILITY AND THE REGION

By signing the WIN Charter, we are committing ourselves to our economic, ecological and social responsibility. In addition, we identify with the region in which we operate.

THE 12 GUIDING PRINCIPLES OF THE WIN-CHARTA

The following 12 guiding principles describe our understanding of sustainability.

Human Rights, Social Matters & Employee Concerns

Principle 01 – Human rights and the rights of employees: *"We respect and protect human rights and the rights of employees, ensure and promote equal opportunities and prevent any form of discrimination and exploitation in all our business processes."*

Principle 02 – Employee well-being: *"We respect, protect and promote the well-being and interests of our employees."*

Principle 03 – Stakeholder groups: *"We consider and take into account all stakeholder groups and their interests in processes."*

Environmental Concerns

Principle 04 – Resources: *"We increase resource efficiency, increase raw material productivity and reduce the use of natural resources."*

Principle 05 – Energy and Emissions: *"We use renewable energies, increase energy efficiency and reduce greenhouse gas emissions in line with targets or offset them in a climate-neutral manner."*

Principle 06 – Product Responsibility: *"We take responsibility for our services and products by examining the sustainability of value-added process and the product cycle and creating transparency in this regard."*

Economic added value

Principle 07 – Company success and jobs: *"We ensure the long-term success of the company and offer jobs in the region."*

Principle 08 – Sustainable Innovations: *"We promote innovations for products and services that increase sustainability and underline the innovation potential of the Baden-Württemberg economy."*

Sustainable and fair finances, anti-corruption

Principle 09 – Financial decisions: *"We act in the spirit of sustainability, especially in the context of financial decisions."*

Principle 10 – Anti-Corruption: *"We prevent, detect and sanction corruption. "*

Regional added value

Principle 11 – Regional added value: *"We generate added value for the region in which we operate."*

Principle 12 – Incentives to rethink: *"We provide incentives to rethink and act at all levels of the company and involve both our employees and all other stakeholders in a constant process to increase corporate sustainability."*

COMMITTED COMPANIES FROM BADEN-WÜRTTEMBERG

Detailed information on the WIN-Charta and other signatories to the WIN-Charta can be found at www.nachhaltigkeitsstrategie.de/wirtschaft-handelt-nachhaltig.

3. Our main topics

FUTURE MAIN TOPICS OF OUR SUSTAINABILITY WORK

In the coming year we will focus on the following guiding principles of the WIN-Charta:

- Principle 02: Employee well-being: "We respect, protect and promote the well-being and interests of our employees."
- Principle 04: Resources: "We increase resource efficiency, increase raw material productivity and reduce the use of natural resources."
- Principle 12: Incentives to rethink: "We provide incentives to rethink and act at all levels of the company and involve both our employees and all other stakeholders in a constant process to increase corporate sustainability."

WHY THESE MAIN TOPICS ARE PARTICULARLY IMPORTANT TO US

We, all the employees of the company, are like cogs in a gearbox. Every gear has its task – every gear is important for the entire process. That is why each individual is particularly close to our hearts.

Sustainable action is not a complex concept for us, but something that each individual can implement and experience on a daily basis. This is where our approach to resource conservation originates, for example.

However, our actions should also reflect our reliability and provide a good basis for further development: for ourselves, our employees, our customers and our suppliers. This is why mutual dialogues and incentives for entrepreneurial rethinking are of great importance in our company.

4. Setting goals for our main topics

Employee well-being: "We respect, protect and promote the well-being and interests of our employees."

WHERE DO WE STAND?

In the beginning, the most important and at the same time the most obvious: human rights and respect for each individual are not only important to us, but are so deeply embedded in us that we do not think about gender or race issues, for example. For us, it goes without saying that we recognize every human being as an equal individual. (Perceived) gender, race, culture, etc. are respected by us in the sense of the individual. Employees have the opportunity to address and live out their valuable standards in this regard in an open dialogue. However, we do not want to address problems where there are none. For this reason, we have decided, for example, not to jump on the "gender" bandwagon: we are talking about employees and by that we mean all our wonderful women, men, diverse, etc., regardless of whether they are Germans, Ukrainians, Russians, Mexicans, Hindus, Christians, atheists, etc. We ask this to be considered throughout this document.

This self-evident practice and interpretation of human rights is also expressed in our company by the equality of men and women regarding wage and salary structures.

HOW DO WE WANT TO GENERATE CHANGE

As a young company, we have the advantage that there are no rigid structures. In order to build up positive structures for all company internals, we have consciously decided to take the following steps:

- Our employees can actively participate in the development of the company structures. In principle, we value an open dialogue with all parties involved.
- Due to the Corona period, we were initially forced to work almost exclusively remotely. Ultimately, we want to support every employee in enabling the perfect individual mix of remote, office and at the customer's location. The aim is to achieve the greatest possible creativity and productivity while working as flexibly as possible, during which every employee feels comfortable. For this reason, we provide two fully equipped offices in different locations.
- We offer a secure job and rely on long-term employment relationships.
- We encourage team spirit.
- We prefer to allocate (managerial) positions internally.

