

# Have a **nice job!**



Il luogo dove il lavoro giusto trova la persona giusta, nel rispetto dell'ambiente



## RELAZIONE D'IMPATTO 2021

come previsto dalla legge italiana sulle Società Benefit  
Santarcangelo di Romagna (RN), Italia  
Gennaio 2022



Have a **nice job!**

[www.jopla.it](http://www.jopla.it)

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**Jopla**

*jopla.it*

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Certified



Corporation  
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## Jopla abbina professionisti e clienti nel modo più compatibile e semplice, minimizzando l'impatto ambientale

- Consente a ogni cliente di trovare facilmente il candidato giusto, attraverso raccomandazioni derivanti da valutazioni di qualità, competenze e abbinamenti previ
- Offre ai professionisti, gratuitamente, la possibilità di creare online il proprio brand personale, lavorare con clienti fidati e crearsi un network
- Trova abbinamenti che minimizzano le emissioni di CO<sub>2</sub> del viaggio di lavoro, e in seguito offre un semplice strumento per compensarle
- Facilita l'amministrazione online (calendario, messaggi, pagamenti, contratto, assicurazione), in modo che gli utenti possano proseguire con la propria vita



### Impatto sociale positivo

Jopla è una community di persone con un obiettivo trasparente: promuovere benessere in una società inclusiva.



### Sostenibilità ambientale

Promuoviamo stili di lavoro con impatto ambientale zero

# Si crea!

The Jopla logo is located in the top right corner, enclosed in a white circle. It features the word "Jopla" in a bold, sans-serif font. The "o" is stylized with a blue dot and a yellow tail, resembling a speech bubble or a drop.

## 2021 si costruisce insieme!

E' con emozione che abbiamo iniziato il progetto Jopla a principio del 2020, con l'obiettivo di rendere il servizio disponibile agli utenti entro 2022. E' stato un periodo dedicato non solo allo sviluppo, ma anche alla pianificazione del prodotto al fine di assicurare un impatto positivo per la società e l'ambiente. Coinvolgiamo nello sviluppo amiche e amici di diversi background che ci aiutano a capire come rendere il servizio utile e conveniente.

Con questo documento vogliamo condividere e misurare con te la nostra traiettoria, nello spirito di iniziativa e trasparenza che contraddistingue il progetto Jopla.

In questo modo, con i fatti, vogliamo essere un team, soddisfare gli utenti, attrarre e trattenere talento, migliorare i risultati economici, far crescere i nostri fornitori insieme a noi, ispirare gli investitori, far parte di un movimento globale di persone che condividono i nostri stessi valori e guidare insieme il cambiamento verso un'economia inclusiva e sostenibile.

Ti auguriamo una buona lettura e, qualora tu avessi dei suggerimenti, attendiamo con piacere il tuo prezioso feedback.

Paolo Teodorani  
(Co-founder Jopla Srl SB)

Karim El Hamel  
(Co-founder Jopla Srl SB)



# Obiettivo



**Jopla**

**lavoriamo per promuovere  
benessere in una società  
inclusiva**

## **TEAM**

Promuovere diversità e inclusione.  
Promuovere l'equilibrio tra vita lavorativa e vita privata.

## **COMUNITA'**

Dare pari opportunità a chi offre servizi professionali e a chi ne ha bisogno, salvaguardando i diritti di entrambi.  
Promuovere comportamenti che evitino il lavoro sommerso.

## **AMBIENTE**

Ridurre al minimo e compensare l'impatto ambientale di Jopla e dei suoi utenti.

# Valori



Iniziativa  
Diversità  
Trasparenza

Umiltà  
Cordialità  
Interesse nelle persone  
Onestà

## **DATE UN SIGNIFICATO AI VOSTRI VALORI**

*Lo svilimento dei valori è un peccato, non solo perché il cinismo che ne deriva avvelena il bagaglio culturale ma anche perché spreca una grande opportunità. I valori possono distinguere un'azienda dalla concorrenza chiarendone l'identità e fungendo da punto di raccolta per i dipendenti. Ma inventare valori forti e attenersi ad essi richiede un vero coraggio... Fanno sentire alcuni dipendenti degli emarginati. Limitano la libertà strategica e operativa di un'organizzazione e vincolano il comportamento delle sue persone. Lasciano i dirigenti esposti a pesanti critiche anche per violazioni minori. Ed esigono una vigilanza costante. Ma se avete la forza d'animo di portare a termine lo sforzo... (P. Lencioni)*

# Valori



## Umiltà

Non esiste effetto Dunning-Kruger in Jopla! Non ci sopravvalutiamo: parliamo con onestà di ciò che sappiamo far bene ma sappiamo che ogni persona, occasione o sfida ci insegnerà qualcosa. Crediamo che sia importante saper valutare se stessi e riconoscere i propri limiti. Chiediamo lo stesso anche a chi vuole entrare a far parte della nostra community.

## Cordialità

Il nostro linguaggio è informale perché ci piace sentirci parte di una comunità. Ma la nostra informalità è sempre educata, rispetta la diversità e sorride a chiunque abbia la volontà, come noi, di migliorare la quotidianità delle persone. Siamo consapevoli che, per cambiare il colore di una giornata basta un cordiale “Ciao, have a nice Job!”

## Trasparenza

Siamo un libro aperto. Ogni passaggio, dal momento in cui trattiamo un dato a quello in cui concludiamo una collaborazione o lo svolgimento di un servizio, è tracciato, trasparente, semplice e chiaro. Teniamo alla tua privacy come se fosse la nostra, e vogliamo che tutte le persone della nostra community si sentano protette.

## Interesse nelle persone

Ogni azienda afferma che le persone sono importanti, e come dar loro torto? In Jopla, questa frase si traduce in azioni concrete: preserviamo il futuro delle persone e non solo il loro presente. Lo facciamo incentivando la giustizia economica con un servizio efficiente ed inclusivo, e anche curandoci della salute del pianeta. I nostri programmi consentono a chi usa Jopla di abbassare le sue emissioni di CO2 e di impiegare il suo tempo in modo virtuoso. È attraverso la dignità ed il rispetto per la vita che mettiamo le persone al centro.

## Iniziativa

Chi ben comincia è a metà dell'opera, giusto? Ecco perché non abbiamo paura di metterci in gioco e fare tutto il possibile per risolvere problemi, evolvere o migliorarci. E se tu non riesci a trovare ciò che ti serve, ci siamo noi e i nostri algoritmi a guidarti e supportarti nel percorso che ti porterà a raggiungere il traguardo che ti sei prefissato

## Onestà

Faremo sempre di tutto per dirti sì, ok, si può fare! Ma siamo onesti: sappiamo che certe volte un NO è necessario e che non sempre abbiamo la risposta che vorresti sentire. Tuttavia, ci teniamo a dirti come la pensiamo: crediamo che l'onestà sia una delle più importanti forme di rispetto tra le persone.

## Diversità

È solo grazie alla diversità di esperienze che si costruiscono percorsi eccellenti: su questo non abbiamo mai avuto dei dubbi. Sulla diversità e sul rispetto abbiamo costruito il nostro algoritmo: una tecnologia che apprende in base a preferenze, necessità ed esperienze e cerca il match perfetto tra professionista e cliente.

# Competenze



*Enjoy!*

- Garantisci la sicurezza fisica e psicologica
- Garantisci il rispetto di leggi e regolamenti
- Rispetta e comunica apertamente con tutti
- Delega e lavora in squadra
- Sii aperto a nuove idee
- Sperimenta e impara dai fallimenti e dal successo
- Offri il miglior servizio ai clienti al minimo costo

- Dedica del tempo alla riflessione
- Conferma sempre gli obiettivi del tuo lavoro
- Assumi la responsabilità
- Segui i processi in modo coerente
- Usa la visualizzazione dei dati
- Usa il problem solving
- Esprimi giudizi basati sui fatti
- Tendi a decidere per consenso
- Agisci a tempo

## PROBLEM SOLVING



1. Chiarisci il problema
2. Scomponi il problema
3. Fissa l'obiettivo
4. Analizza le cause radice
5. Sviluppa le contromisure
6. Implementare le contromisure
7. Monitora risultati e processo
8. Standardizza, condividi i successi

# Team



## Un lavoro all'unisono

Cerchiamo di migliorare continuamente il prodotto di Jopla, attraverso il feedback degli utenti e degli stakeholders, in cicli continui. Ogni volta cominciamo insieme attingendo dalle nostre basi: l'obiettivo aziendale, i valori che vogliamo vivere, le competenze a cui ambiamo e il lavoro di squadra del team Jopla.

Poi, sulla base di ciò, andiamo a ri-valutare periodicamente i nostri processi, esaltando i punti di forza e quelli da migliorare. Analizziamo periodicamente anche gli scenari che potremo incontrare in futuro, considerando i rischi da mitigare ed esaltando le opportunità da cogliere per fare un passo in più in avanti, tutti insieme.

## Qual'è la strategia di Jopla?

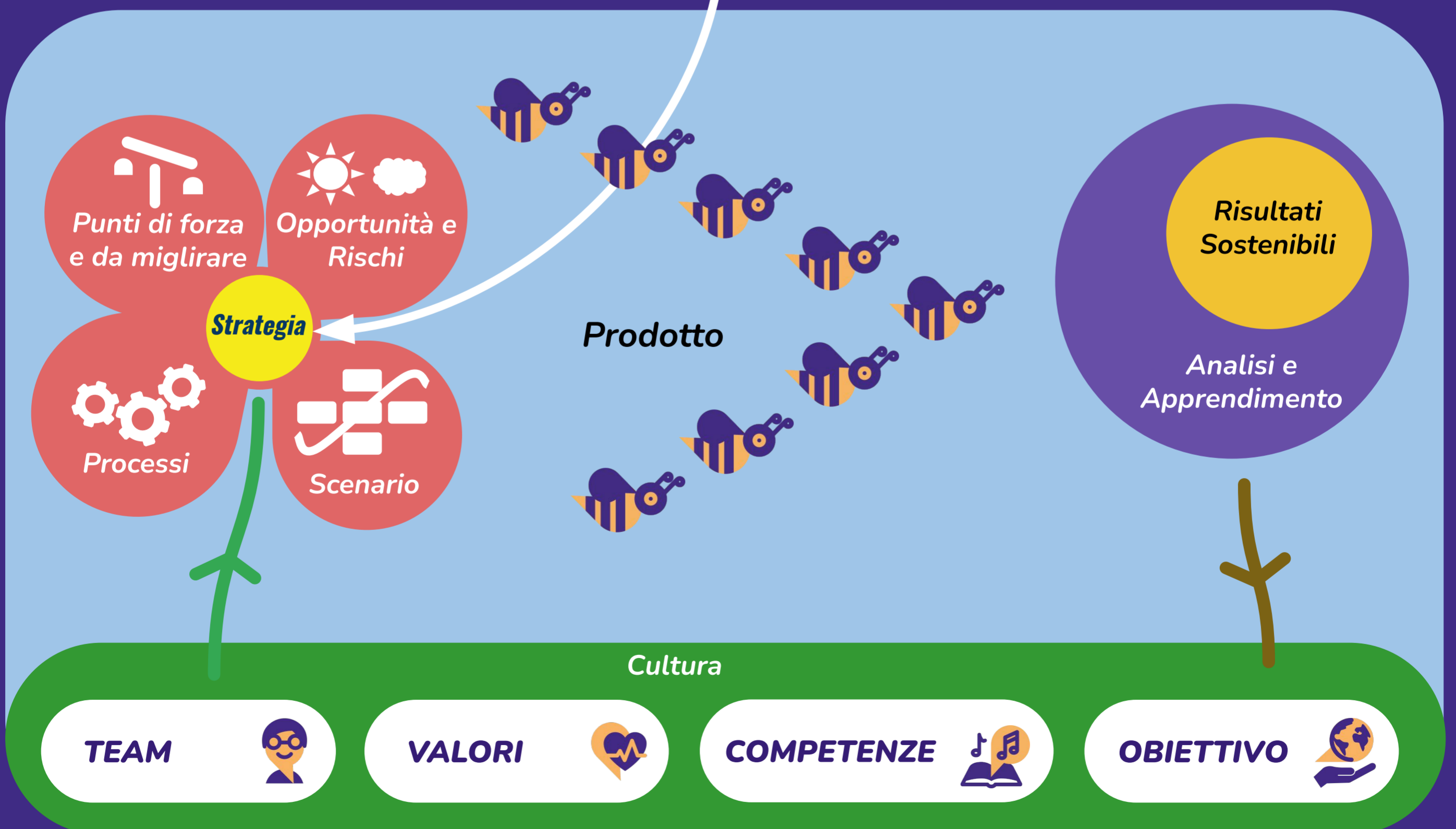
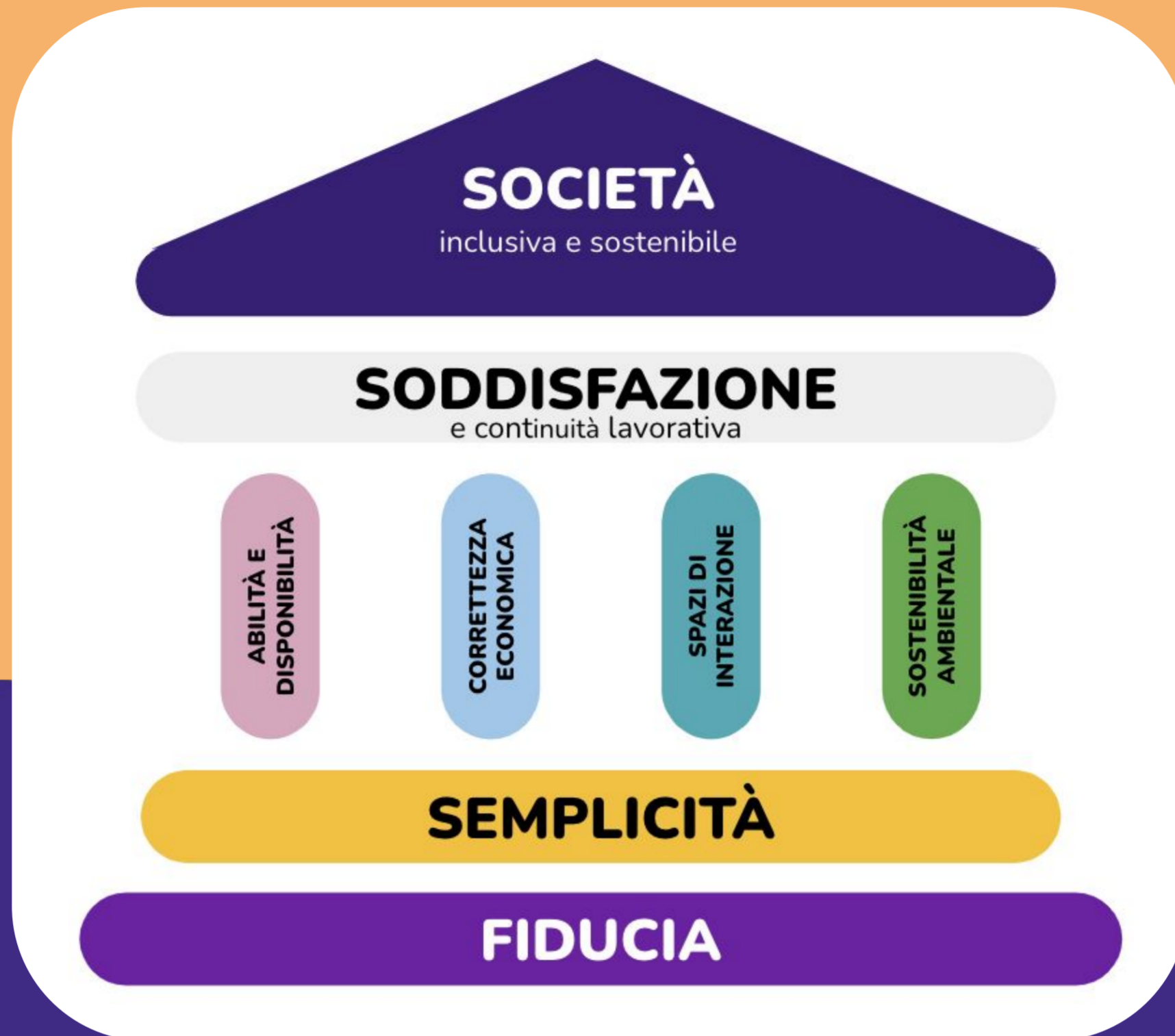
Abbiamo visualizzato nella "Jopla Home" i punti che ci stanno a cuore, e per i quali vogliamo dare un servizio distinto. Ci siamo poi prefissati degli obiettivi sfidanti per il 2022-2025 per ciascuno di essi.

Per una semplice lettura abbiamo indicato con **TOP 3** le attività prioritarie, e con  le attività ad alto contenuto innovativo.



