



CYBERSHIELD
CONSULTING

KLIMAWIN 

UNTERNEHMEN
MACHEN KLIMASCHUTZ



KLIMAWIN REPORT

2023

CYBERSHIELD
(CS-CONSULTING GMBH)

Report as part of KLIMAWIN

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1. About us

Company profile

The digital transformation that is currently taking place has many benefits for our society. When we talk about the modern world, we can use many words, such as "smart", "connected", "high-speed" and so on. They all mean that borders and distances between continents, countries, cities, companies and even people are being erased, sometimes without their consent. Distinguishing between private, public and secret data of all kinds and protecting it is one of the most important tasks of our time.

This is where CyberShield comes in with a steadily growing team of independent cyber security specialists since the beginning of 2021. We have set ourselves the goal of significantly advancing IT security in the OT sector and providing our customers with the best possible support. We do not see ourselves as an external "service providers" for our clients, but as part of the respective teams. Our clients' challenges are also our challenges. We find high-quality and pragmatic solutions that create added value and are naturally safe.

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

Cyber security must not remain an abstract concept, but needs to be applicable in everyday (company) life. This is why we have established our second branch "Training" in the company which imparts security knowledge in an uncomplicated way and brings it to our clients' operational employees.

As a company in the IT security service sector, we also actively address our responsibility for social, ecological and climate protection aspects of our society

Materiality principle

This report documents our work in the area of climate protection and sustainability. The report follows the principle of materiality. It contains all the information required for an understanding of our company's climate protection and sustainability activities and reflects the key ecological, economic and social impacts of our company.

2. KLIMAWIN

Commitment to climate protection, sustainability and the region

By signing up to KLIMAWIN, we are acknowledging our ecological, economic and social responsibility. We also identify with the region in which we operate.

12 guiding principles of KLIMAWIN

The following 12 guiding principles describe our understanding of climate protection and sustainability.

Climate and environment

Guiding principle 01 - Climate protection

"We set ourselves a climate protection target and report on it. We use renewable energies and increase energy efficiency."

Guiding principle 02 - Climate adaptation

"We are taking measures to adapt to the effects of climate change."

Guiding principle 03 - Resources and circular economy

"We are reducing the use of (natural) resources and pursuing the goal of a circular economy."

Principle 04 - Biodiversity

"We are actively committed to the protection and preservation of biodiversity."

Guiding principle 05 - Product responsibility

"We take responsibility for our services and products by examining the sustainability of the value creation process and the product cycle and creating transparency in this regard."

Social responsibility

Principle 06 - Human rights and supply chain

"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 our value chain."

Principle 07 - Employee rights and well-being

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

Principle 08 - Stakeholders

"We consider and take into account all stakeholder groups and their interests in our processes."

Economic success and governance

Principle 09 - Corporate success and jobs

"We ensure the long-term success of the company and offer jobs in the region."

Principle 10 - Regional added value

"We generate added value for the region in which we operate."

Principle 11 - Transparency

"We are an open company, prevent corruption and report transparently on financial decisions."

Guiding principle 12 - Incentives for transformation

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

Committed companies from Baden-Württemberg

You can find detailed information on KLIMAWIN and other members at:

<https://www.nachhaltigkeitsstrategie.de/klimawin>

CHECKLIST

3. Checklist: Our commitment to climate protection and sustainability

The KLIMAWIN was signed on: 31.10.2022

Overview: Climate protection and sustainability commitment in the company

	ADDRESSED GUIDING Principle	Prioritization	Quantitative Documentation
Guiding principle 1 - Climate protection	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Guiding principle 2 - Climate adaptation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Guiding principle 3 - Resources and circular economy	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Guiding principle 4 - Biodiversity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Principle 5 - Product responsibility	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Guiding principle 6 - Human rights and supply chain	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Guiding principle 7 - Employee rights and well-being	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>
Guiding principle 8 - Stakeholders	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Guiding principle 9 - Corporate success and jobs	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Guiding principle 10 - Regional added value	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Guiding principle 11 - Transparency	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Guiding principle 12 - Incentives for transformation	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>

Local commitment to climate protection and sustainability

We have decided to support two projects in BW. From 2022, we have retained our first project "Financial support for the animal sanctuary "Tierlieben" in Ammerbuch. We also started another project at a secondary school in BW in 2023: "Workshop on knowledge transfer in cybersecurity for computer science students in the 10th grade".

CHECKLIST

Supported KLIMAWIN project: Support for the animal sanctuary "Tierlieben" in Ammerbuch

Focus area:

Ecological sustainability Social sustainability

Type of funding:

Financial Material Personnel

Supported KLIMAWIN project: Workshop to impart knowledge in cyber security to 10th grade computer science students

Focus area:

Ecological sustainability Social sustainability

Type of funding:

Financial Material Personnel

4. Our main topics

Overview of the selected focus areas

- Guiding principle 1 - Climate protection: "We set ourselves a climate protection target and report on it. We use renewable energies and increase energy efficiency."
- Guiding principle 07: Employee rights and well-being: "We respect, protect and promote the rights and well-being of our employees."
- Guiding principle 12: - Incentives for transformation: "We set incentives for rethinking and acting at all levels of the company and involve both our employees and all other stakeholders in an ongoing process to increase the entrepreneurial performance of the company's sustainability."

