



Sustainability Report

2021

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About this report

This report is our first comprehensive and stand-alone sustainability report.

The report meets the disclosure requirements of the Sustainability Accounting Standards Board (SASB) Software and IT Services Standard (2018) and has been prepared in accordance with the GRI Standards (2021).

The report presents our material environmental, social, and governance (ESG) performance, along with how we manage material sustainability topics, for the financial year ended March 31, 2021.

Determination of sustainability impacts and material ESG topics for reporting was undertaken by an independent expert ESG advisor, in consultation with our staff and stakeholders, and was approved by the Directors. The materiality determination method used was aligned with the GRI Materiality Standard GRI 3 (2021). Critical or material events occurring on or after March 31, 2021, and up until the publication date are also covered in this report.

For report questions or feedback contact uli@epi-interactive.com



Copyright information

Image: Little Spotted Kiwi

Author/creator: Auckland War Memorial Museum

Link to material: https://commons.wikimedia.org/wiki/File:Am_media-v-602370.jpg

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Modification: Background and stand removed

Sustainability highlights



GHG Emissions

Certified Carbon Positive
120% total offset

24 tonnes CO₂e
8% annual reduction

Data privacy & security

Zero data breaches

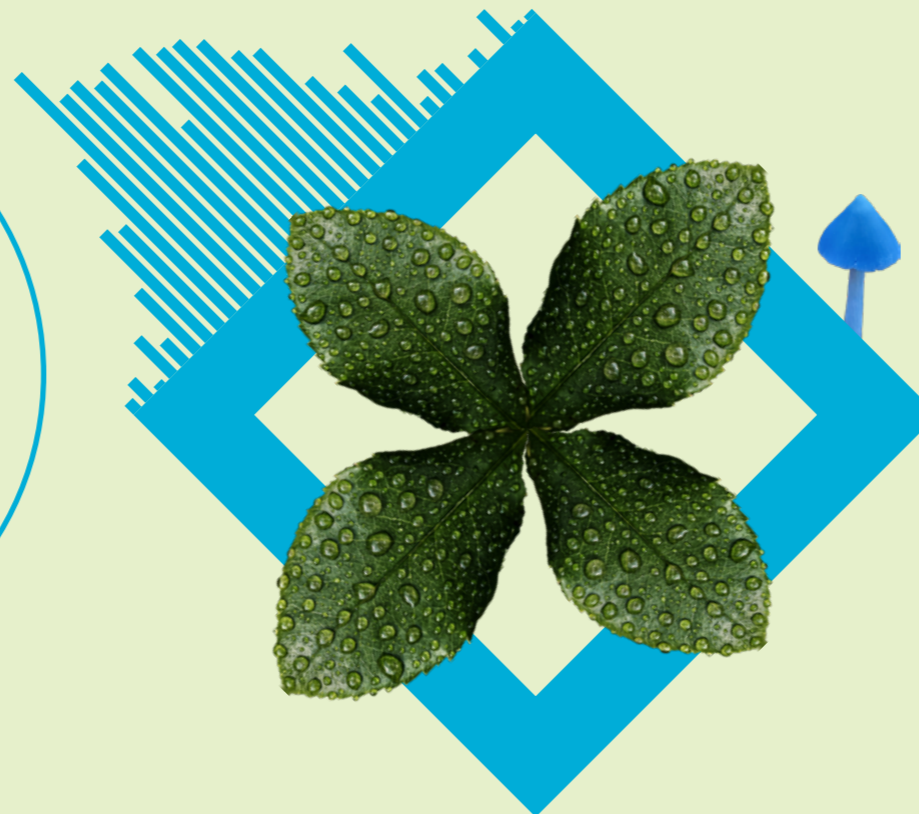
4 projects completed (>40% project hours not charged)

Good cause projects

92% positive responses in staff survey

10 Employees

40% gender diversity



Knowledge Sharing

3 local community events

8 contributions to book chapters, journals or conferences

9 open-source Github repos

About Epi-interactive

We build dashboards.

Anchored by our passion to improve human, animal and environmental health, we make data and research more accessible and link complex analytics with practical decisions.

epi-interactive.com



Why and how we report on Sustainability

Our sustainability strategy.

The **purpose** of our business is to improve human, animal and environmental health. We understand that a **healthy planet and society** are required for us all to **thrive**.

We report on our environmental, social and governance performance in a **transparent** way. We want to hold ourselves **accountable** and demonstrate how sustainability is **embedded** in our business model and the way we **create value**.

Climate impacts



We reduced our GHG emissions by 8%.