# Come lavoriamo

Jo**pl**a



**ECOSISTEMA JOPLA**

# Imparare e crescere insieme



SUCCESS FACTORS

PROGRESSO ANNO 2021

RESULTATI ANNO 2021



Strategia



Fiducia  
Semplicità  
Abilità e Disponibilità  
Giustizia economica  
Spazi di interazione  
Sostenibilità ambientale



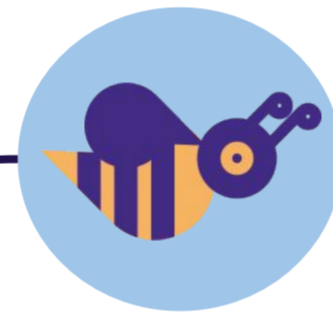
Opportunità e Rischi



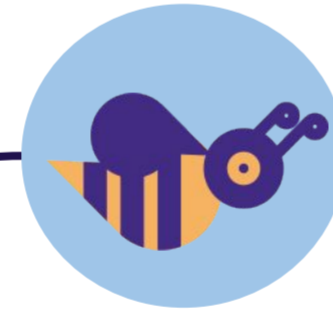
Scenario



Punti di forza e da migliorare



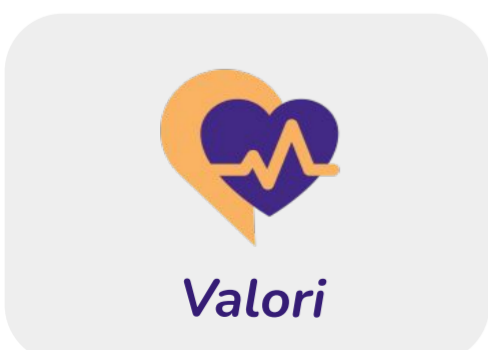
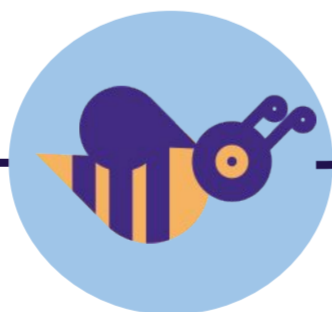
Processi



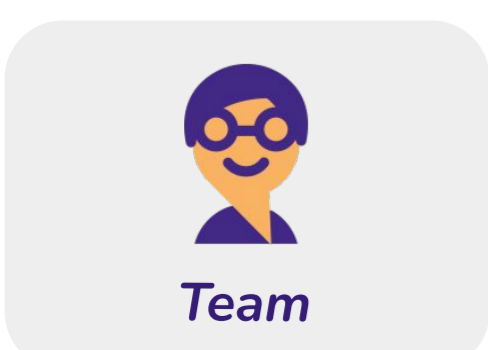
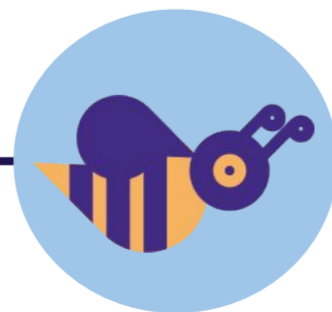
Tutti  
B Corp  
UN SDG



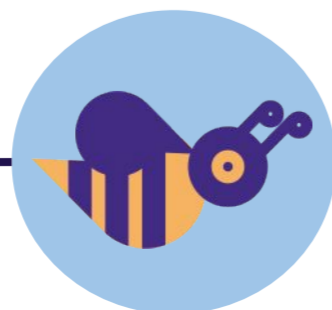
Competenze



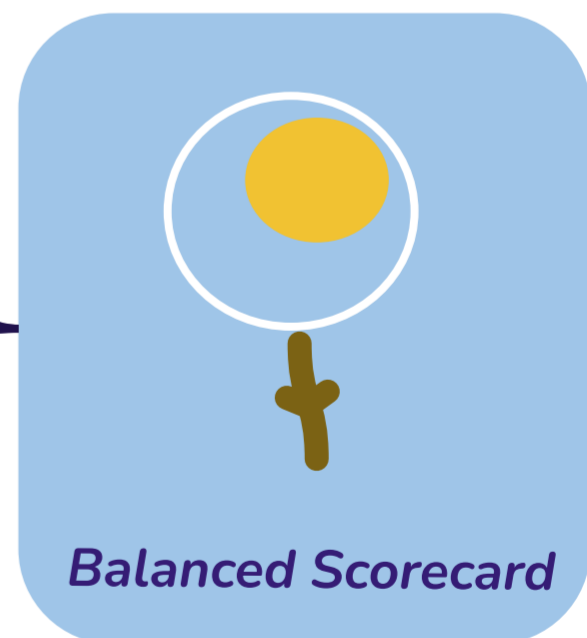
Valori



Team



Analisi e apprendimento



Balanced Scorecard



# FIDUCIA



PROGRESSO  
ANNO 2021

Atteggiamento dell'utente che deriva da una valutazione positiva di fatti, circostanze e relazioni vissute grazie a Jopla, per cui si produce un sentimento di sicurezza e tranquillità

PLAN	Q2-21	Q4-21
DO	DELAY	OK



## VERIFICA E SICUREZZA DELL'UTENTE

TOP 3

	PLAN	Q1-21	Q2-21	Q3-21	Q4-21	2022	2023	2024	2025
Verifica dell'identità	DO	DELAY	OK	OK	OK				
Recensioni a 2 vie	PLAN	Q1-21	Q2-21	Q3-21	Q4-21	2022	2023	2024	2025
	DO		DELAY	OK	OK				
Privacy e compliance	PLAN	Q1-21	Q2-21	Q3-21	Q4-21	2022	2023	2024	2025
	DO	DELAY	OK	OK	OK				

RESOCONTO ANNO PASSATO

FORECAST 4 ANNI FUTURI



## IMPEGNO VERSO IL CLIENTE

TOP 3

	PLAN	Q1-21	Q2-21	Q3-21	Q4-21	2022	2023	2024	2025
Supporto	DO		DELAY	DELAY	OK				
Feedback	PLAN	Q1-21	Q2-21	Q3-21	Q4-21	2022	2023	2024	2025
	DO		DELAY	DELAY	OK				
Eccellenza nel servizio	PLAN	Q1-21	Q2-21	Q3-21	Q4-21	2022	2023	2024	2025
	DO								

RESOCONTO ANNO PASSATO

FORECAST 4 ANNI FUTURI



## RESPONSABILITÀ SOCIALE D'IMPRESA

TOP 3

	PLAN	Q1-21	Q2-21	Q3-21	Q4-21	2022	2023	2024	2025
Certificazione B Corp	DO	OK	OK	OK	OK				
Partner affidabili	PLAN	Q1-21	Q2-21	Q3-21	Q4-21	2022	2023	2024	2025
	DO	OK	OK	OK	OK				
Condivisione con il pubblico di informazioni utili	PLAN	Q1-21	Q2-21	Q3-21	Q4-21	2022	2023	2024	2025
	DO								

RESOCONTO ANNO PASSATO

FORECAST 4 ANNI FUTURI



# SEMPLICITÀ



PROGRESSO  
ANNO 2021

Facilità d'uso di Jopla, che indica quanto possa essere compresa e utilizzata in maniera efficace, efficiente e soddisfacente dagli utenti più diversi.

PLAN	Q2-21	Q4-21
DO	DELAY	DELAY



## ABBINAMENTO ADATTIVO CLIENTE-PRO

TOP 3



Criteri chiave per ogni lavoro

PLAN	Q1-21	Q2-21	Q3-21	Q4-21	2022	2023	2024	2025
DO				DELAY				
PLAN	Q1-21	Q2-21	Q3-21	Q4-21	2022	2023	2024	2025
DO				DELAY				
PLAN	Q1-21	Q2-21	Q3-21	Q4-21	2022	2023	2024	2025
DO								



Pesi adattivi per compatibility score



Cluster ottimale per il benchmarking dei PRO

← RESOCONTO ANNO PASSATO

→ FORECAST 4 ANNI FUTURI



## AMMINISTRAZIONE SENZA PENSIERI

Contratto ben spiegato

PLAN	Q1-21	Q2-21	Q3-21	Q4-21	2022	2023	2024	2025
DO	OK	OK	OK	OK				
PLAN	Q1-21	Q2-21	Q3-21	Q4-21	2022	2023	2024	2025
DO	OK	OK	OK	OK				
PLAN	Q1-21	Q2-21	Q3-21	Q4-21	2022	2023	2024	2025
DO	OK	OK	OK	OK				

Assicurazione

Pagamenti

← RESOCONTO ANNO PASSATO

→ FORECAST 4 ANNI FUTURI



## ESPERIENZA PIACEVOLE E BELLA

TOP 3

User Interface Intuitiva

PLAN	Q1-21	Q2-21	Q3-21	Q4-21	2022	2023	2024	2025
DO	OK	OK	OK	OK				
PLAN	Q1-21	Q2-21	Q3-21	Q4-21	2022	2023	2024	2025
DO	OK	OK	OK	OK				
PLAN	Q1-21	Q2-21	Q3-21	Q4-21	2022	2023	2024	2025
DO	DELAY	DELAY	DELAY	DELAY				

Pagine chiare e belle

TOP 3

Multilingue

← RESOCONTO ANNO PASSATO

→ FORECAST 4 ANNI FUTURI



# ABILITÀ E DISPONIBILITÀ



PROGRESSO ANNO 2021

La capacità acquisita da una persona di svolgere una professione e la possibilità di offrire questa professionalità nei luoghi e nei tempi necessari.

PLAN	Q2-21	Q4-21
DO	DELAY	DELAY



## SKILL MATCH

TOP 3	Compatibility Score	PLAN	Q1-21	Q2-21	Q3-21	Q4-21	2022	2023	2024	2025
		DO	OK	OK	OK	OK				
	Visualizzazione opportunità per competenze lavorative	PLAN	Q1-21	Q2-21	Q3-21	Q4-21	2022	2023	2024	2025
		DO		DELAY	DELAY	DELAY				
	Lavori compatibili basati sulle competenze del PRO	PLAN	Q1-21	Q2-21	Q3-21	Q4-21	2022	2023	2024	2025
		DO								

← RESOCONTO ANNO PASSATO      FORECAST 4 ANNI FUTURI →



## DISPONIBILITÀ

TOP 3	Calendario	PLAN	Q1-21	Q2-21	Q3-21	Q4-21	2022	2023	2024	2025
		DO	OK	OK	OK	OK				
	Visualizzazione geografica disponibilità del lavoro	PLAN	Q1-21	Q2-21	Q3-21	Q4-21	2022	2023	2024	2025
		DO		DELAY	DELAY	DELAY				
	Referral	PLAN	Q1-21	Q2-21	Q3-21	Q4-21	2022	2023	2024	2025
		DO	DELAY	DELAY	OK	OK				

← RESOCONTO ANNO PASSATO      FORECAST 4 ANNI FUTURI →



## SVILUPPO PROFESSIONALE

TOP 3	Feedback dalle Reviews	PLAN	Q1-21	Q2-21	Q3-21	Q4-21	2022	2023	2024	2025
		DO		OK	OK	OK				
	Conclusioni dal Compatibility Score	PLAN	Q1-21	Q2-21	Q3-21	Q4-21	2022	2023	2024	2025
		DO								
	Consulenza per lo sviluppo professionale del PRO	PLAN	Q1-21	Q2-21	Q3-21	Q4-21	2022	2023	2024	2025
		DO		OK	OK	OK				

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# CORRETTEZZA ECONOMICA

Relazioni commerciali sostenibili ed eque per tutte le parti.



PROGRESS YEAR 2021

PLAN	Q2-21	Q4-21
DO	OK	OK



## RAPPORTO EQUO E TRASPARENTE

TOP 3

Contratto corretto	PLAN	Q1-21	Q2-21	Q3-21	Q4-21	2022	2023	2024	2025
	DO	OK	OK	OK	OK				
Tempo del lavoro tracciato da professionista e cliente	PLAN	Q1-21	Q2-21	Q3-21	Q4-21	2022	2023	2024	2025
	DO	OK	OK	OK	OK				
Pagamento in base al contratto e al tempo	PLAN	Q1-21	Q2-21	Q3-21	Q4-21	2022	2023	2024	2025
	DO	OK	OK	OK	OK				

← RESOCONTO ANNO PASSATO      FORECAST 4 ANNI FUTURI →



## CONSIGLI PER LA TARIFFA

TOP 3



Consiglio di prezzo al Cliente

PLAN	Q1-21	Q2-21	Q3-21	Q4-21	2022	2023	2024	2025
DO								

TOP 3



Consiglio di prezzo al Pro

PLAN	Q1-21	Q2-21	Q3-21	Q4-21	2022	2023	2024	2025
DO								

Tariffa oraria minima

PLAN	Q1-21	Q2-21	Q3-21	Q4-21	2022	2023	2024	2025
DO	OK	OK	OK	OK				

← RESOCONTO ANNO PASSATO      FORECAST 4 ANNI FUTURI →



## PREZZI DELLA PIATTAFORMA JOPLA

Prezzi equi per gli utenti

PLAN	Q1-21	Q2-21	Q3-21	Q4-21	2022	2023	2024	2025
DO	OK	OK	OK	OK				

Prezzi equi per i partner

PLAN	Q1-21	Q2-21	Q3-21	Q4-21	2022	2023	2024	2025
DO	OK	OK	OK	OK				

Prezzo equo per gli azionisti

PLAN	Q1-21	Q2-21	Q3-21	Q4-21	2022	2023	2024	2025
DO	OK	OK	OK	OK				

← RESOCONTO ANNO PASSATO      FORECAST 4 ANNI FUTURI →



# SPAZI DI INTERAZIONE



PROGRESSO ANNO 2021

PLAN	Q2-21	Q4-21
DO	OK	OK

Facilitare l'accesso a spazi sicuri e piacevoli per comunicare, per aggregarsi in modo da alleggerire il carico del cliente o del pro. E, quando serve, dar spazio alla leggerezza.



## CLIENTE-PRO

TOP 3

Sistema di comunicazione virtuale sicuro

PLAN	Q1-21	Q2-21	Q3-21	Q4-21	2022	2023	2024	2025
DO	OK	OK	OK	OK				

TOP 3

Spazi di interazione f-2-f sicuri

PLAN	Q1-21	Q2-21	Q3-21	Q4-21	2022	2023	2024	2025
DO								

Collegamento tra mondo virtuale a reale di Jopla

PLAN	Q1-21	Q2-21	Q3-21	Q4-21	2022	2023	2024	2025
DO								

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## PRO-PRO

TOP 3

Spazi di interazione con la sicurezza fisica e psicologica

PLAN	Q1-21	Q2-21	Q3-21	Q4-21	2022	2023	2024	2025
DO								

Collegamento tra mondo virtuale a reale di Jopla

PLAN	Q1-21	Q2-21	Q3-21	Q4-21	2022	2023	2024	2025
DO								

Eventi Jopla per marketing e fidelizzazione

PLAN	Q1-21	Q2-21	Q3-21	Q4-21	2022	2023	2024	2025
DO								

← RESOCONTO ANNO PASSATO

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## CLIENTE-CLIENTE

Spazi di interazione con la sicurezza fisica e psicologica

PLAN	Q1-21	Q2-21	Q3-21	Q4-21	2022	2023	2024	2025
DO								

Collegamento tra mondo virtuale a reale di Jopla

PLAN	Q1-21	Q2-21	Q3-21	Q4-21	2022	2023	2024	2025
DO								

Eventi Jopla per marketing e fidelizzazione

PLAN	Q1-21	Q2-21	Q3-21	Q4-21	2022	2023	2024	2025
DO								

← RESOCONTO ANNO PASSATO

→ FORECAST 4 ANNI FUTURI



# SOSTENIBILITÀ AMBIENTALE



PROGRESSO ANNO 2021

PLAN	Q2-21	Q4-21
DO	DELAY	OK

Interazione responsabile con l'ambiente, in modo da mantenere una qualità ambientale alta e generare uno sviluppo economico sostenibile.



## MISURARE L'IMPATTO AMBIENTALE

TOP 3	Descrizione	PLAN	Q1-21	Q2-21	Q3-21	Q4-21	2022	2023	2024	2025
			DO	OK	OK	OK	OK	OK	OK	OK
1	Calcolo in tempo reale della CO2 del viaggio di lavoro	PLAN	OK	OK	OK	OK	OK	OK	OK	OK
		DO	OK	OK	OK	OK	OK	OK	OK	OK
2	Visibilità impronta clienti personale e aziendale	PLAN	Q1-21	Q2-21	Q3-21	Q4-21	2022	2023	2024	2025
		DO		OK	OK	OK	OK	OK	OK	OK
3	Misura impatto Jopla (Energia, GHG, Acqua, Rifiuti)	PLAN	Q1-21	Q2-21	Q3-21	Q4-21	2022	2023	2024	2025
		DO		DELAY	DELAY	DELAY	OK	OK	OK	OK

← RESOCONTO ANNO PASSATO      FORECAST 4 ANNI FUTURI →



## MINIMIZZARE L'IMPATTO AMBIENTALE

TOP 3	Descrizione	PLAN	Q1-21	Q2-21	Q3-21	Q4-21	2022	2023	2024	2025
			DO	OK	OK	OK	OK	OK	OK	OK
1	I criteri di matching includono l'impatto di CO2	PLAN	OK	OK	OK	OK	OK	OK	OK	OK
2	Consigli per il mezzo di trasporto al Pro	PLAN	Q1-21	Q2-21	Q3-21	Q4-21	2022	2023	2024	2025
		DO					OK	OK	OK	OK
3	Riduzione impatto Jopla (Energia, GHG, Acqua, Rifiuti)	PLAN	Q1-21	Q2-21	Q3-21	Q4-21	2022	2023	2024	2025
		DO		OK	OK	OK	OK	OK	OK	OK

← RESOCONTO ANNO PASSATO      FORECAST 4 ANNI FUTURI →



## COMPENSARE L'IMPATTO AMBIENTALE

Descrizione	PLAN	Q1-21	Q2-21	Q3-21	Q4-21	2022	2023	2024	2025
		DO	OK	OK	OK	OK	OK	OK	OK
Jopla a zero emissioni nette	PLAN	Q1-21	Q2-21	Q3-21	Q4-21	2022	2023	2024	2025
DO			OK	OK	OK	OK	OK	OK	OK
Impatto ambientale dell'utente Jopla	PLAN	Q1-21	Q2-21	Q3-21	Q4-21	2022	2023	2024	2025
DO		DELAY	DELAY	DELAY	OK	OK	OK	OK	OK
Partner per la compensazione CO2	PLAN	Q1-21	Q2-21	Q3-21	Q4-21	2022	2023	2024	2025
DO		OK	OK	OK	OK	OK	OK	OK	OK

← RESOCONTO ANNO PASSATO      FORECAST 4 ANNI FUTURI →

## Cos' è una B Corp?

Le aziende certificate B Corp sono aziende che soddisfano i più elevati standard nell'attività economica, sociale e ambientale, nella trasparenza verso il pubblico, ed assolvono la responsabilità legale di dover bilanciare profitto e missione sociale.