Why these focal points are particularly important to us

1) Anthropogenic climate change cannot be denied. Out of our ethically perceived responsibility for future generations as well as our fellow creatures, CyberShield feels a fundamental need to make a contribution to slowing down the negative effects. We live our Corporate Social Responsibility.

2) CyberShield is not an impersonal corporate construct that functions in the same way every day. CyberShield is the ever-changing sum of all its employees. We are aware that our company consists of people with different backgrounds, goals, dreams and so much more. We are convinced that if we recognize the individuality in everyone and promote it in a positive way, a win-win situation is created for everyone.

3) At CyberShield, sustainable action is not a complex concept, but something that each individual can implement and experience on a daily basis. Our actions should also reflect our reliability and be a fruitful basis for further development: for ourselves, our employees, our customers and suppliers. Mutual dialog and incentives for entrepreneurial rethinking are therefore of great importance at CyberShield.

OUR MAIN TOPICS

Guiding principle 01 - Climate protection

"We set ourselves a climate protection target and report on it. We use renewable energies and increase energy efficiency."

Objective

"We set ourselves a climate protection target and report on it. We use renewable energies and increase energy efficiency."

CyberShield is not a manufacturing company with huge facilities, but its current focus is primarily on consulting and teaching/information services. Nevertheless, we are aware of our corporate social responsibility and its ongoing development is very important to us. Our goal is to continue saving resources and energy and achieving climate neutrality. To this end, we have chosen various approaches relating to mobility, nutrition, resource conservation and energy.

We pass on the informative nature of dealing with topics relevant to climate protection within the company to our employees and other stakeholders. We all need to act.

Measures taken

- At company events and on company trips, we make sure to serve vegan food. If possible, we also
- make sure that our catering is organic, seasonal and regional.
- We prefer to use public transportation.
- We do not use domestic flights at all.
- Where flights cannot be avoided, we offset them - ideally with a tariff that supports green fuel.
- Our office in Mauer is heated with a heat pump. The electricity comes from our own PV system (the rest is supplied by the regional green HEG - Heidelberger Energiegenossenschaft).
- If possible, we buy used, refurbished equipment.
- We have made a compensation payment of 2981 euros to MyClimate for our carbon footprint in 2023.

Results and developments

Nutrition is an important factor in climate protection. We ensure a vegan diet at company events and on company trips. We want to increase the proportion of organic products. We are also aiming to increase seasonal and regional dishes.

Public transportation is proven to be one of the most environmentally friendly ways to get around. We support this. However, at our last team event, for example, all (!) employees who traveled by train were delayed due to problems on the DB side.

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If this trend consolidates, we will have to consider a low-emission alternative. We have also set out these points in our Code of Conduct, which has been accepted by all our employees and found to be good to very good.

For reasons of sustainability, we buy used and refurbished equipment wherever possible. Equipment that is still in good working order moves around our company: from permanent employees to working students and from them to Labdoo. Labdoo is a non-profit organization that equips old laptops with educational software, among other things, and distributes them to schools and NGOs to enable digital participation. In this way, we ensure that our equipment has the longest possible lifespan, which significantly reduces its carbon footprint.

Our employees appreciate the flexibility of remote working in our company. In order to meet all requirements, we also want to offer office space. Our office in Mauer is extremely climate-friendly thanks to a heat pump and our own PV system. From March 2024, we will have an office in the Mannheim Mafinex technology center. Supported by the city of Mannheim, it also implements its sustainable mission statement.

Indicators

Indicator 1: Catering

- 4 team events held,
 - Of which 4 were completely vegan (100%)
 - of which 2 were completely organic (50%)
 - of which 4 were partly regional and seasonal
- We will increase the proportion of organic products in 2024. We are also trying to pay more attention to regional and seasonal dishes

Indicator 2: Public transportation

- Kilometers covered by train: 25626 km
Kilometers covered in private transport (with combustion engine): 592 km
- Unless trains become even less reliable, we want to increase the use of trains. We want to significantly reduce the use of private transport with combustion engines by 2024.