We measure, manage and openly report our Greenhouse Gas (GHG) emissions. In 2020 we established a baseline measurement, implemented reduction projects and reduced our emissions by 8% in 2021.

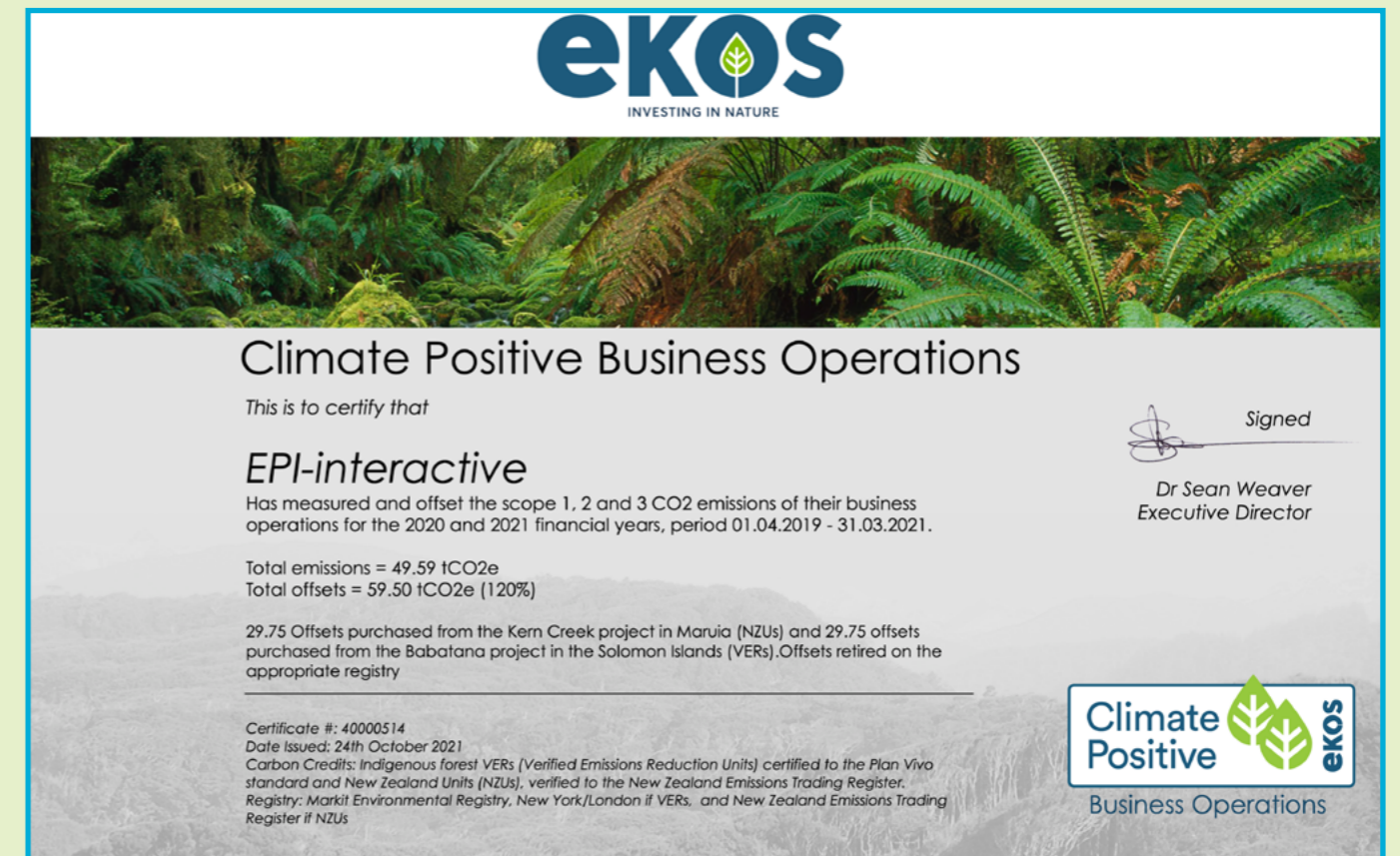
Scope	FY 2020 tonnes of CO ₂ e	FY 2021 tonnes of CO ₂ e	% change from base year
Scope 1	4.62	6.88	+ 49%
Scope 2	0.33	1.44	+ 335%
Scope 3	20.94	15.40	- 26%
Total	25.88	23.71	- 8%

Climate positive business operations

We are Certified Zero Carbon Business Operations with Ekos.