La comunità B Corp, originata da B Lab, lavora per ridurre la disuguaglianza, diminuire la povertà, avere un ambiente più sano, costruire comunità più forti e aumentare il numero dei posti di lavoro di qualità.

Le B Corp stanno dunque accelerando un cambiamento di cultura globale per ridefinire il successo negli affari e costruire un'economia più inclusiva e sostenibile.

Jopla ha raggiunto l'obiettivo di essere certificata "B Corp Pending" a Gennaio 2022 e ha l'obiettivo di essere certificata "B Corp" nel 2023.

## Perchè Jopla ha scelto di diventare una Società Benefit e B Corp?

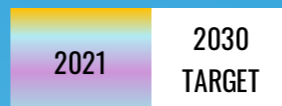
Noi di Jopla crediamo che un'azienda sia sostenibile nel momento in cui rende sostenibili, in parallelo, tre aspetti complementari: la sua attività economica, il suo impatto positivo su persone e società e nessun effetto negativo sull'ambiente.

Il DNA di Jopla e' proprio quello di perseguire il beneficio comune e operare in modo responsabile nei confronti di persone, società e ambiente. Lo abbiamo messo nero su bianco anche quando abbiamo scelto la forma giuridica di Jopla Srl SB: siamo una "Società Benefit".

Questo assicura a tutta la community di Jopla che la nostra società continuerà a perseguire nel tempo il beneficio comune, e a comunicare in maniera trasparente le misure adottate per percorrere questo cammino.

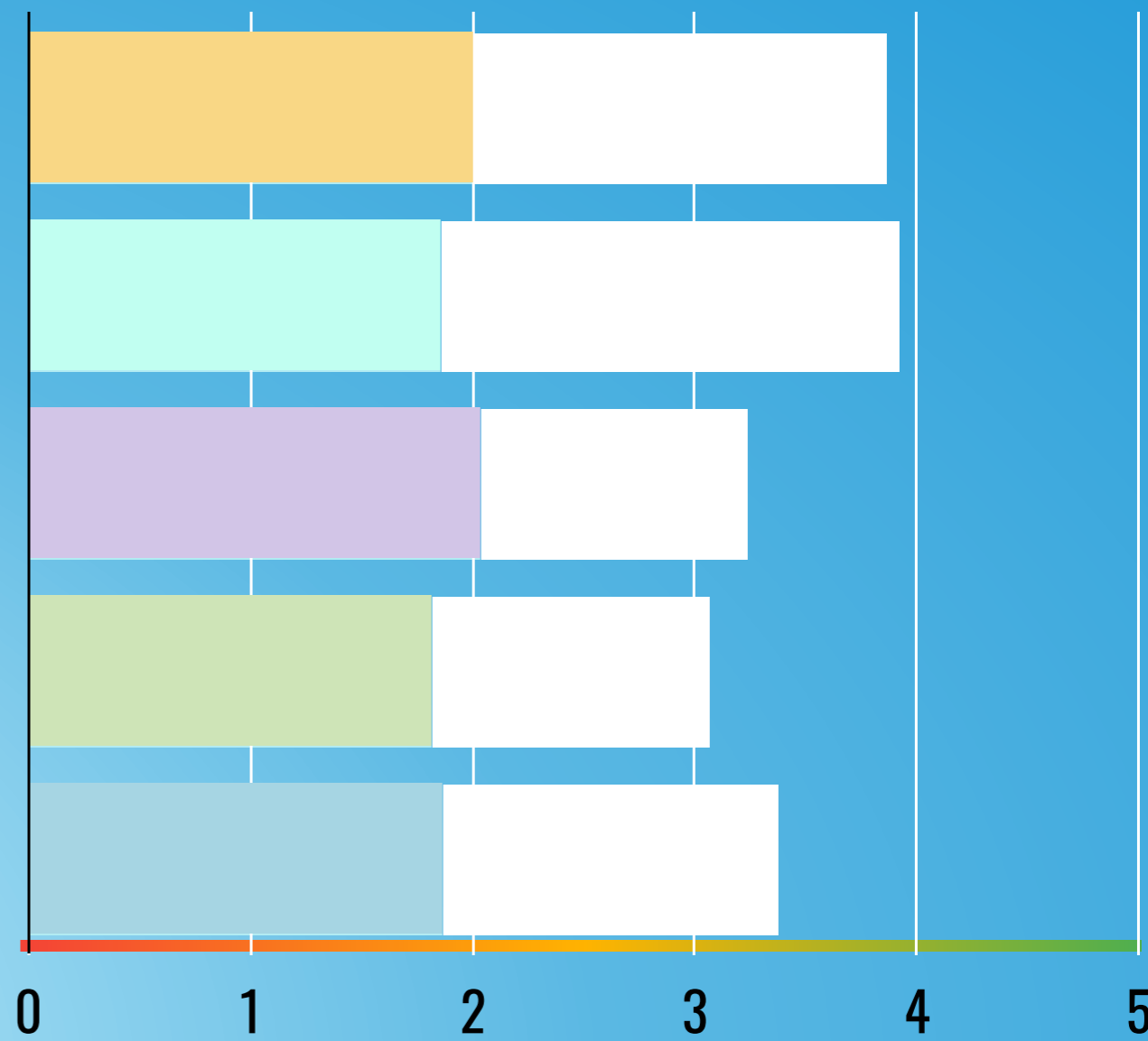
Esistono diversi strumenti validi per aiutarci a misurare i principi di sostenibilità' che ci stanno a cuore.

# JoPla ALIGNMENT WITH B Corp

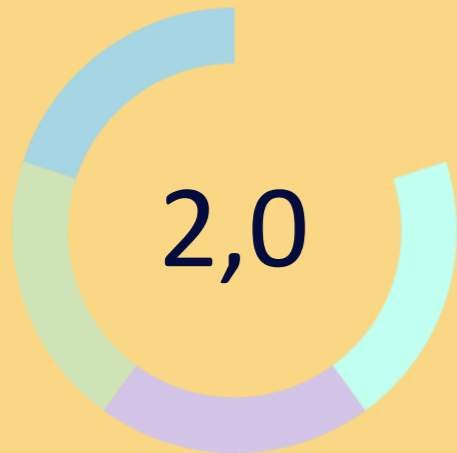


NOT EXISTING OR SPORADIC    PROCEDURE EXISTS BUT NOT EXPECTED RESULTS    GOOD RESULTS BUT NEEDS MANAGEMENT SUPPORT    GOOD RESULTS WITHOUT MANAGEMENT SUPPORT    SELF-IMPROVING

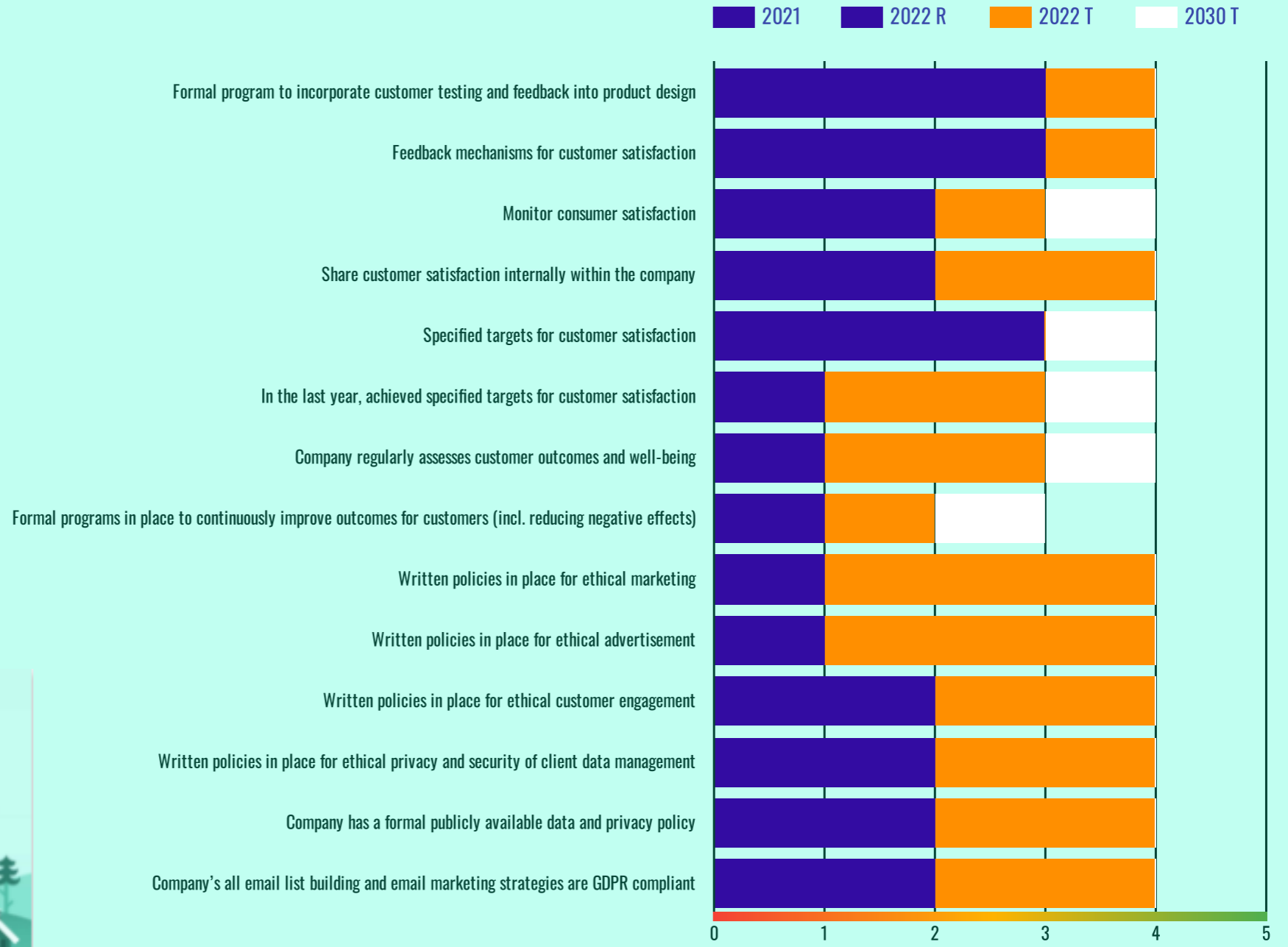
Governance  
Customers  
Community  
Environment  
Workers



# GOVERNANCE



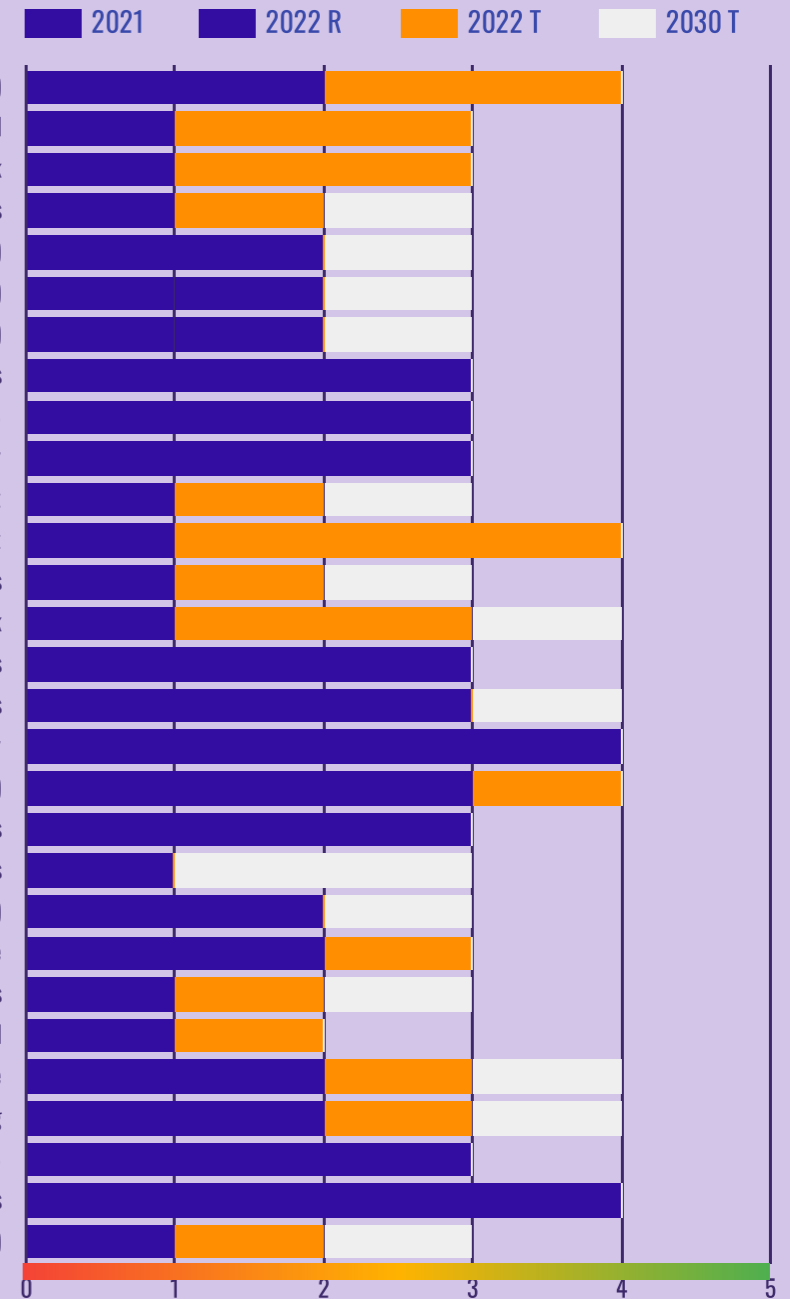
# CUSTOMERS



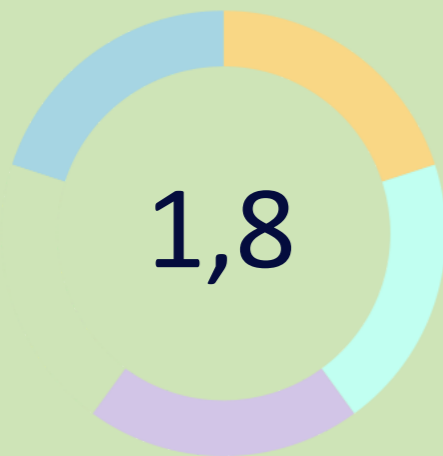
# COMMUNITY



- Users aware of the information collected, time it is preserved, how it's used, how it is shared with other entities (public or private)
- Company bank is independently owned
- Company bank is Certified B Corp or Member of the Global Alliance for Banking on Values or Cooperative bank
- Social and Environmental Screening of Suppliers
- Significant Supplier Descriptions (Professional Service Firms; Marketing and advertising; Benefits Providers; Technology)
- Significant suppliers governance (policies for ethics and corruption, certifications for social / environment)
- We use third-party risk or impact assessment tools for suppliers (Sedex, BIA)
- 50% of purchases from companies majority-owned by women or underrepresented populations
- Spending on Local Suppliers >=60%
- Led by an individual from an underrepresented racial or ethnic minority
- Screen outsourced staffing for: compliance with laws; payment at/above benchmarks; employee benefits; professional development
- Outsourced Services Accountable to Code of Conduct
- Subcontractors complete self-designed assessment (es. BIA); routine audits/reviews every two years
- Formal routine process for independent staff contractors to receive and give performance feedback
- Independent contractors verified to either work on a time-bound basis and split their time with work for other clients
- Donations. Pro-bono service. Advocacy for social or environment. Discounts to qualified underserved groups
- Formal statement on the intended social or environmental impact of our company's philanthropy
- Formal donations commitment (e.g. 1% for the planet)
- Screening practices for charitable contributions or impact measurement mechanisms for our community investments
- We match individual workers' charitable donations
- Part of revenue donated (0.1%-0.4%)
- Company offered support in name for Advancing Social and Environmental Performance
- We allow our workers or customers to select charities to receive our company's donations
- >=5% of per capita worker time donated
- Resources for other businesses or stakeholders on improving social or environmental performance
- Jobs generated increasing
- Non-accredited Investor Ownership =>50%
- Users aware of information collected, time is preserved, how is used and shared with other entities
- Led by a woman (President of the board or CEO)