Indicator 3: Reconditioned equipment

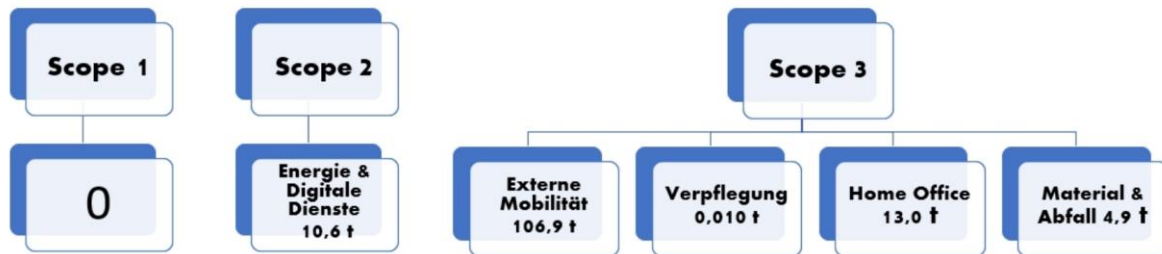
- 3 devices were moved internally within the company so that their service life was extended.
- 3 devices were handed over to Labdoo, significantly extending their service life.

Greenhouse gas balance

To reduce greenhouse gas emissions, we first drew up a GHG balance sheet for Scope 1, 2 and 3.

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THG-Emissionen 2023



Gesamte Emissionen: 135,5 t
Gesamte Emissionen pro MA: 5,42 t

Figure 1 Data collection of GHG emissions

GHG balance - our starting point

CyberShield is a young company with less than 30 employees that offers consulting, training and services. We carry out our work remotely or on-site at the customer's premises. We give our employees maximum freedom and enable them to work from home, over 95% of which is used. As a result, CyberShield has a low carbon footprint.

Our climate protection strategy therefore mainly relates to the choice of our service providers, in which we also take sustainability criteria into account.

GHG balance - measures taken and developments

CyberShield has been committed to sustainability since its foundation. The energy we use in our offices is green. At company events and on company trips, we use public transport, sustainable accommodation and a vegan diet. When it comes to the materials we need to order, we pay attention to the right quantities - so that we do not have surplus material (such as flyers) and at the same time do not generate more packaging waste than necessary. We use our sustainability newsletter to inform our employees, who mainly work from home, about energy-saving measures and other topics relevant to climate protection.

We have compensated for the 135.5 tons caused by a compensation payment of 2981,00€ to MyClimate.

Outlook

We continue to pay attention to sustainability during company trips and events. This includes accommodation, mobility and nutrition. Our main focus in the coming year will be on Scope 3, where we want to further reduce greenhouse gas emissions.

On 01.03.24, the Mannheim office will change to a more sustainable variant.

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Principle 07 - Employee rights and well-being

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

Objective

The people who work for CyberShield are the heart and foundation of our company. We have taken various measures to strengthen and increase their well-being. We have different approaches, which can be roughly divided into "team dynamics" and "individual measures". Based on these two subject areas, we want to maintain what works well in a contemporary and individual way while introducing new approaches.

Measures taken

- Our employees can actively participate in the development of company structures. We cultivate an honest corporate culture with open and respectful interaction with one another. We hope that this will also give us more impetus to help each individual and the company develop. – see indicator 1
- We offer a secure job and focus on long-term employment relationships. We prefer to fill (management) positions internally. - see indicator 2
- We have consolidated values in our company structure by finalizing our Code of Conduct 1.0. - Indicator 1
- We promote team spirit. - see indicator 1 and 3
- We want to support every employee in achieving the perfect individual mix of remote, office and on-site work at the customer. The aim is to achieve the greatest possible creativity and productivity with the most flexible working hours possible, where every employee feels comfortable. - See indicator 1
- We have introduced sustainable benefits in kind as a reward concept. - see indicator 1
- We offer annual training courses – Indicator 1

Results and developments

The year 2023 was exciting and experimental for us in a positive sense. We want to retain and/or expand aspects that have proven their worth. At the same time, we remain open to new ideas, which we are actively pursuing. The employee questionnaire has proven to be a very good indicator. Likewise, the good collegial relationship between colleagues, which enables us to talk openly about various topics. This has enabled us to implement many things together. In times of skills shortages, we are particularly proud that most of our working students want to stay with us after graduation. Last year, we were able to do this four times! Shared values and sustainable topics are very important to us. We were able to make this clear with our first Code of Conduct.

Our team and social events are fun! We have decided to take even more time for the events and hold them over a longer period of time. In order to provide our employees with even more opportunities to

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work productively and happily, we are expanding our office space: we will be moving to a larger and more sustainable office in Mannheim and our third office will be made available in Cologne. We want to support our employees. For example, through annual training courses. Last year, this offer was implemented suboptimally. We have responded to this: Starting this year, a training officer will support employees in planning, organizing and implementing the goals set out in the individual concept for further training. Regular internal training workshops will also be held. Overall, we feel that we are on the right track as a community.

Indicators

Indicator 1: Relevant excerpts from our employees' anonymous questionnaire from January 2024 for the year 2023

"1. I have the freedom of action I need for my daily work."

- 66.67 % fully agree, 26.67 % agree
- Objective for 2024:
We are increasingly asking employees about their ideas and expectations in individual discussions.
- Comparative figures from the previous year:
84.62% fully agree, 15.38% agree

"2. Our working environment contributes to our well-being."