SETTING GOALS FOR OUR MAIN TOPICS

- Together with each employee, we create an individual, annual concept for further training, the costs of which we of course assume.

Communication shouldn't just be a catchphrase for us. Through open dialogues, we hope to gain more impetus that will take us further in our development. This means:

- We want to establish a model in which employees receive constructive feedback on a regular basis and can also give it to managers.

- At regular meetings, all employees should be informed about the work of the different teams. By providing insight into other processes and areas of responsibility, we want to make it possible to better understand overarching processes and foster a sense of the company as a whole.

WE WANT TO ASSESS OURSELVES BY THIS

- A team event takes place twice a year: on 2 – 3 days per event, all employees have the opportunity to get to know each other better and to exchange ideas personally in a relaxed atmosphere. We want to strengthen team spirit through joint activities and workshops.
- Every 3 months our full-time consultants are trained and supported in their development through 2-3-day internal workshops.
- A comprehensible, documented model will be developed in which all employees (from top-level management to student assistants) can receive constructive feedback for personal growth.

Resources: "We increase resource efficiency, increase raw material productivity and reduce the use of natural resources."

WHERE DO WE STAND?

As an IT/OT security company, we work primarily in the office/remote and at the customer's premises. Our strength here clearly lies in saving resources and in the conscious use of resources. We are aware that this is the best way to avoid resource consumption. But sometimes you can't avoid it. And then it is the second-best way to use sustainable resources.

Based on current scientific statements, we want to implement our own definitions of sustainable resource use. Examples to clarify: we do not consider FSC paper to be optimally sustainable. Optimal: 100% waste paper. Biogas does not have the status of a sustainable renewable energy production. Optimal: wind and sun. Together with our employees and suppliers, we want to constantly reduce our CO2 footprint.

SETTING GOALS FOR OUR MAIN TOPICS

HOW DO WE WANT TO GENERATE CHANGE

Our second office is rented. We had already paid attention to sustainability in the selection process. Now we are at a point where we want to raise the standards in this regard. That's why we decided to move our second location. The new office will have the following features:

- Electricity and heat from proven renewable sources
- modern building insulation
- all water connections have a water-saving method (e.g. aerator)
- where it makes sense (e. g. in the corridor, on the toilets) motion detectors are installed
- if printing is unavoidable, a vegan, sustainable, energy-efficient printer is available
- is easily accessible by public transport

We have made it possible to create a position of "sustainability officer". His duties include defining sustainability criteria for the company based on current scientific statements, creating a "sustainability newsletter" or raising employee awareness of climate protection issues.

WE WANT TO ASSESS OURSELVES BY THIS

- By the end of 2023 we have implemented the project described above with the second office.
- We will optimise our heat consumption by the end of 2023 through regulatory measures and raising employee awareness.
- We will optimise our water consumption by the end of 2022 through regulatory measures and raising employee awareness.
- We offer 100% green electricity in our offices, sensitize our employees to this topic and actively support them in switching to renewable electricity (home office) by the end of 2023.

Incentives to rethink: "We provide incentives to rethink and act at all levels of the company and involve both our employees and all other stakeholders in a constant process to increase corporate sustainability."

WHERE DO WE STAND?

We are proud that our company has developed in a short (existence) time into a company that not only serves international customers, but which is also made up of people with very different backgrounds: countries of origin, gender, views, etc. come here together. We see this diversity as an enrichment. Ultimately, there is also a common denominator: we all pull together by working together in a solution-oriented way.

SETTING GOALS FOR OUR MAIN TOPICS

To appreciate this diversity and at the same time to increase the common denominator is our concern, if we offer incentives to rethink and act, and if we get these incentives from the other participants through mutual dialogue. Because only if we act sustainably can we create a basis against the backdrop of the current climate catastrophe, so that every individual can continue to develop as freely as possible. We want our employees, suppliers and also our customers to have the opportunity to live in a world characterized by secure jobs and a biodiversity-rich environment. We must all act here.

"Secure workplaces" is to be understood here with ambiguity: on the one hand, our customers book us because they receive help and protection from our know-how at their workplaces in the field of OT security. On the other hand, our employees benefit from secure jobs. We constantly train our employees and also offer training courses for our customers.

HOW DO WE WANT TO GENERATE CHANGE

With a sustainability newsletter for our employees, we want to promote an understanding of sustainable issues and also invite them to a dialogue. Furthermore, the integration of these topics into the everyday life of each individual is to be supported by the company's promotional activities. We want our employees to identify with the company's values.