# ENVIRONMENT



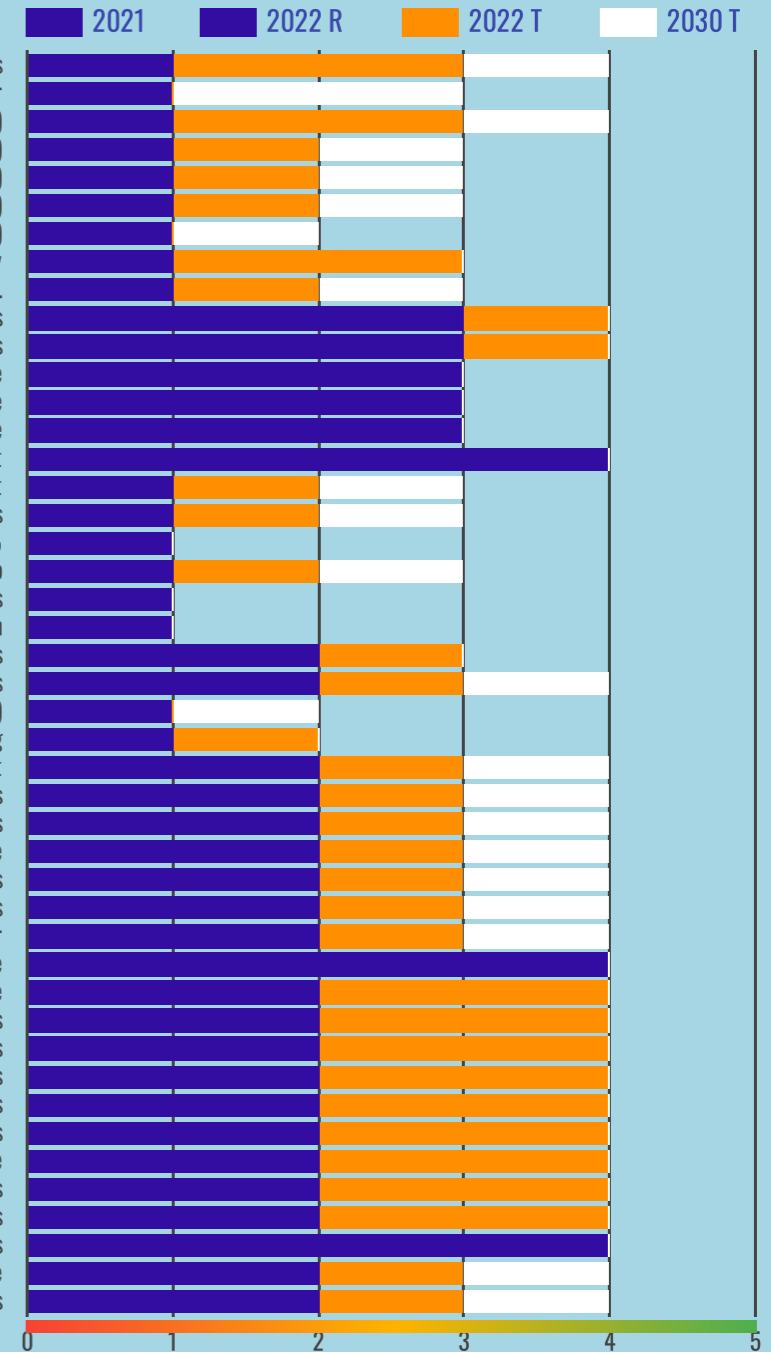
- Policy statement documenting organization's commitment to the environment
- (M) Energy Source: We monitor and record energy usage
- (T) Energy Source: We have set intensity targets (relative to EUR of revenue, volume produced) that are monitored
- (D) Energy Source: High proportion of Renewable Energy Usage
- ((D) Energy Source: High proportion of Low Impact Renewable Energy Usage
- (D) Energy Efficiency: Equipment: Energy Star appliances, automatic sleep modes, after-hour timers, etc.
- (D) Energy Efficiency: Lighting: natural light, CF bulbs, occupancy sensors, daylight dimmers, task lighting, etc.
- (D) Energy Efficiency: HVAC: timers, occupancy sensors, shade sun-exposed walls, double-paned windows, etc.
- (D) Energy Efficiency: Company facilities have Green Building Standard
- (D) Our company shares resources with employees regarding environmental stewardship in home offices (e.g. energy efficiency)
- (R) We achieve good Energy consumption results
- T) We have set specific science-based targets necessary to achieve global goals to address climate change Total Scope 2 GHGs
- T) We have set specific science-based targets necessary to achieve global goals to address climate change Total Scope 3 GHGs
- T) Target for Carbon Intensity 1-20 metric tons of CO2/mEur revenue. Scopes 1&2 (with or without CO2 offsets)
- (P) GHG: We have set a plan to achieve our targets
- (D) GHG: Reducing Impact of Travel/Commutings
- (D) GHG: 100% of GHG emissions were off-set
- R) GHG: We have met the specific reduction targets set during this reporting period
- (M) Water: we regularly monitor and record emissions (Liters)
- T) Water: we set science-based targets necessary to achieve sustainable usage linked to our local watershed
- D) Water Conservation Practices: Low-flow faucets, taps, toilets, urinals, or showerheads
- D) Water: worked with landlord to implement Wastewater treatment, Clean toilets, efficiency improvements
- R) Water: met specific reduction targets set during this reporting period
- (M) Monitor Non-hazardous Waste Generated, Waste Disposed, Total Waste Recycled/Reused
- (T) Non-hazardous Waste: reduction targets vs previous performance (e.g. 5% reduction of waste to landfill)
- (D) Non-hazardous Waste: Recycling Paper
- (D) Non-hazardous Waste: Recycling Cardboard
- (D) Non-hazardous Waste: Recycling Plastic
- (D) Non-hazardous Waste: Recycling Glass & metal
- (D) Non-hazardous Waste: Recycling Composting
- (D) Non-hazardous Waste: We have set a zero waste target
- (R) Non-hazardous Waste: We have met the specific reduction targets set during this reporting period
- (M) We regularly monitor and record Hazardous Waste Generated and appropriately Disposed
- (T) Hazardous Waste: Reducing solid and hazardous waste (normalized for revenue changes) past 2 ys
- (D) Hazardous Waste: Disposal of batteries
- (D) Hazardous Waste: Disposal of paint
- (D) Hazardous Waste: Disposal of equipment
- (D) Hazardous Waste: Chemical Reduction Methods of Non-toxic janitorial products
- (D) Hazardous Waste: Chemical Reduction Methods of Unbleached / chlorine free paper products
- (D) Hazardous Waste: Chemical Reduction Methods of Soy-based inks or other low VOC inks
- (D) Hazardous Waste: Chemical Reduction of Recyclable office supplies (paper, pens, notebooks, etc.)
- (D) Written policy encouraging environmentally products/practices in home offices (e.g. recycling)
- (D) Policy for the safe disposal of e-waste and hazardous materials purchased for home offices
- (R) Hazardous Waste: We met the specific reduction targets set during this reporting period



# WORKERS



- We have a formal onboarding process for new employees
- We offered ongoing training on core job responsibilities to employees within the last year
- We have a policy to encourage internal promotions and hiring for advanced positions (e.g. posting job openings internally first)
- We provide cross-skills training for career advancements or transitions (e.g. management training for non-managers)
- We provide non-career-specific life-skill training (e.g. financial literacy, English as a Second Language)
- We facilitate or have an allocated budget for external professional development opportunities, (e.g. conference attendance, online trainings)
- We provide reimbursements or programs for intensive continuing education credentials (e.g. college degrees, professional licensures)
- Performance Reviews. Process has a regular schedule and is conducted at least annually
- 360 deg with Peer and Subordinate input.
- Social and environmental goals
- Clearly-identified and achievable goals
- >75% of Employees Paid Individual Living Wage
- >75% of Employees Paid Family Living Wage
- >75% of Employees above the Minimum Wage
- Initiatives To Increase Wages and Benefits in Mission Statement
- Compensation Policies and Practices in Stakeholder engagement
- Employees Receiving a Bonus
- Significance of Bonuses >=20%
- Participation in Employee Ownership
- % of Company Owned by Non-Executive Employees
- Retirement Programs: Plan that specifically includes Socially-Responsible Investing option
- Financial Services for Employees: Paychecks issued off-schedule on a need basis
- Financial Services for Employees: Tax preparation services
- Financial Services for Employees: Access to free or affordable banking services or payroll cards (e.g. free ATM debit card)
- Financial Services for Employees: Financial management tools or coaching
- Employee Handbook: A non-discrimination statement
- Employee Handbook: An anti-harassment policy with reporting mechanisms, processes, and disciplinary procedures
- Employee Handbook: Policies on pay and performance issues
- Employee Handbook: Policies on benefits, training and leave
- Employee Handbook: Grievance resolution process
- Employee Handbook: Disciplinary procedures and possible sanctions
- Employee Handbook: Prohibition of child labor and forced or compulsory labor
- Paid Secondary Caregiver Leave: Workers receive between 2 to 5 weeks (or full pay equivalent) paid leave
- Supplementary Benefits: Off-site subsidized childcare
- Supplementary Benefits: Policy to support breastfeeding mothers
- Complaint mechanisms beyond direct reporting lines to address concerns and improve company practices
- Mechanisms in place to provide input from employees prior to operational and/or strategic policy or practice changes
- Mechanisms are reviewed at least every other year, with input from employees themselves into the process
- Company tracks usage of input/ feedback / complaint mechanisms and resolution / implementation rates
- We calculate employee attrition rate
- We benchmark employee attrition rate to relevant benchmarks
- We regularly (at least once a year) conduct employee satisfaction or engagement surveys
- Healthcare Coverage for full-time employees
- Supplementary Healthcare Benefits: Disability, Accident, Life, Dental, Private supplemental insurance
- Supplementary Health Benefits Eligibility for Part-Time Workers



# Obiettivi di Sviluppo Sostenibile dell'ONU per il 2030



## Perché gli Obiettivi Sostenibili 2030?

L'Agenda 2030 per lo Sviluppo Sostenibile è un programma d'azione per le persone, il pianeta e la prosperità sottoscritto nel 2015 da 193 Paesi dell'ONU. I suoi 17 obiettivi e quelli di Jopla sono allineati.

Evidenziamo con il bollino blu gli obiettivi su cui si focalizza Jopla:



## Come misuriamo il contributo di Jopla agli obiettivi di Sviluppo Sostenibile dell'ONU per il 2030?

Misuriamo e pianifichiamo il nostro contributo basandoci sulle domande del SDG Action Manager, un questionario scaturito dalla cooperazione tra B Lab e UN Global Compact.

Essere Società Benefit e B Corp è dunque una garanzia per gli amici di Jopla. Ci aiuta a misurare meglio la nostra performance di responsabilità e altruismo, e a comunicarla.

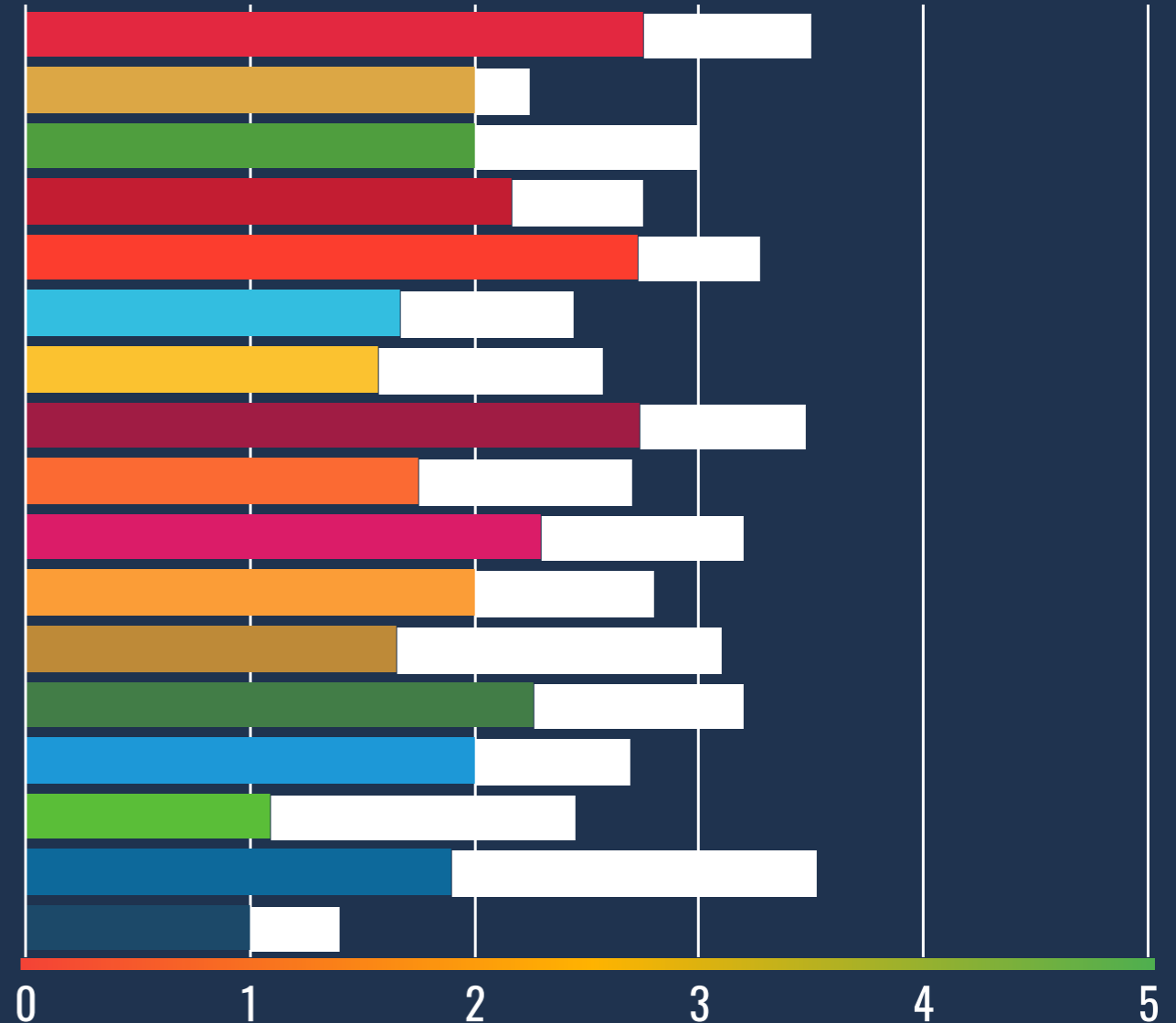
# JoPla ALIGNMENT WITH UN SDGs



- 1. NO POVERTY
- 2. ZERO HUNGER
- 3. GOOD HEALTH & WELLBEING
- 4. QUALITY EDUCATION
- 5. GENDER EQUALITY
- 6. CLEAN WATER & SANITATION
- 7. AFFORDABLE & CLEAN ENERGY
- 8. DECENT WORK & ECONOMIC GROWTH
- 9. INDUSTRY, INNOVATION & INFRASTRUCTURE
- 10. REDUCED INEQUALITIES
- 11. SUSTAINABLE CITIES AND COMMUNITIES
- 12. RESPONSIBLE CONSUMPTION & PRODUCTION
- 13. CLIMATE ACTION
- 14. LIFE BELOW WATER
- 15. LIFE ON LAND
- 16. PEACE, JUSTICE & STRONG INSTITUTIONS
- 17. PARTNERSHIPS FOR THE GOALS



NOT EXISTING OR SPORADIC      PROCEDURE EXISTS BUT NOT EXPECTED RESULTS      GOOD RESULTS BUT NEEDS MANAGEMENT SUPPORT      GOOD RESULTS WITHOUT MANAGEMENT SUPPORT      SELF-IMPROVING

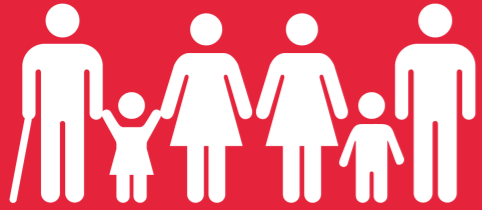


Take action.  
Track progress.  
Transform the world.