- 26.67 % fully agree, 73.33 % agree
- Objective for 2024:
Our employees are widely dispersed. Remote working is seen as an advantage. Basically, everyone is responsible for their own workplace. Nevertheless, we have set ourselves 2 goals:

a. Where our employees form a cluster due to their living situation, we want to offer an opportunity to work together.

b. About our sustainability newsletter and our new approach to operational sustainability health promotion, we want to address the topic of "well-being in the workplace".
- Comparative figures from the previous year: 53.85% fully agree, 38.46% agree, 7.69% neutral

"3. Performance generally pays off in our company."

- 60.00 fully agree, 33.33 % agree, 6.67 % neutral
- Objective for 2024:
We have a positive discussion culture with regular feedback and target-setting meetings. Since April 2023, our employees have also received recognition for good performance several times a year in the form of sustainable benefits in kind (Karmataler at Veggie Special, Guudschein at

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guud GmbH). We want to maintain or increase this, as the comparative figures for 2023 show greater satisfaction than in 2022.

- Comparative figures from the previous year: 23.08% fully agree, 53.85% agree, 23.08% neutral

“4. I am paid appropriately.”

- 53.33% fully agree, 33.33% agree, 13.33% neutral
- Objective for 2024:
Through further training and experience in our company, even more employees should have the opportunity to increase their salary.
- Comparative figures from the previous year: 38.46% fully agree, 61.54% agree

“5. I can openly address problems and sensitive issues in our company.”

- 50% fully agree, 50% agree
- Objective for 2024:
The positive assessment encourages us to continue celebrating an open and inviting culture of discussion in which we treat each other with respect and honesty.
- Comparative figures from the previous year 46.15% fully agree, 46.15% agree, 7.69% neutral

“6. There is a positive working atmosphere in our company.”

- 71.43% fully agree, 28.57% agree
- Objective for 2024:
The positive assessment encourages us to continue with the measures we have taken to promote a positive working atmosphere.
- Comparative values from the previous year 76.92% fully agree, 23.08% agree

“7. What counts for us is the competence of the individual and not gender, origin or age.”

- 85.71% fully agree, 7.14% agree, 7.14% neutral
- Objective for 2024:
The General Equal Treatment Act (AGG) is enshrined in our Code of Conduct. The positive assessment shows that our employees also recognize and implement this principle in the company philosophy. We enhance the skills of our employees through regular internal and external training. We want to maintain this.
- Comparative values from the previous year 76.92% fully agree, 23.08% agree

“8. Our managers recognize good work appropriately.”

- 85.71% fully agree, 14.29% agree

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- Objective for 2024:
Our approach to good work has proven its worth. We therefore want to maintain the measures (positive discussion culture, sustainable remuneration in kind).
- Comparative figures from the previous year 53.85% fully agree, 38.46% agree, 7.69% neutral

“9. Our managers involve their employees appropriately in decisions that affect their work.”

- 50% fully agree, 35.71% agree, 14.29% neutral
- Comparative values from the previous year: 23.08% fully agree, 53.85% agree, 23.08% neutral

“10. I feel encouraged to contribute ideas and suggestions for improvement.”

- 50% fully agree 50% agree
- Comparative values from the previous year: 23.08% fully agree, 76.92% agree

“11. My work is not just a job.”

- 57.14% fully agree, 35.71% agree, 7.14% neutral
- Objective for 2024:
Our employees feel that they are in good hands at the company - above and beyond their actual work. We will continue to do everything we can to keep it that way.
- Comparative values from the previous year: 46.15% fully agree, 23.08% agree, 23.08% neutral

Indicator 2: Internal job allocation

- 1 management position was filled internally.
- 4 working students were taken on permanently after graduation.

Indicator 3: Promotion of team spirit

- 4 TeamEvents
- 4 CleanUps
- 1 running group
- Several informal meetings on a voluntary basis (eating out, bowling, escape room, museum visit)

Outlook

Our employees, their rights and well-being are very important to us. For this reason, we want to maintain this focus. We want to maintain and strengthen positive aspects. We want to keep working on the points that we have not yet been able to implement.

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- We value our honest corporate culture with open and respectful interaction with one another and a strong team spirit. Regular exchange meetings, team and social events and our questionnaire are designed to give structure to this point.
- We prefer to fill (management) positions internally.
- Together with each employee, we draw up an individual, annual concept for further training, the costs of which we naturally cover. Our training officer, for whom a time quota has been created since this year, helps with the implementation.
- We evaluate our office concept.
- We want to support our employees through "workplace health promotion" by informing them about relevant topics in our sustainability newsletter and looking at how/if company fitness can be implemented.

Guiding principle 12: - Incentives for transformation

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

Objective

CyberShield is aware of its responsibility: Only if we act sustainably, we can 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 customers to have the opportunity to live in a world characterized by secure jobs and a biodiverse environment. All of our actions are required here. We make our stakeholders aware of the topic of "sustainability and responsibility for the planet" in a benevolent and cooperative manner. We achieve this through a culture of open discussion.