WE WANT TO ASSESS OURSELVES BY THIS

- The Sustainability Newsletter will be published semi-annually and for the first time at the end of 2022.
- Our employees receive regular further training measures that guarantee a constant (and constantly increasing) quality of our portfolio:
 - 2 x year internal training
 - our full-time employees should attend an in-house workshop every 3 months
 - at least 1 x year of external training
- Our (full-time) employees (and partly also our student employees) have the opportunity to get the following (partially) financed by the company:
 - a Bahncard 50
 - a bicycle
 - an e-bike
- We select our suppliers according to our sustainability criteria:
 - For office supplies: recycled, preferably vegan and durable items
 - For our printed materials (flyers, exhibition stands): sustainable, vegan materials
- From the end of 2022, our customers will be able to obtain automated OT security-specific content from us. Personal advice is excluded from this.
- For mutual inspiration, we remain in dialogue with our employees, suppliers and customers.
- We present the WIN-Charta project in our media.

5. Further activities

Human Rights, Social Matters & Employee Concerns

PRINCIPLE 01 – HUMAN RIGHTS AND THE RIGHTS OF EMPLOYEES

Activities:

- All of our employees are treated equally. For example, everyone gets the same wage for the same job, regardless of origin, gender, etc.
- We pay our employees above the usual market value
- We prefer to fill (managerial) positions with internal staff.

Goal: Our employees feel comfortable and valued in the company.

PRINCIPLE 03 – STAKEHOLDER GROUPS

Activities:

- Through joint, regular dialogue, we take into account and respect all stakeholders and their interests in processes.
- We prefer to fill (managerial) positions with internal staff.

Goal: All stakeholders feel adequately recognized by our company.

Environmental Concerns

PRINCIPLE 05 – ENERGY AND EMISSIONS

Activities:

- We use renewable forms of energy in both of our offices.
- We will change our rented office by 2023 and thus create the conditions for even more energy savings.
- If possible, we use public transport for business trips.
- We sensitize our employees to act energy-efficiently.
- We support our (full-time) employees to reduce emissions by (partially) financing a Bahncard, a bicycle or an e-bike.

Goal: A steady reduction of the CO2 footprint of our company.

FURTHER ACTIVITIES

PRINCIPLE 06 – PRODUCT RESPONSIBILITY

Not applicable

Economic added value

PRINCIPLE 07 – COMPANY SUCCESS AND JOBS

Activities:

- We prefer to fill (managerial) positions with internal staff
- We create trust through down-to-earth results, which leads to solid corporate growth

Goal: Through continuous company growth, we will provide even more jobs.

PRINCIPLE 08 – SUSTAINABLE INNOVATIONS

Activities:

- We are known for pragmatic, customer-oriented solutions. We also implement innovative ideas for this purpose.

Goal: Satisfied customers through long-lasting solutions.

Sustainable and fair finances, anti-corruption

PRINCIPLE 09 – FINANCIAL DECISIONS

Activities:

- We invest in the expansion of our company to secure sustainable profits and jobs.
- A significant part of our profits go to sustainable projects.

Goal: Create and support sustainable values with the financial resources available to us.

PRINCIPLE 10 – ANTI-CORRUPTION

Activities:

- We neither bribe nor allow ourselves to be bribed.
- Transparent processes in the company are important to us.

FURTHER ACTIVITIES

Goal: To be part of a trusting society.

Regional added value

PRINCIPLE 11 – REGIONAL ADDED VALUE

Activities:

- We create jobs in the region and also offer apprenticeships as part of a dual course of study.
- We support regional charitable projects.

Goal: We promote our region.

6. Our WIN! project

WE WANT TO SUPPORT THIS PROJECT

We would like to support an animal shelter in our area.

For a sponsored dog in the shelter, we will buy vegan dog food for at least 12 months. There are many reasons for a vegan diet for dogs. Tolerability and health benefits have been scientifically proven (sources see below). We will report on the experiences of our sponsored dog to make this important topic more public. In addition, we will personally occupy ourselves with the dog several times a month to make him feel more comfortable, but also to give him a better chance of being placed in a permanent household by learning commands and tricks.

In addition, we will contribute to the costs of the animal shelter for neutering projects (e.g., of feral cats in the region), veterinary costs or the renovation/maintenance of the animal shelter area.

Sources:

- <https://www.peta.de/themen/klimawandel/>
- <https://www.wa.de/verbraucher/hunde-vegan-ernaehren-studie-ernaehrung-fleisch-tierquaelereiforscher-experten-besitzer-91486869.html>
- Study: https://journals-plosorg.translate.google/plosone/article?id=10.1371%2Fjournal.pone.0265662&x_tr_sl=en&x_tr_tl=de&x_tr_hl=de&x_tr_pto=wapp#sec001

TYPE AND SCOPE OF SUPPORT

We would like to give the shelter 500 euros per month for 12 months. The vegan dog food will cost less than 100 euros. We donate the remaining amount to the animal shelter for neutering projects (e.g., of feral cats in the region), veterinary costs or the renovation/maintenance of the animal shelter area. Here we can also imagine providing craft support for the renovation.

We want to spend at least 5 hours a month working with the sponsored dog on site.

CONTACT INFORMATION

7. Contact Information

Contact Person

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