#SDGActionManager

○ AREAS OF FOCUS FOR JOPLA

# 1 NO POVERTY



Company offered support in name for Advancing Social and Environmental Performance

Percentage of business coming from the above selected business models

Risk to not achieving SDG 1 - No Poverty

Significant suppliers governance (policies for ethics and corruption, certifications for social / environment)

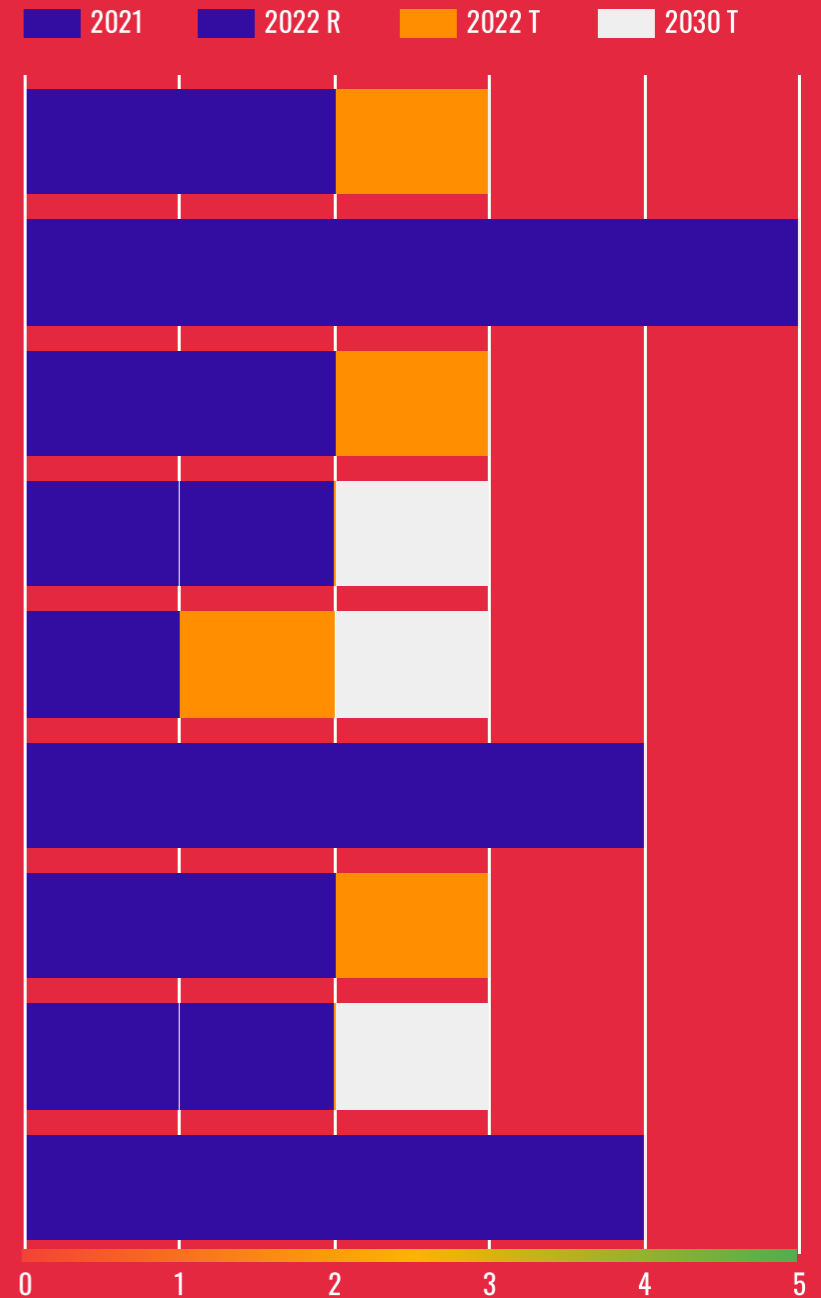
Social and Environmental Screening of Suppliers

We integrate climate change mitigation and adaptation into our operations

We provide public resources for other businesses or stakeholders on improving performance on SDG 1

We use third-party risk or impact assessment tools for suppliers (Sedex, BIA)

business model focused on creating opportunities for SDG 1



# 2 ZERO HUNGER



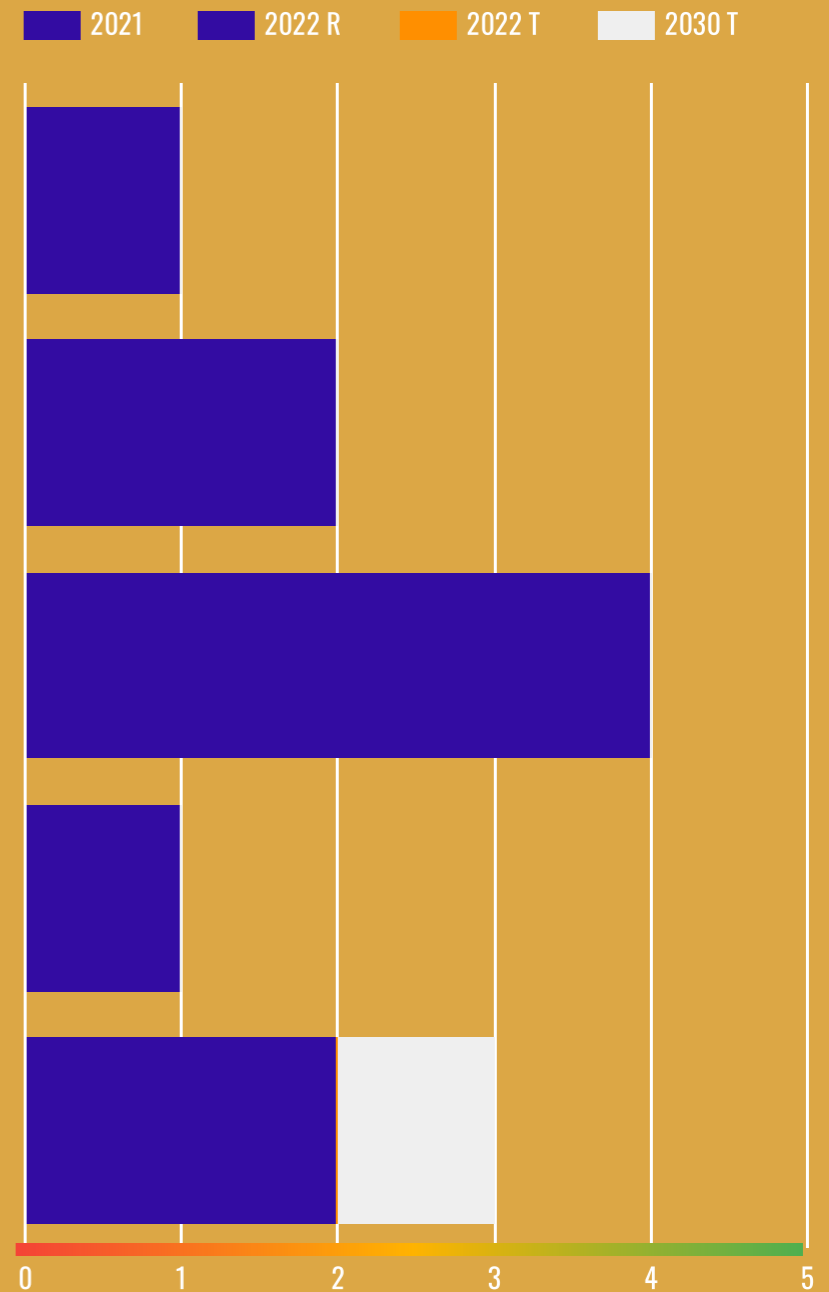
Percentage of business coming from the above selected business models

Risk to not achieving SDG 2 - Zero Hunger

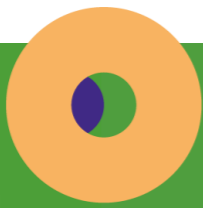
Suppliers address food and nutrition needs for their employees

We provide public resources for other businesses or stakeholders on improving performance on SDG 2

business model focused on creating opportunities for SDG 2



# 3 GOOD HEALTH AND WELL-BEING

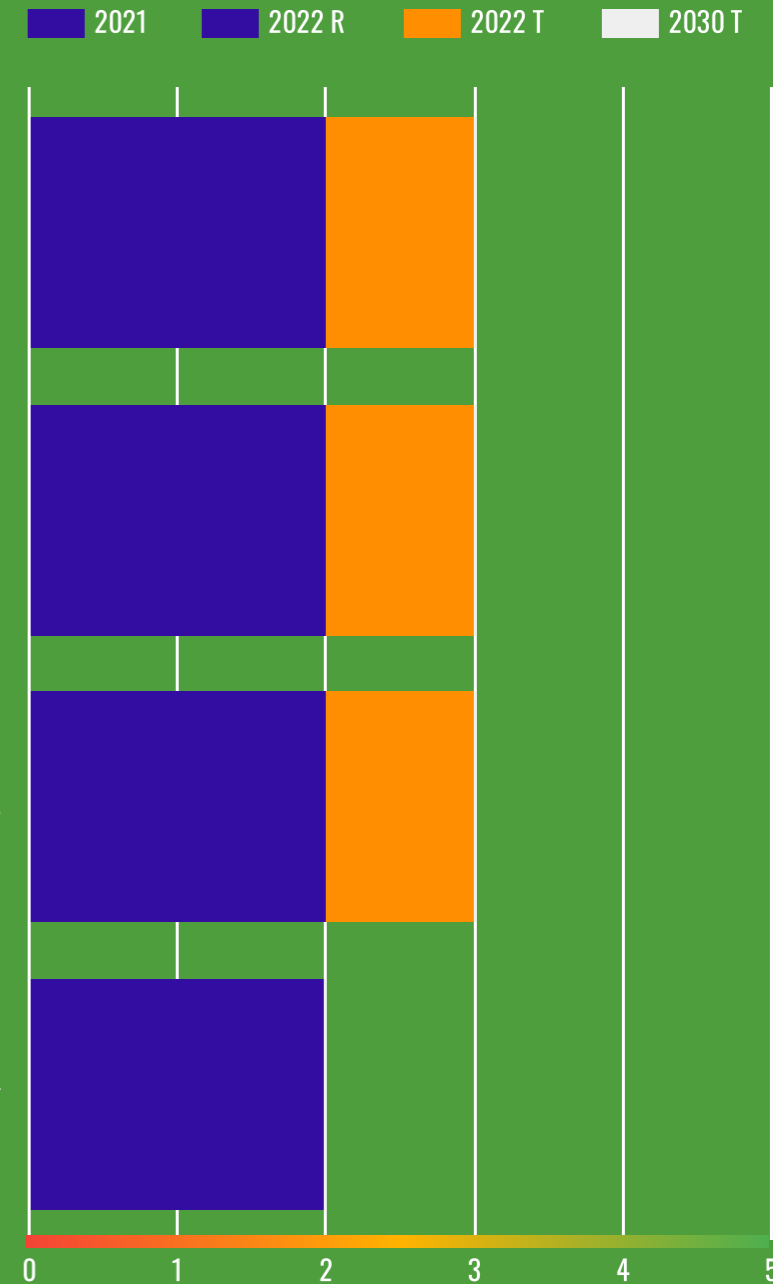


We provide public resources for other businesses or stakeholders on improving performance on SDG 3

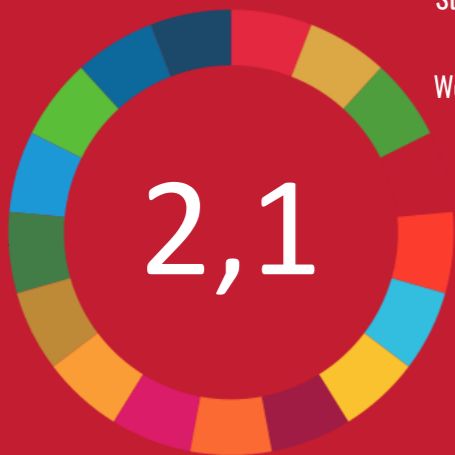
Business model focused on creating opportunities for SDG 3

Percentage of business coming from the above selected business models

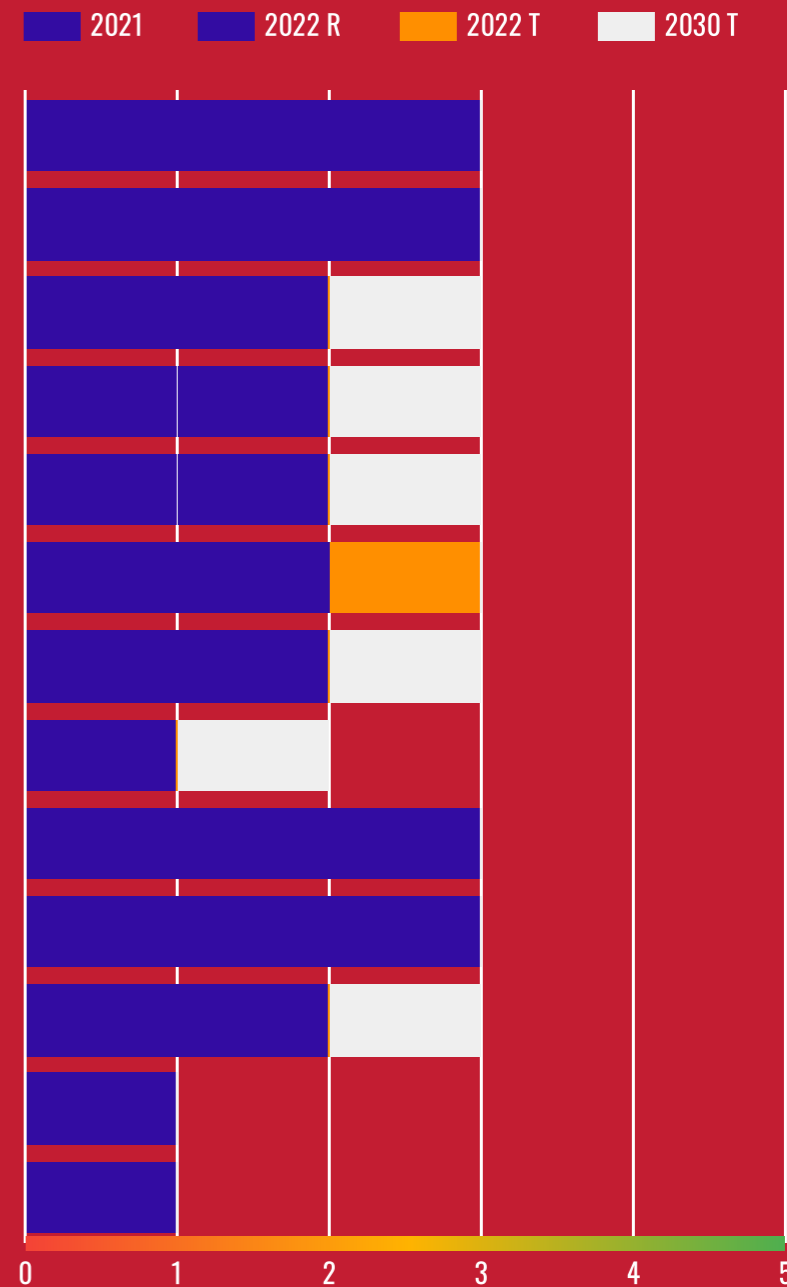
Risk to not achieving SDG 3 - Good Health and Well-Being



# 4 QUALITY EDUCATION



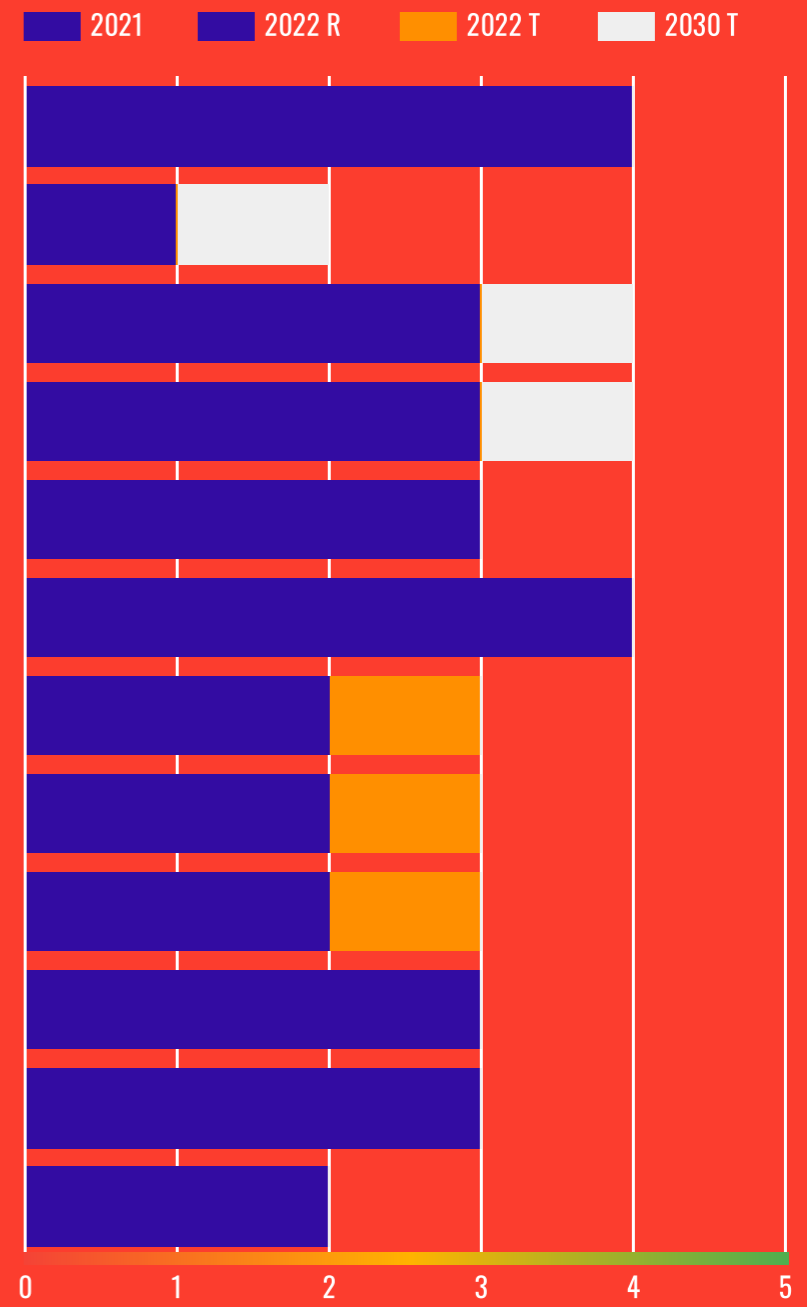
- Consumer research focused on inclusive requirements of women and different types of users
- We engage inclusively during pilot testing and prototyping of new products or new features
- We track the gender composition of our customer base and differences in usage between men and women
- Significant suppliers governance (policies for ethics and corruption, certifications for social / environment)
- We use third-party risk or impact assessment tools for suppliers (Sedex, BIA)
- Supplier practices beyond regulations (e.g. environmentally-friendly manufacturing process, excellent labor practices)
- Working conditions and wages of suppliers verified to meet standards of dignity and equitable economic empowerment
- We provide public resources for other businesses or stakeholders on improving performance on SDG 4
- Governing body oversees performance on sustainable development issues and strategy for our company
- Governing body members are assessed based on their knowledge of sustainable development issues
- Business model focused on creating opportunities for SDG 4
- Percentage of business coming from the above selected business models
- Risk to not achieving SDG 4 - Quality Education