"Safe workplaces" is to be understood ambiguously here: on the one hand, our customers book us because they receive help and protection at their workplaces in the area of OT security thanks to our expertise. On the other hand, our employees benefit from secure workplaces. We constantly train our employees and also offer training courses for our customers.

Measures taken

- A position for a sustainability officer has been established.
- The sustainability newsletter was successfully launched.
- We exemplify a sustainable corporate culture and report on it (LinkedIn, personal letters).
- Our employees have the opportunity to attend regular training courses.
- Our (full-time) employees (and in some cases also our working students) have the opportunity to have the following (partially) financed by the company:
 - a Bahncard 25/50

OUR MAIN TOPICS

- 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
 - Catering is vegan and, where possible, organic, regional and seasonal
 - We book hotels that have discovered the topic of environmental protection for themselves and are already implementing it
- Since the end of 2022, our customers have been able to obtain automated OT security-specific content from us. Personal advice remains excluded from this.
- We maintain a dialog with our employees, suppliers and customers in order to inspire each other.
- We have presented the WIN Charter project in our media.

Results and developments

Transformation is an ongoing process that we are delighted to have embarked on. Many measures were successful, which fell within the remit of the newly created position of Sustainability Officer and could therefore be implemented. These include the sustainability newsletter and the planning of climate-friendly social events. Dialogue with our suppliers on joint corporate social responsibility topics is also part of the officer's remit. Some of our offers have not yet been implemented as desired, such as the job bike or our training opportunities. We have created the position of Education Officer to better support our employees in taking advantage of training opportunities.

Indicators

Indicator 1: Sustainability newsletter

- Since the signing, 5 issues have been published (2 unscheduled).
- We want to establish the newsletter as a regular biannual factor that employees can rely on and look forward to. In the employee survey, over 85% stated that they read it and felt (very) informed and entertained.

Indicator 2: CleanUps

- Inspired by an article in our newsletter, four voluntary CleanUps were carried out in small groups.
- On the one hand, this has created a positive sense of unity within the team and, on the other hand, it has helped the environment. We want to maintain this valuable contribution in the coming year and, if necessary, find new ways to implement it.

Indicator 3: LinkedIn posts

- 13 posts on sustainable topics were published on LinkedIn.
- We have decided to publish a post on sustainable topics every month.

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Outlook

Corporate sustainability is more than just a key concept. It is a decisive factor when it comes to sustainable satisfaction and fairness in dealing with people, as well as an important instrument for joining forces to counter anthropological climate change. That is why we continue to focus on this topic.

We want to focus more on communication with our stakeholder groups in the coming year. We already consciously select our service providers based on environmental aspects. We have even more plans for 2024: after receiving the service, we will provide conscious, sustainable feedback. In this way, we want to give the service providers the opportunity to improve and invite them to enter into a fruitful dialog with us.

We also strive for a sustainable dialog with our business partners and customers. We want to make clear which values are important to us through a code of conduct that is passed on to them. In addition, our Security Moments, which make an important contribution to personal and company-specific security, are to be advertised more widely.

- We provide individual, sustainable feedback after receiving services.
 - We create a feedback form for hotels that our employees can also use.
- We draw up a code of conduct that we make available to our stakeholders.
- We create time and space for an Education Officer to support our employees in the implementation of their training.
- Our Security Moments should be advertised more.

5. Further activities

Climate and environment

Guiding principle 02 - Climate adaptation

The climate is changing as a result of anthropogenic activity. Humans can and must therefore be part of the solution. At the same time, we need to deal with the changes that have already occurred.

Goals:

- We educate our employees about climate change and show them how to deal positively with the changes that have occurred.
- We provide our employees with an energy-efficient and pleasant office environment.

Measures and activities:

- With our project that supports the "Tierlieben" animal sanctuary we are promoting a more peaceful way of life, which represents a holistic solution to many of the problems of our time - this also strongly affects the climate adaptation strategy as well as climate protection. After all, how we treat our fellow creatures has a direct impact on the climate: the more meat and animal products we consume, the greater the damage to the climate and the environment (e.g. destruction of the soil and contamination of groundwater, as over 70% of the world's arable land is used to grow feed crops for livestock) (sources: <https://www.peta.de/themen/treibhausgase/> and <https://www.geo.de/natur/oekologie/1063-rtkl-sustainability-agriculture-polluted-boeden>), but also for issues such as people affected by hunger or animal ethics. As part of our climate adaptation strategy, we support our "Tierlieben" project.
- Our sustainability newsletter provides internal information on climate-related topics at least every six months.
- From 01.03.2024, we will provide our employees with a pleasant office climate in Mannheim thanks to energy-efficient concrete core activation.

Outlook:

- We take our responsibility seriously to make our contribution to climate change adaptation in line with the latest scientific findings.

Guiding principle 03 - Resources and circular economy

Goals:

- CyberShield saves resources where possible.
- Where materials or working materials are unavoidable, we aim to use sustainable resources wherever possible.

OUR KLIMAWIN PROJECTS

Measures and activities:

- We have created a position for a sustainability officer.
- We have relocated from our Mannheim office.
- We raise awareness of sustainability issues among our employees in our sustainability newsletter.

Results and developments:

As an IT/OT security company, we mainly work in the office/remotely and on site at the customer's premises. Our strength here clearly lies in saving resources and the conscious use of resources. We are aware that the best way to do this is to avoid wasting resources. The second best way is to use sustainable resources. Here we want to implement our own definitions of sustainable resource use based on current scientific statements. Various approaches have emerged from this:

- Our second location in Mannheim no longer met our environmentally friendly requirements and was terminated. On 01.03.2024, we will move into a more sustainable office. The first office in Mauer will remain. It meets a number of requirements that help to save resources. For example: Heat pump powered by our own photovoltaic system. When the electricity here is no longer sufficient, we obtain it from a sustainable regional cooperative. The building meets energy standard A+.
- A sustainability officer has been appointed. Among other things, this person looks at the processes in the company and optimizes them in terms of resource conservation and climate protection. She also informs employees about relevant topics in the sustainability newsletter. Together with the management, she selects our service providers according to strict sustainability criteria.

Outlook:

- We are consistently pursuing this approach.

Principle 04 - Biodiversity

Goals:

- We want to support biodiversity in day-to-day operations.

Measures and activities:

- We have incorporated the idea of biodiversity into our Code of Conduct.
- In our sustainability newsletter, we provide internal information about the opportunities for protecting biodiversity.
- We have supported the Fapas organization financially. Among other things, it is dedicated to protecting Cantabrian bears. One of the ways it achieves this is by planting fruit trees. This project supports biodiversity in general.

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Results and developments:

- For our team events and company trips, we choose sustainable accommodation that respects biodiversity wherever possible.
- There are a number of recognized studies that show that nutrition has a major impact on climate and biodiversity. That's why we make sure that we eat vegan, organic, seasonal and regional food as much as possible when organizing company events and trips

Outlook:

- We will continue to do educational work and base our actions on this point of view.

Guiding principle 05 - Product responsibility

Goals:

- In a joint exchange with our suppliers, we want to take a close look at where more sustainability is possible.

Measures and activities:

- We are developing a code of conduct that fulfills our responsibility towards our fellow creatures and our planet. This includes everyone, regardless of where they live or whether they are current or future generations. We want to enter into a constant dialog with our suppliers via this code of conduct.

Outlook:

- Transparency creates trust and opens up opportunities for positive change. We also strive for this with regard to the sustainability of our services and products.

Social responsibility

Principle 06 - Human rights and supply chain

Goals:

- Human rights are respected in our company and along our supply chain.

Measures and activities:

- We ensure that human rights are protected through our internal and external code of conduct and through constant exchange with each other.
- When selecting our suppliers, we ensure in advance that human rights are respected.

OUR KLIMAWIN PROJECTS

Results and developments:

- To date, we are not aware of any cases of discrimination or violation of human rights along our supply chain.

Outlook:

- We work together to ensure that discrimination and exploitation are excluded from our value chain.

Principle 08 - Stakeholders

Goals:

- All stakeholder groups feel respected in our processes and that their interests are protected.

Measures and activities:

- Through joint, regular dialogue, we identify opportunities for optimization in order to do justice to all stakeholder groups.
- Our measures for employees are diverse. For more details, see guiding principle 7

Results and developments:

- Our measures are effective. For more details, see guiding principle 7

Outlook:

- We are maintaining our efforts to ensure that all stakeholder groups continue to feel sufficiently recognized by our company.

Economic success and governance

Principle 09 - Corporate success and jobs

Goals:

- Our company is geared towards long-term corporate success and secures jobs – regional
- Through continuous company growth, we are providing even more jobs.

Measures and activities:

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

OUR KLIMAWIN PROJECTS

Results and developments:

- We have doubled our turnover since the previous year.
- We were able to offer 4 working students a secure permanent position with us after completing their studies.

Outlook:

- We continue to strive for entrepreneurial expansion in order to guarantee our economic added value, also regional.

Principle 10 - Regional added value

Goals:

- We also provide regional jobs through company growth.
- We take our social responsibility seriously and want to communicate the relevance and added value of IT/OT security to the younger generations in the region.
- We support regional charitable projects.

Measures and activities:

- Our workshop "Practical IT Security" at the Max-Born-Gymnasium in Neckargemünd, BW, showed 10th grade students the necessity of dealing with this promising topic through knowledge transfer and their own work, but also awakened their passion for it.
- We provided financial support for a regional project. This was a photo competition aimed at the citizens of Mauer and was intended both to promote living together and to encourage people to appreciate the beauty of their rural surroundings.

Results and developments:

- We have doubled our turnover since the previous year.
- The feedback from the learners from our "Practical IT security" workshop and the two IT teachers was consistently positive.