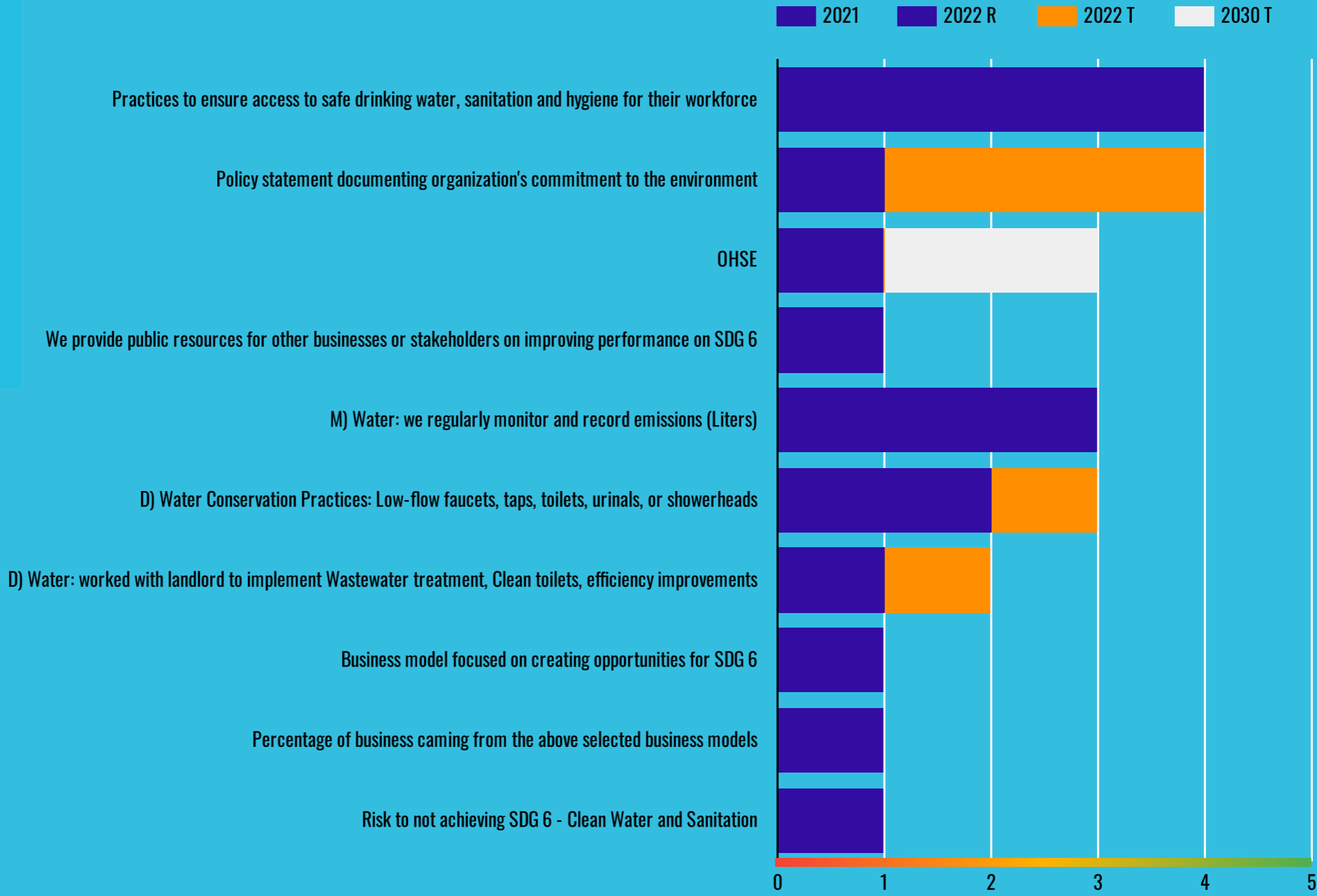
# 5 GENDER EQUALITY



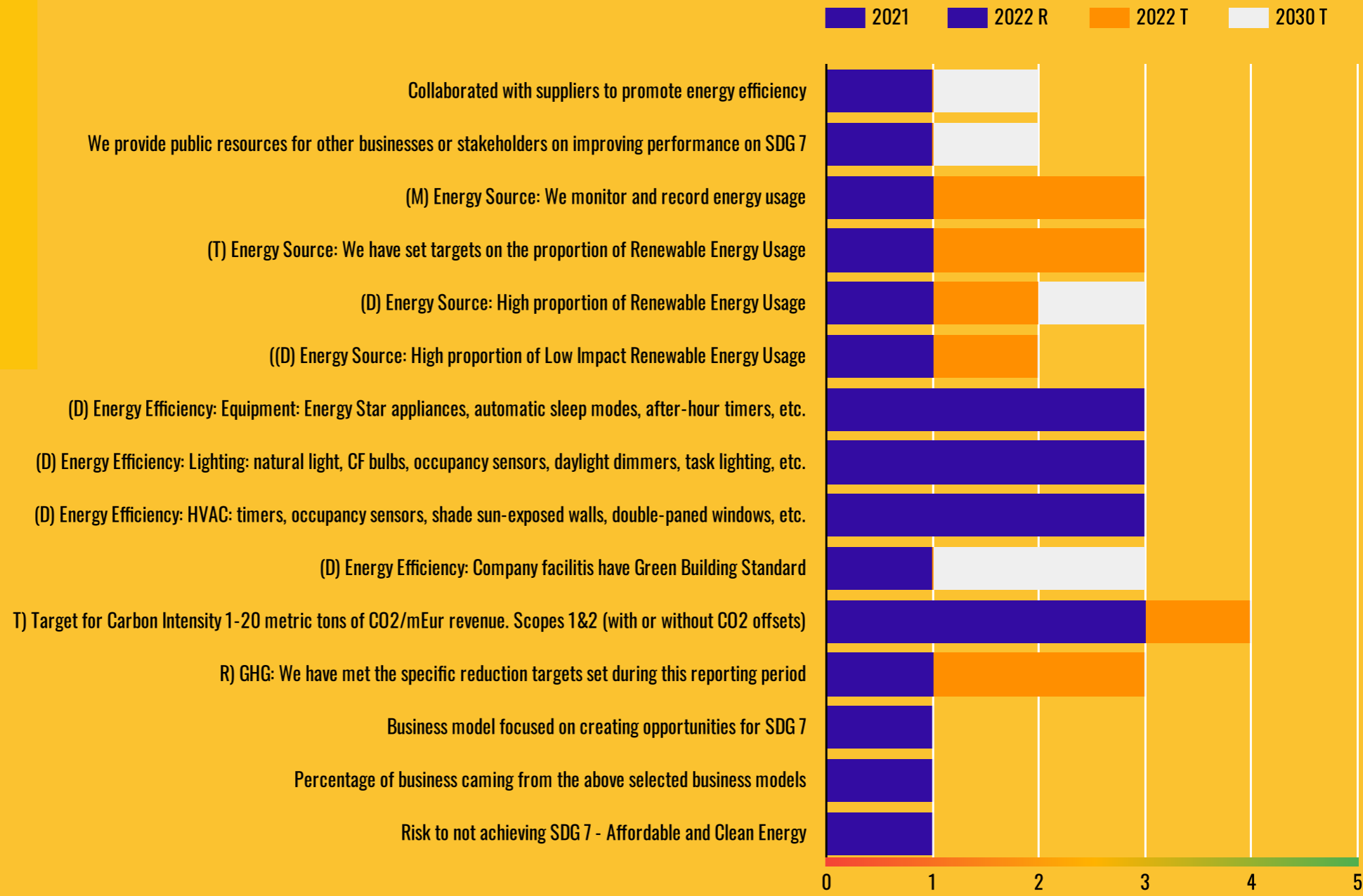
- Monitoring and review procedures in place related to gender-based marketing policies
- Prevent gender discrimination and harassment throughout our supply chain
- We have formal targets to make a specific percentage of purchases from suppliers with diverse ownership
- We have a formal program to purchase and provide support to suppliers with diverse ownership
- 50% of purchases from companies majority-owned by women or underrepresented populations
- Ownership from Female or Underrepresented Populations 30%+
- Access to health services that meet the needs of Female or Underrepresented Populations employees
- We provide public resources for other businesses or stakeholders on improving performance on SDG 5
- Written marketing and communications policies in place designed to avoid people discrimination
- Business model focused on creating opportunities for SDG 5
- Percentage of business coming from the above selected business models
- Risk to not achieving SDG 5 - Gender Equality



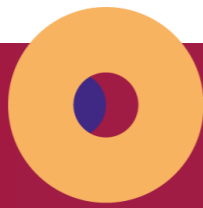
# 6 CLEAN WATER AND SANITATION



# 7 AFFORDABLE AND CLEAN ENERGY



# 8 DECENT WORK AND ECONOMIC GROWTH



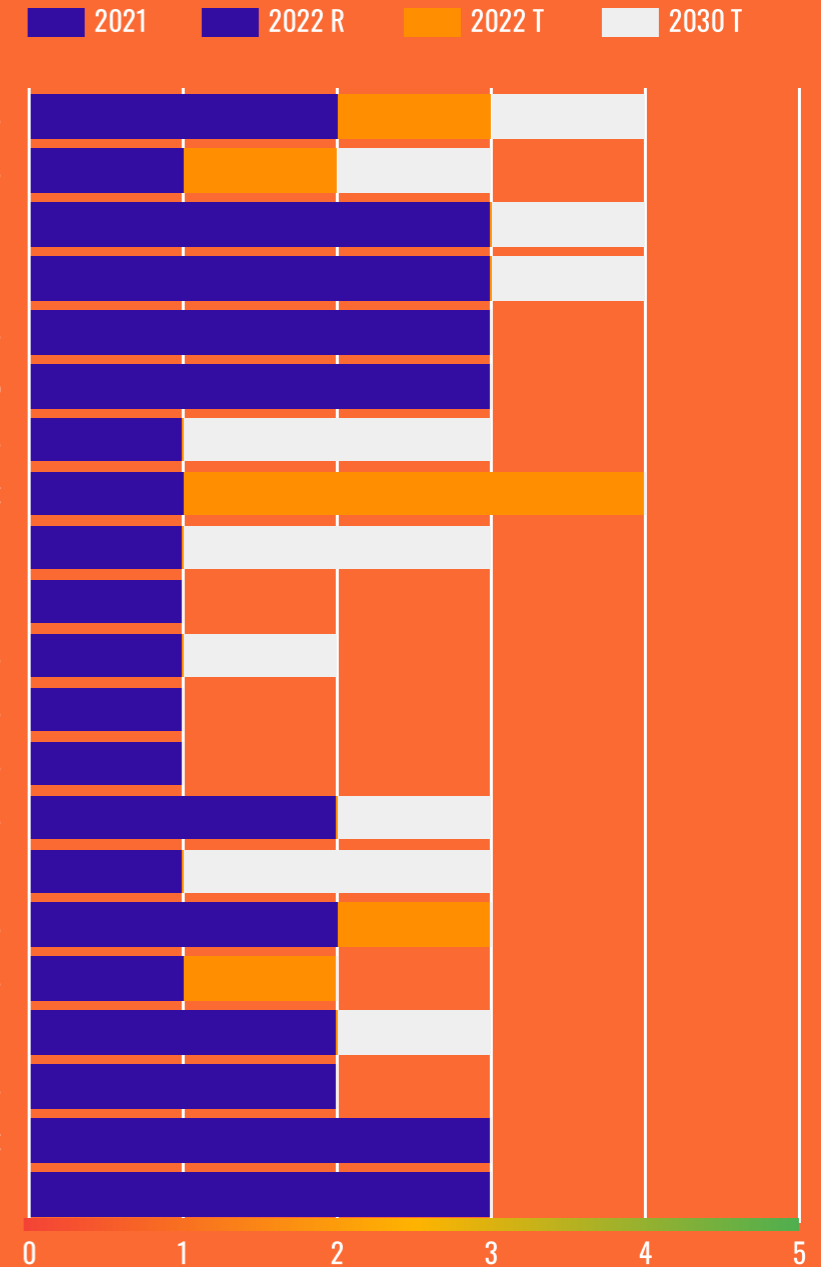
- Social and Environmental Screening of Suppliers
- We use third-party risk or impact assessment tools for suppliers (Sedex, BIA)
- Practices beyond regulations (e.g. environmentally-friendly manufacturing process, excellent labor practices)
- Conditions and wages of suppliers verified to meet standards of dignity and equitable economic empowerment
- Prevent gender discrimination and harassment throughout our supply chain
- Suppliers address food and nutrition needs for their employees
- Spending on Local Suppliers >=60%
- Practices to ensure fair working hours and rest periods (including overtime, if applicable)
- Formal routine process for independent staff contractors to receive and give performance feedback
- Independent contractors verified to either work on a time-bound basis and split their time with work for other clients
- Enhancing the employability of young people under the age of twenty four
- Company offered support in name for Advancing Social and Environmental Performance
- We provide public resources for other businesses or stakeholders on improving performance on SDG 8
- Identify and manage potential contributions to SDG 8
- Human Rights policy: UN Universal Declaration of H.R.; Guiding Principles on Business and H.R.(Ruggie Principles)
- We adopt responsible technological innovation contributing to economic growth
- We integrate climate change mitigation and adaptation into our operations
- Business model focused on creating opportunities for SDG 8
- Percentage of business coming from the above selected business models
- Risk to not achieving SDG 8 - Decent Work and Economic Growth



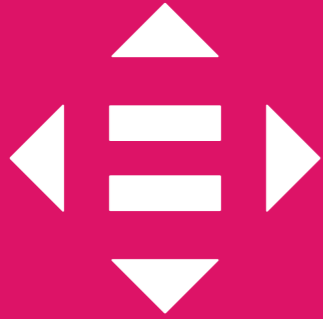
# 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