Outlook:

- We continue to strive for entrepreneurial expansion in order to guarantee our regional added value.
- We also want to offer our workshop to computer science students in 2024. It is also possible that we will offer the workshop at other schools. Please get in touch if you are interested :-)

OUR KLIMAWIN PROJECTS

Principle 11 - Transparency

Goals:

- We use the financial resources available to create and support sustainable value. We report transparently on these financial decisions.
- We implement the law for better protection of whistleblowers (Whistleblower Protection Act) for internal reports.

Measures and activities:

- We neither bribe nor allow ourselves to be bribed.
- Our annual financial statements are publicly available.

Results and developments:

- In the past year, there were no internal incidents of corruption of which we are aware.
- Our employees show a keen interest in the (financial) decisions made in the company, which we meet with openness in a mutual exchange.

Outlook:

- We are introducing a compliance address to which anonymous reports (on corruption, unlawful behavior or other matters that contravene our Code of Conduct) can be submitted.
- As part of a trusting community, we want to remain transparent on all points.

OUR KLIMAWIN PROJECTS

6. Our KLIMAWIN projects

With our KLIMAWIN projects, we are making a contribution to climate protection and sustainability in the region.

Project 1

When we developed our target concept in 2022, we had a clear idea for our project. It was important to us to promote an ethical topic that would bring more peace and compassion to our society and home country. At the same time, the project should also be part of the solution to the challenges we face today due to anthropogenic climate change.

Current studies show how great the impact of our diet is on the climate. Up to 20% of global greenhouse gas emissions are attributed to the consumption of animal-based foods (source: <https://www.peta.de/themen/treibhausgase/>). As a company, we have already stipulated in our Code of Conduct that vegan catering will be used for company events and company trips, which will also include organic, seasonal and regional aspects wherever possible. But that is not enough for us.

Further studies prove that a healthy vegan diet for dogs is possible (source: <https://albert-schweitzer-stiftung.de/aktuell/hunde-vegan-ernaehren-ist-das-gesund> or https://utopia.de/news/hunde-vegan-ernaehren-fuettern-das-sagt-hundeprofis-martin-ruetter_305833/). We are aware that many people do not understand the idea of a vegan dog diet, as this view is still relatively new. We wanted to do good, educate people and show them in practice that it is possible. Our idea was to support an animal shelter financially so that it could provide 2 or more dogs with vegan dog food.

Unfortunately, the result was exactly what we wanted to remedy with education: Most shelters did not respond at all. One shelter was of the opinion that dogs needed meat. Three animal shelters responded: "You are right, it is possible to feed dogs a healthy vegan diet. But many of our supporters don't know that. We fear that these people would support us less because they don't know any better. Unfortunately, we can't do without their donations." None of the animal shelters wanted to get involved.

We found an alternative: since March 2023, we have been supporting the "Tierlieben" farm in Ammerbuch on a monthly basis. All the animals there (including the dogs and cats) are already successfully fed a plant-based diet. "Tierlieben" also has an educational concept that shows and exemplifies a dignified treatment of all fellow creatures, especially for young people. At the same time, they demonstrate that a vegan diet can not only be healthy, but, above all, delicious. The concept convinced us. We really wanted to be part of a movement that is committed to a more peaceful and climate-friendly world.

Type and scope of support

We have supported the "Tierlieben" farm for 12 months with 500,00€ monthly. In addition, there was a one-off donation of 500,00€.

Scope of funding: 6500,00€

OUR KLIMAWIN PROJECTS

Results and developments

An animal sanctuary is home to animals that have been rescued from factory farming or poor husbandry. Here, these animals can live in dignity and in a species-appropriate manner. In our opinion, having empathy for fellow creatures and integrating it into everyday life is a desirable character trait. Regardless of this, our project sustainably supports the reduction of greenhouse gas emissions, for example by showing visitors a healthy way of eating less (or ideally no) meat. The fact that the animals on site are not fed with animal products also helps to protect the climate. Basically, we as a society have reached a point where we have to question our habits due to anthropogenic climate change. In order to slow down the effects of climate change, we urgently need to rethink our current eating habits. An animal sanctuary therefore has a strong symbolic power, especially when it is combined with educational programs, such as the "Tierlieben" farm.

We are proud that we were able to support this facility and thus, contribute to a more peaceful coexistence in the region. Above all, because animal sanctuaries are dependent on donations.

Outlook

We will be supporting the animal sanctuary Tierlieben for another year with 500 euros per month. In addition, we want to actively support the construction of a new pigsty with our team and also contribute to the material costs.