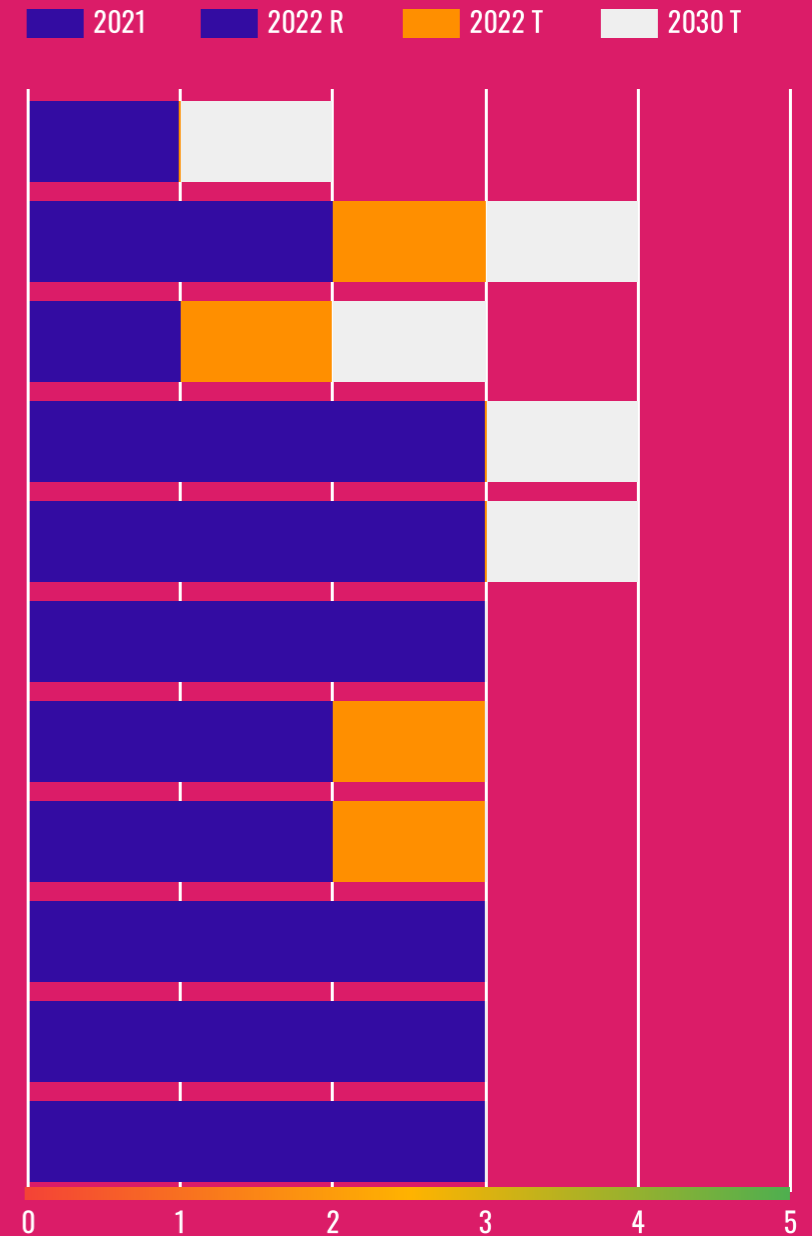
- We track diversity of ownership among our suppliers
- We have a policy to give preferences to suppliers with ownership from underrepresented populations
- We have formal targets to make a specific percentage of purchases from suppliers with diverse ownership
- We have a formal program to purchase and provide support to suppliers with diverse ownership
- 50% of purchases from companies majority-owned by women or underrepresented populations
- Spending on Local Suppliers >=60%
- Provide or participate in support services for underserved suppliers
- Policy statement documenting organization's commitment to the environment
- OHSE
- We provide public resources for other businesses or stakeholders on improving performance on SDG 9
- Specific objectives to improve the affordability of internet / mobile access in low income or rural areas
- Facilitate the provision of mobile financial services in areas without access to traditional banking services
- Measure the effectiveness to facilitate access to mobile communication in low-income communities
- Percentage of your user base is situated in low-income, poor, or very poor communities
- (D) Energy Efficiency: Company facilities have Green Building Standard
- D) Water Conservation Practices: Low-flow faucets, taps, toilets, urinals, or showerheads
- D) Water: worked with landlord to implement Wastewater treatment, Clean toilets, efficiency improvements
- Business model focused on creating opportunities for SDG 9
- Percentage of business coming from the above selected business models
- Percentage of your overall annual revenue was spent on innovation or research and development
- Risk to not achieving SDG 9 - Industry, Innovation and Infrastructure



# 10 REDUCED INEQUALITIES



- Prevent gender discrimination and harassment throughout our supply chain
- We track diversity of ownership among our suppliers
- We have a policy to give preferences to suppliers with ownership from underrepresented populations
- We have formal targets to make a specific percentage of purchases from suppliers with diverse ownership
- We have a formal program to purchase and provide support to suppliers with diverse ownership
- 50% of purchases from companies majority-owned by women or underrepresented populations
- We provide public resources for other businesses or stakeholders on improving performance on SDG 10
- Human Rights policy: UN Universal Declaration of H.R.; Guiding Principles on Business and H.R.(Ruggie Principles)
- Business model focused on creating opportunities for SDG 10
- Percentage of business coming from the above selected business models
- Risk to not achieving SDG 10 - Reduced Inequalities



# 11 SUSTAINABLE CITIES AND COMMUNITIES



We provide public resources for other businesses or stakeholders on improving performance on SDG 11

(D) Energy Efficiency: Company facilities have Green Building Standard

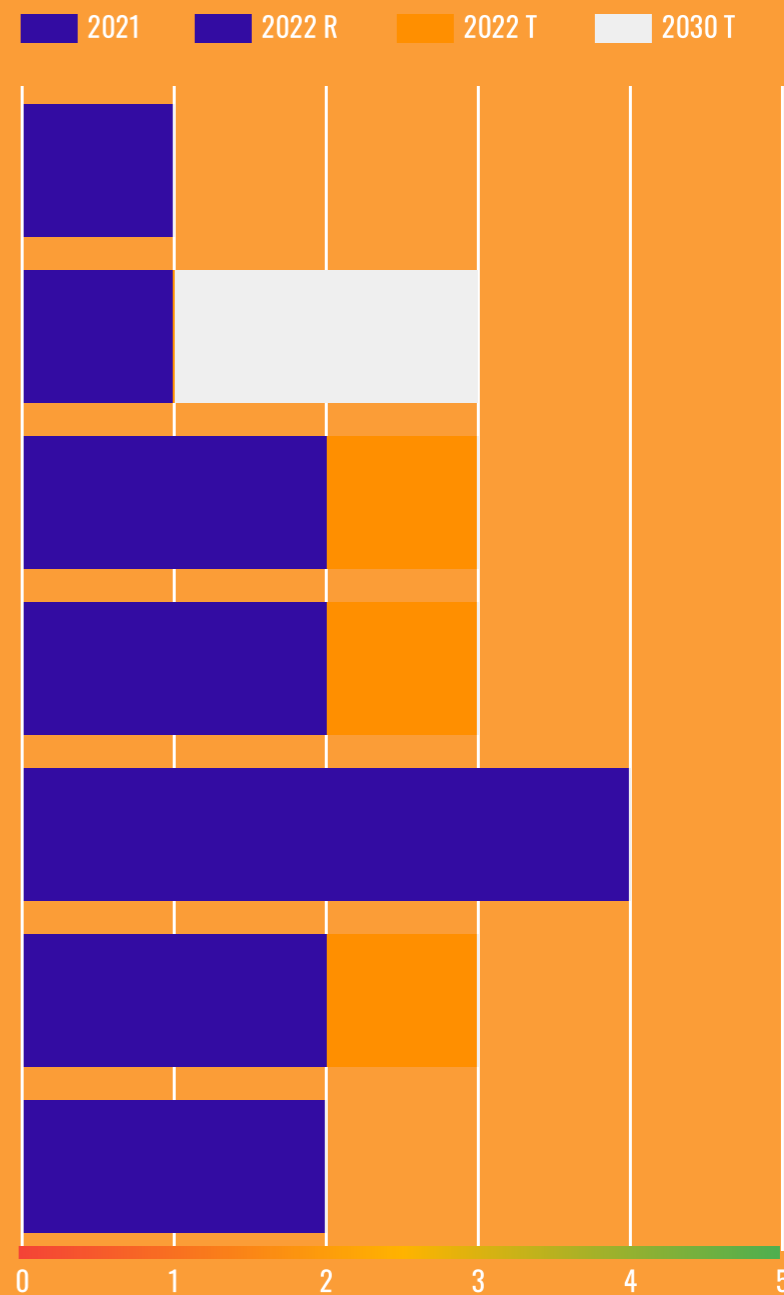
Business model focused on creating opportunities for SDG 11

Percentage of business coming from the above selected business models

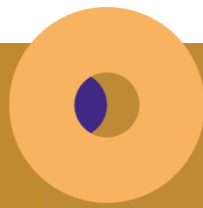
Our Board of Directors reviews and oversees performance on the targets of the climate action plan

Assessment includes climate risk and opportunities over the short, medium and long term

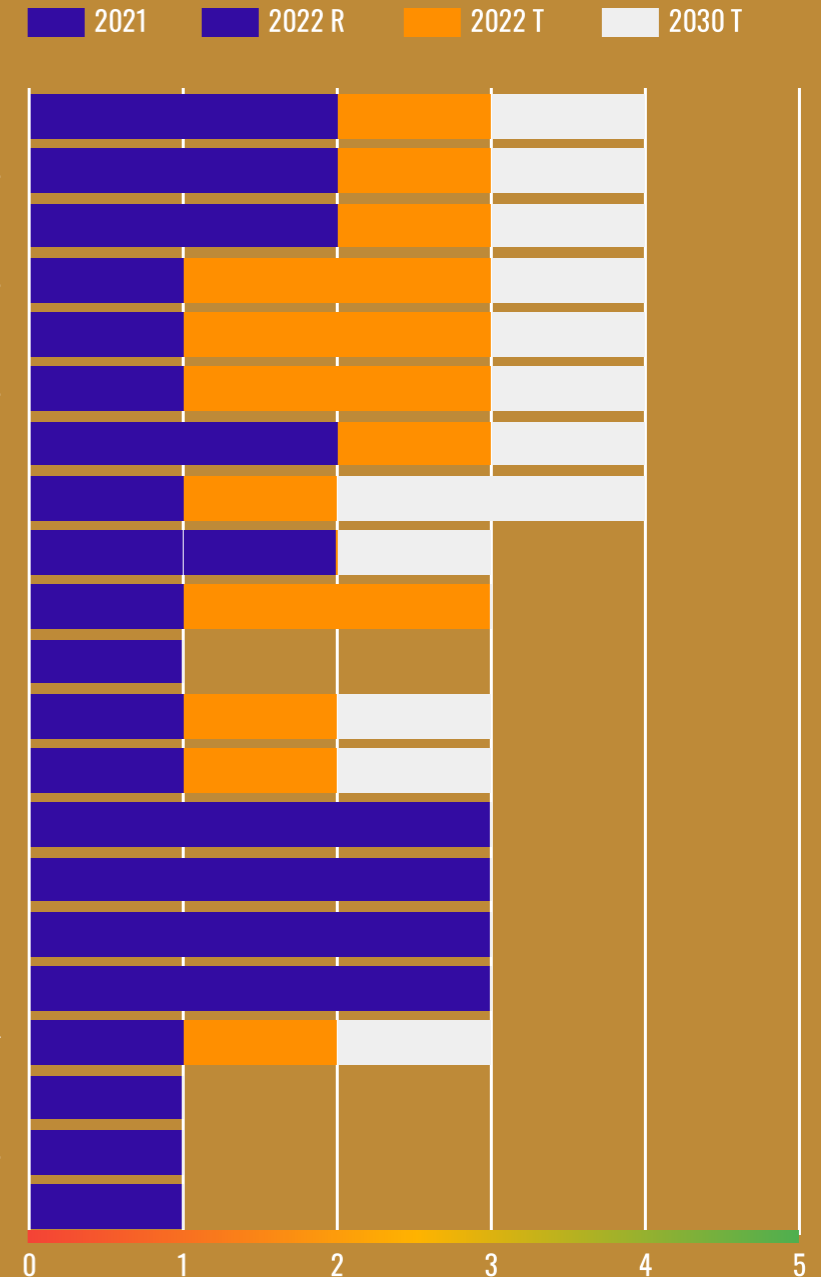
Risk to not achieving SDG 11 - Sustainable Cities and Communities.



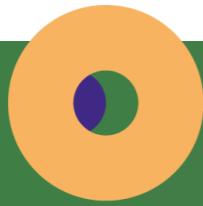
# 12 RESPONSIBLE CONSUMPTION AND PRODUCTION



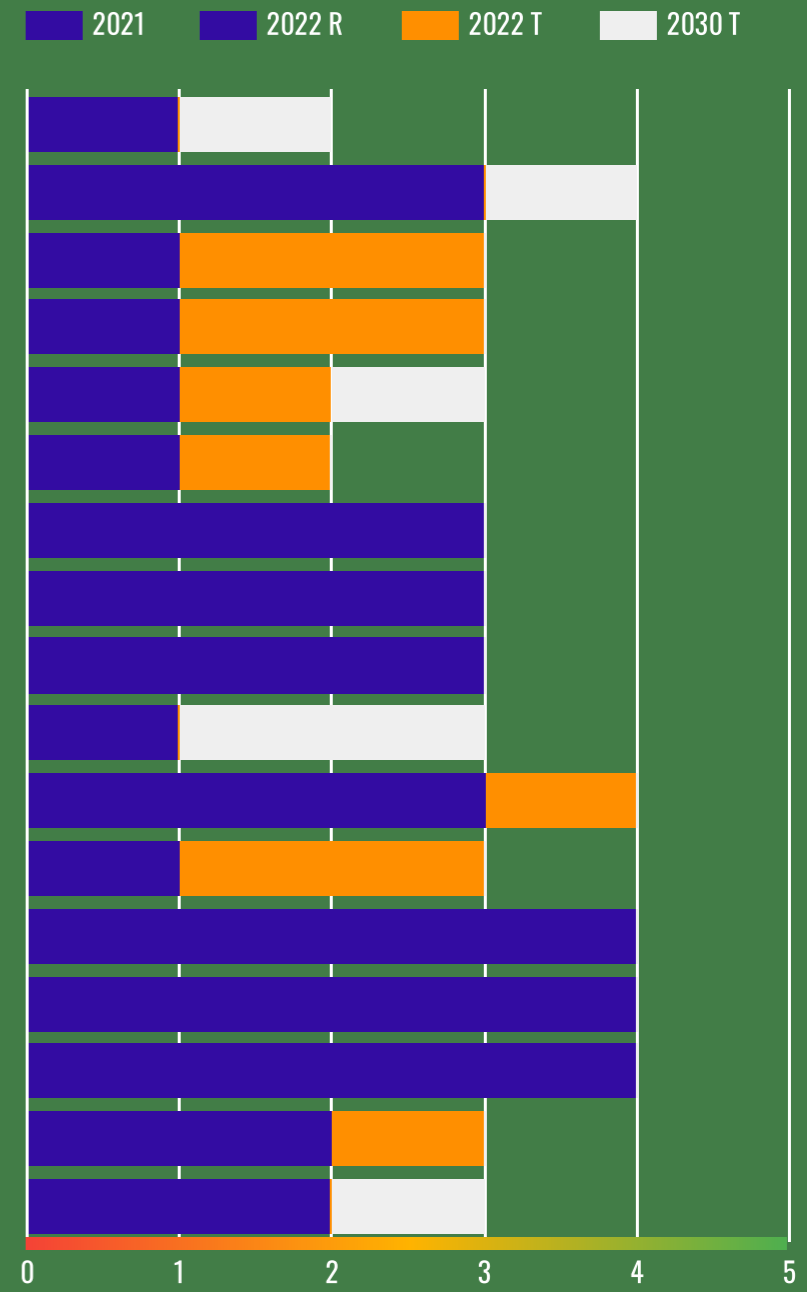
- Descriptions of our social and environmental programs and performance are public
- We voluntarily share social our environmental performance scorecards
- Specific quantifiable social or environmental indicators or outcomes are made public
- Targets are public and share progress to those targets
- Public social and environmental performance (e.g. impact reports)
- Information presented in a formal report that allows comparison to previous time periods
- Reporting information is based on a comprehensive third party standard (BIA)
- A third party has validated / assured the accuracy of the information reported
- We use third-party risk or impact assessment tools for suppliers (Sedex, BIA)
- Supplier Code of Conduct policy (Raw materials, Water, Chemical, Energy, Biodiversity, Land management)
- We provide public resources for other businesses or stakeholders on improving performance on SDG 12
- (M) Monitor Non-hazardous Waste Generated, Waste Disposed, Total Waste Recycled/Reused
- (T) Non-hazardous Waste: reduction targets vs previous performance (e.g. 5% reduction of waste to landfill)
- (D) Non-hazardous Waste: Recycling Paper
- (D) Non-hazardous Waste: Recycling Cardboard
- (D) Non-hazardous Waste: Recycling Plastic
- (D) Non-hazardous Waste: Recycling Glass & metal
- (D) Non-hazardous Waste: Recycling Composting
- Business model focused on creating opportunities for SDG 12
- Percentage of business coming from the above selected business models
- Risk to not achieving SDG 12 - Responsible Consumption and Production



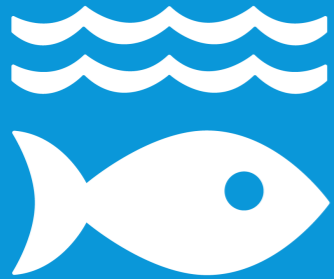
# 13 CLIMATE ACTION



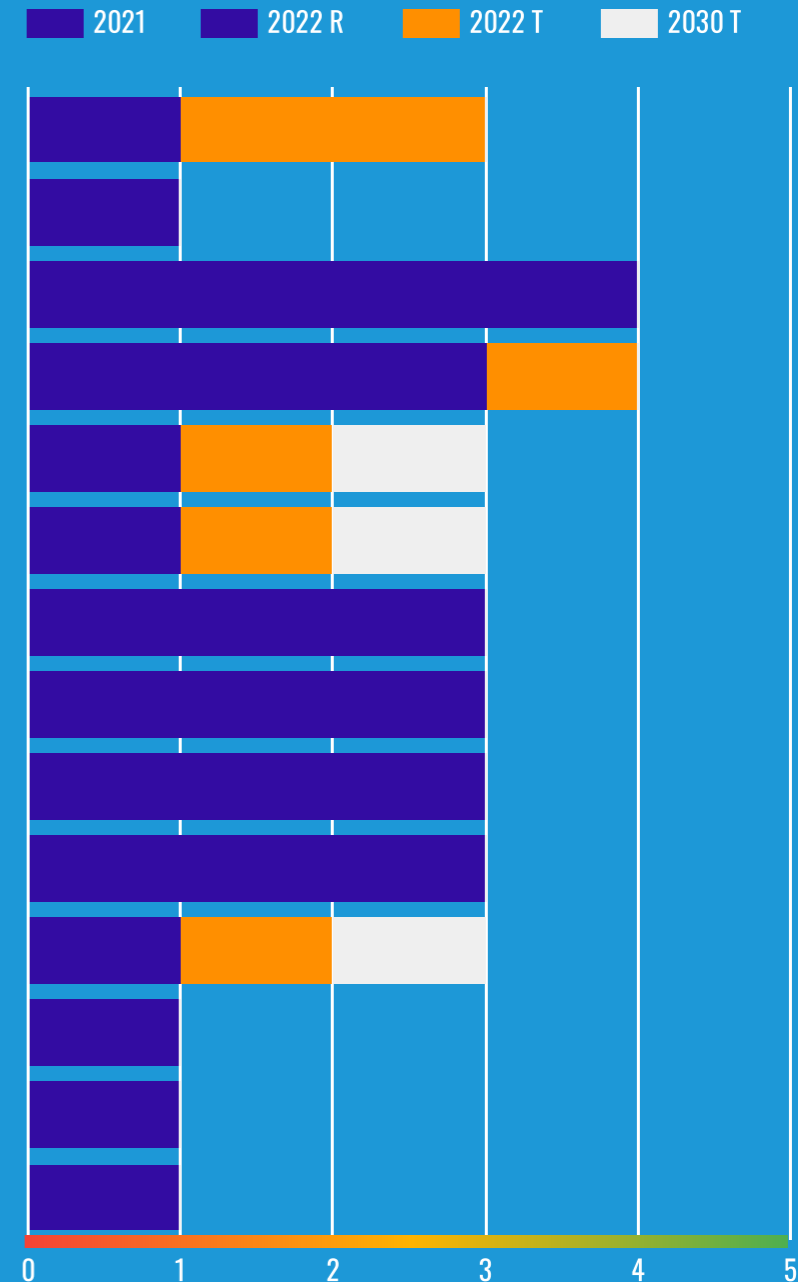
- Collaborated with suppliers to promote energy efficiency
- We provide public resources for other businesses or stakeholders on improving performance on SDG 13
- (M) Energy Source: We monitor and record energy usage
- (T) Energy Source: We have set targets on the proportion of Renewable Energy Usage
- (D) Energy Source: High proportion of Renewable Energy Usage
- ((D) Energy Source: High proportion of Low Impact Renewable Energy Usage
- (D) Energy Efficiency: Equipment: Energy Star appliances, automatic sleep modes, after-hour timers, etc.
- (D) Energy Efficiency: Lighting: natural light, CF bulbs, occupancy sensors, daylight dimmers, task lighting, etc.
- (D) Energy Efficiency: HVAC: timers, occupancy sensors, shade sun-exposed walls, double-paned windows, etc.
- (D) Energy Efficiency: Company facilities have Green Building Standard
- T) Target for Carbon Intensity 1-20 metric tons of CO2/mEur revenue. Scopes 1&2 (with or without CO2 offsets)
- R) GHG: We have met the specific reduction targets set during this reporting period
- Our Board of Directors reviews and oversees performance on the targets of the climate action plan
- Business model focused on creating opportunities for SDG 13
- Percentage of business coming from the above selected business models
- Assessment includes climate risk and opportunities over the short, medium and long term
- Risk to not achieving SDG 13 - Climate Action



# 14 LIFE BELOW WATER



- Supplier Code of Conduct policy (Raw materials, Water, Chemical, Energy, Biodiversity, Land management)
- We provide public resources for other businesses or stakeholders on improving performance on SDG 14
- (M) We regularly monitor and record emissions
- Target for Carbon Intensity 1-20 metric tons of CO2/mEur revenue. Scopes 1&2 (with or without CO2 offsets)
- (M) Monitor Non-hazardous Waste Generated, Waste Disposed, Total Waste Recycled/Reused
- (T) Non-hazardous Waste: reduction targets vs previous performance (e.g. 5% reduction of waste to landfill)
- (D) Non-hazardous Waste: Recycling Paper
- (D) Non-hazardous Waste: Recycling Cardboard
- (D) Non-hazardous Waste: Recycling Plastic
- (D) Non-hazardous Waste: Recycling Glass & metal
- (D) Non-hazardous Waste: Recycling Composting
- Business model focused on creating opportunities for SDG 14
- Percentage of business coming from the above selected business models
- Risk to not achieving SDG 14 - Life Below Water



# 15 LIFE ON LAND



Supplier Code of Conduct policy (Raw materials, Water, Chemical, Energy, Biodiversity, Land management)

We provide public resources for other businesses or stakeholders on improving performance on SDG 15

D) Water Conservation Practices: Low-flow faucets, taps, toilets, urinals, or showerheads

We have identified the endangered species and biodiversity hotspots that exist in close proximity to our operations

We have set targets for protecting, maintaining and restoring the quality of affected terrestrial ecosystems and biodiversity

We met our targets for protecting and restoring the quality of affected terrestrial ecosystems and biodiversity

We track and monitor our consumption of forest-based products (e.g. paper for printing, cartons, etc.)

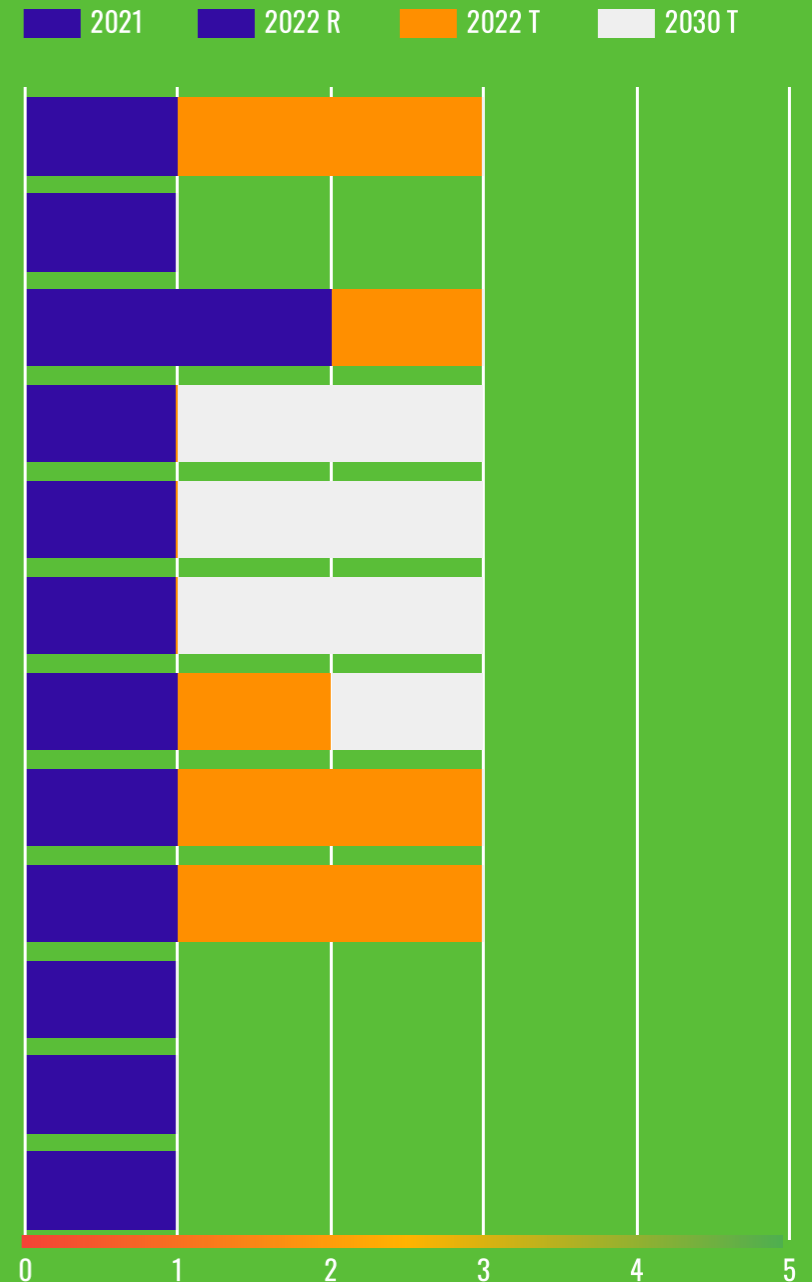
We source only forest based products certified by a recognized third party (e.g. FSC) or recycled

Targets for consumption of forest-based products (cultivated vs. products harvested from wild, minimum prints)

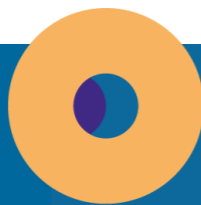
Business model focused on creating opportunities for SDG 15

Percentage of business coming from the above selected business models

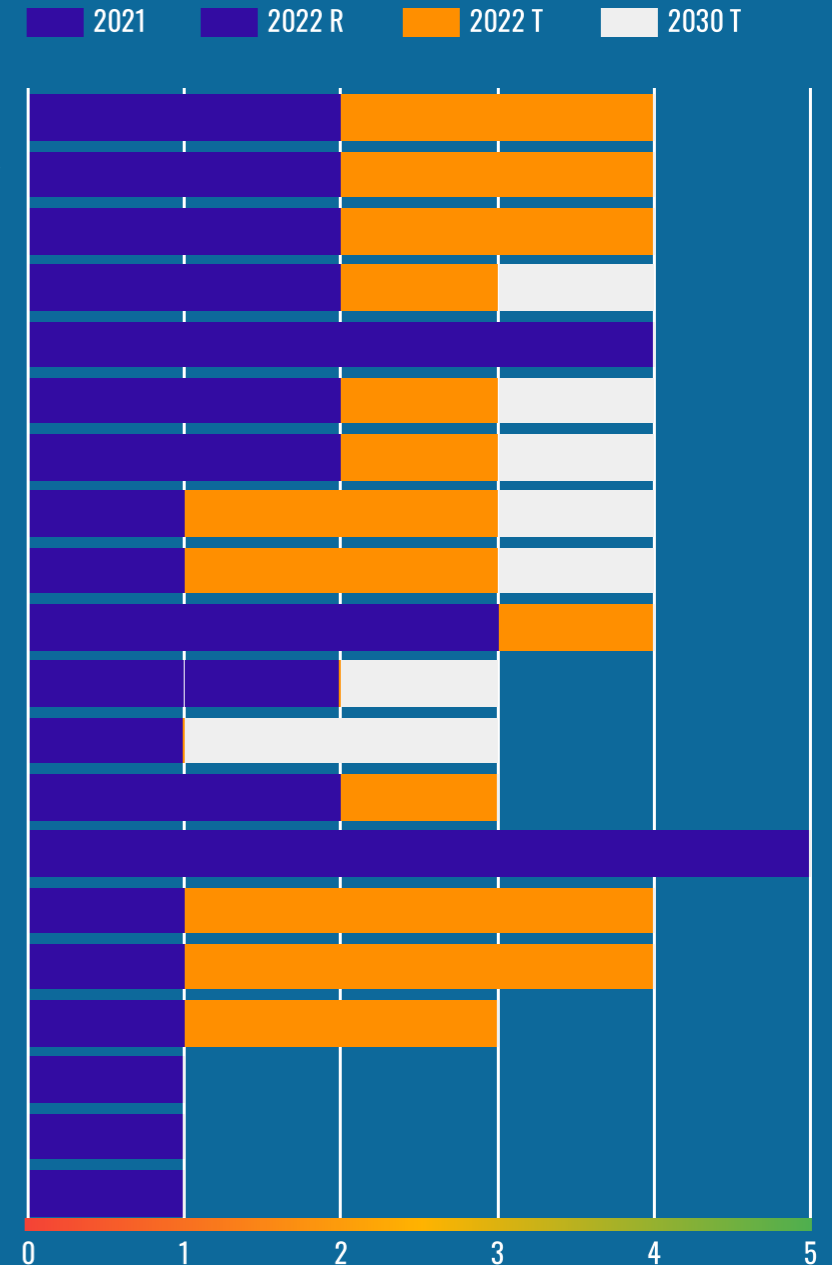
Risk to not achieving SDG 15 - Life On Land



# 16 PEACE, JUSTICE AND STRONG INSTITUTIONS



- Written policies in place for ethical privacy and security of client data management
- Company has a formal publicly available data and privacy policy
- Company's all email list building and email marketing strategies are GDPR compliant
- Publicly report actions and results from stakeholder engagement
- We make tax related philosophy and practices, such as effective tax rate, publicly available
- We voluntarily share social our environmental performance scorecards
- Specific quantifiable social or environmental indicators or outcomes are made public
- Targets are public and share progress to those targets
- Public social and environmental performance (e.g. impact reports)
- Financial performance transparent to employees
- Significant suppliers governance (policies for ethics and corruption, certifications for social / environment)
- We established grievance channels for stakeholders of our supply chain (anonymous reporting on misconduct)
- We provide public resources for other businesses or stakeholders on improving performance on SDG 16
- CSR Mission included in binding legal documents
- Board of Directors (with at least one member who is not an executive or owner of the company)
- Code of Conduct and Ethics
- Internal policies or processes to review tax strategies for fairness
- Business model focused on creating opportunities for SDG 16
- Percentage of business coming from the above selected business models
- Risk to not achieving SDG 16 - Peace, Justice and Strong Institutions



# 17 PARTNERSHIPS FOR THE GOALS



We provide public resources for other businesses or stakeholders on improving performance on SDG 17

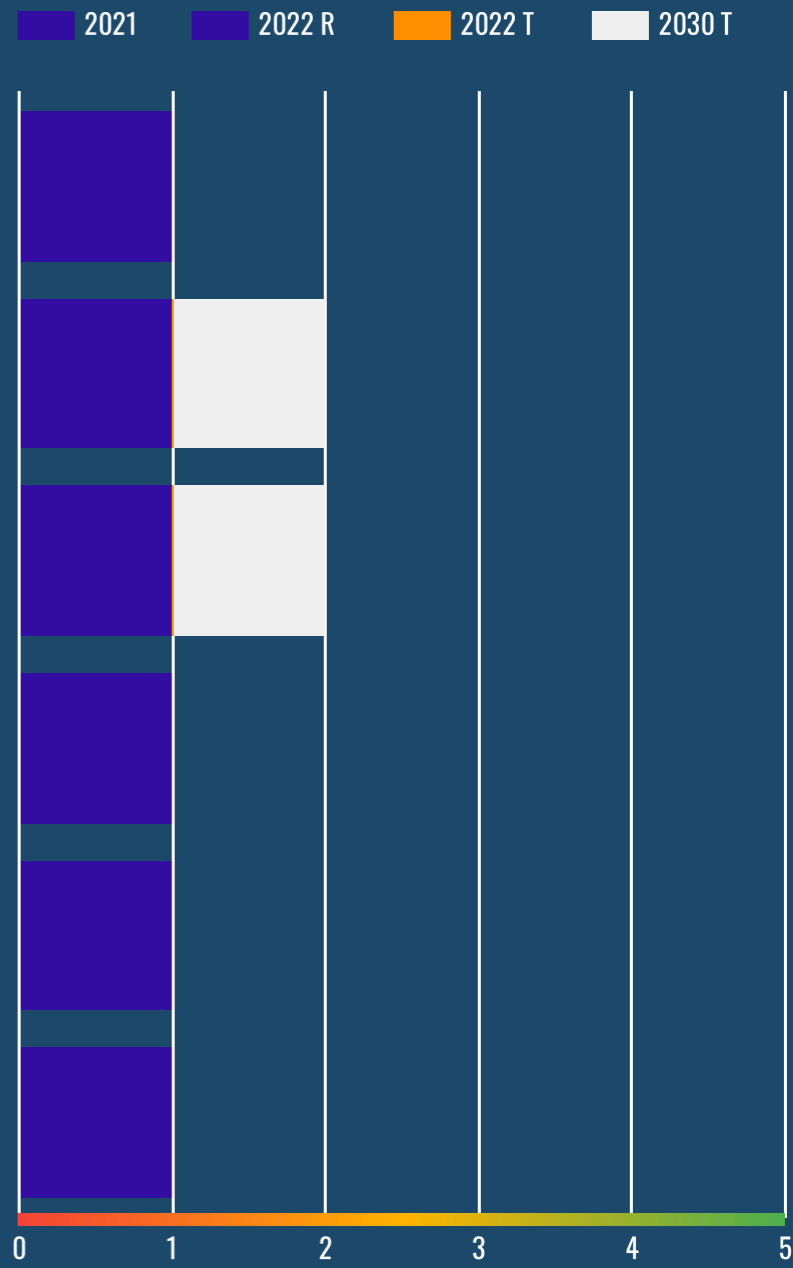
Enhance the use of enabling information and communications technology in developing countries

Enhance N-S, S-S, triangular regional and international cooperation and access to science, tech and innovation

Business model focused on creating opportunities for SDG 17

Percentage of business coming from the above selected business models

Risk to not achieving SDG 17 - Partnership for the Goals





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# Grazie.

Ti ringraziamo per averci permesso di condividere con te come e dove vogliamo andare. Qualora tu avessi dei suggerimenti, ci farebbe molto piacere riceverli. Li puoi condividere con noi visitando [www.jopla.it/feedback](http://www.jopla.it/feedback)



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