OUR KLIMAWIN PROJECTS

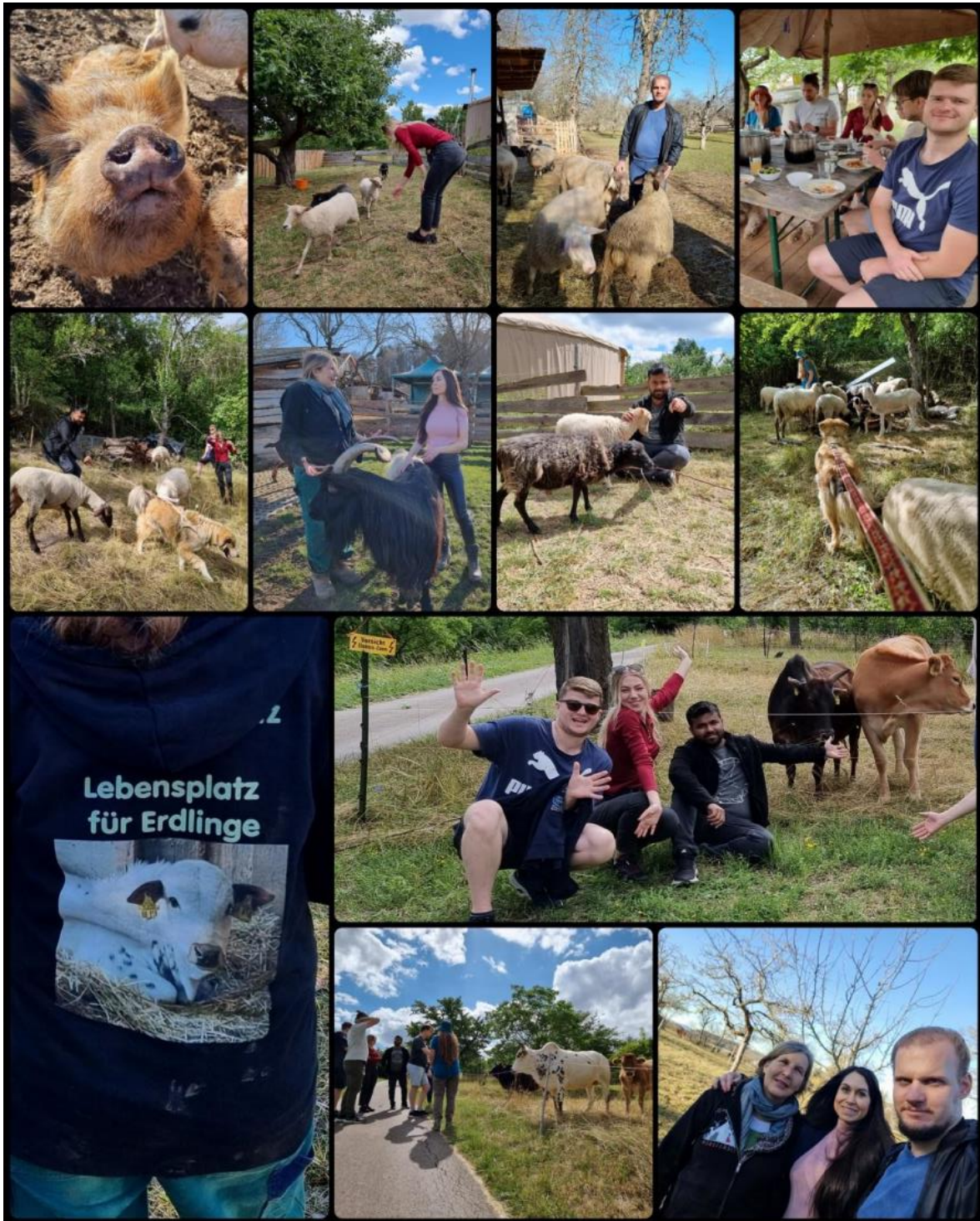


Figure 2 Impressions of KLIMAWIN project 1

OUR KLIMAWIN PROJECTS

Project 2

We have decided to implement another project: IT topics are developing rapidly. What is current today may be outdated tomorrow because attackers are constantly finding loopholes that they can exploit. Based on this, appropriate security precautions must be taken. These must be designed by people. Our digital age needs more people who enjoy developing and implementing such solutions. As IT/OT security experts, we believe that there is the need and the importance to give young generations an understanding of the added value of IT security - which can also be applied to private areas of life.

We contacted the Max-Born-Gymnasium in Neckargemünd and spoke to the principal and the IT teachers there. They recognized the opportunity and supported us. As a result, the first "Practical IT security" workshop was held in June 2023.

Type and scope of support

- The conceptual and pedagogical development of the workshop took 40 hours of preparation.
- In June 2023, two employees were on site and worked with 18 learners in 4 school hours to illuminate and internalize the topic of "Practical IT security" in theoretical and, above all, practical exercises.

Scope of funding: a total of 40 hours of preparation by several employees and implementation of 4 school lessons with 2 employees

Results and developments

The feedback from the students and the two IT teachers was consistently positive. We jointly decided to hold this workshop again in 2024, free of charge for the school.

Outlook

We also want to offer the workshop to computer science students in 2024. It is also possible that we will offer the workshop at other schools. Please get in touch if you are interested :-)

OUR KLIMAWIN PROJECTS



Figure 3 Impressions of the KLIMAWIN project 2

7. Contact information

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