We are proud to be certified Zero Carbon Business Operations with Ekos. We have measured and offset 120% of the carbon footprint of our business operations for 2020 and 2021 with certified carbon credits.

These certified carbon credits are sourced from projects that grow and protect forests in Aotearoa and the Pacific Islands and help to deliver climate resilience, waterways protection, erosion control, biodiversity conservation and community economic development.



GHG reduction initiatives 2021



Low carbon e-bike trips
(plus baggage!)



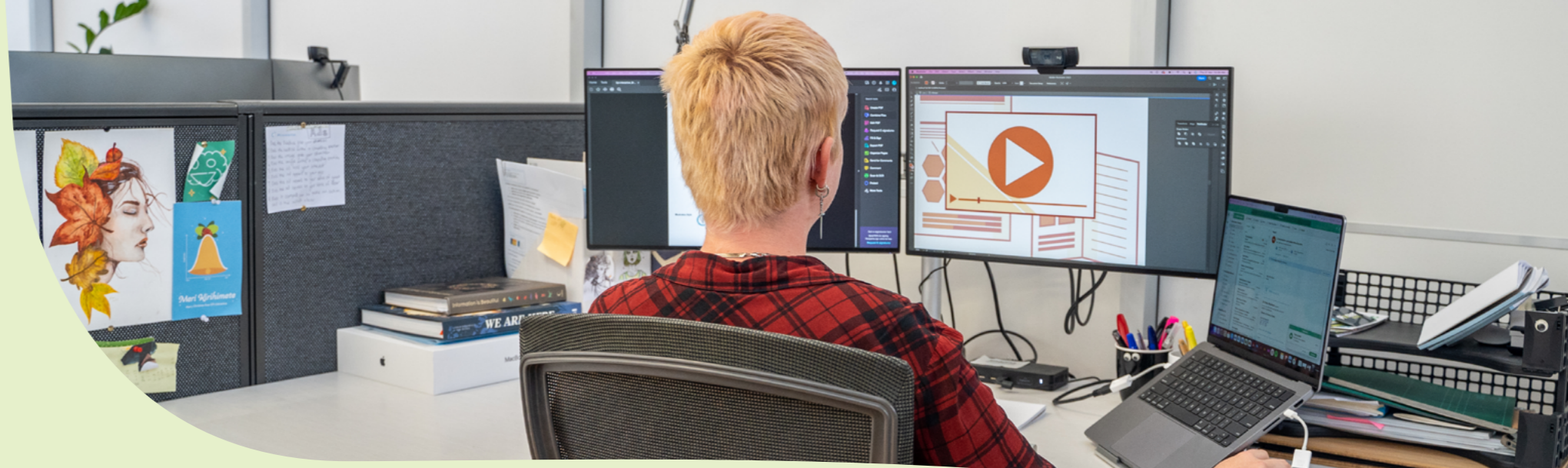
Healthy workplace

A thriving workplace.

We aim to create a workspace where our people can thrive. Natural light and natural ventilation are important. So is being located close to public transport and other amenities.



Healthy workplace initiatives 2021



Zero waste

Eliminating waste and promoting circularity.

Healthy space

Being productive and flexible.

Flexible working

Natural ventilation and light, free fruit for staff in office.

Engaged employees
92% positive responses in staff survey



Sharing our knowledge

Knowledge sharing initiatives 2021

We pro-actively develop, facilitate and participate in a wide range of knowledge-sharing programmes. We believe in what we do and are confident in collaborating and sharing our knowledge with others.



Open-source

9 open-source GitHub repos



We develop innovative data-driven dashboards for better decision making, data sharing and teaching – open-source technology is at the heart of what we do.

Our Github repos are a way for us to give back to the community by providing free coding samples, with in-depth descriptions.

[Available here](#)



Community events

Facilitating industry knowledge-sharing

R Exchange

Organised by Epi-interactive
5 speakers, 50+ attendees
March 2021, Wellington

[Read more](#)



R User Group Auckland

Keynote by Dr Uli Muellner,
Epi-interactive
May 2021

[Read more](#)



R User Group Wellington

Organised by Epi-interactive
3 speakers, 50 attendees
August 2021

[Read more](#)



Scientific publications

Actively contributing

We actively contribute to the scientific community through publications and regularly present at and attend conferences and meetings.

[Full publications list](#)



BMC Infectious Diseases

Home About **Articles** Submission Guidelines In Review

Research | Open Access | Published: 30 October 2021

Creating symptom-based criteria for diagnostic testing: a case study based on a multivariate analysis of data collected during the first wave of the COVID-19 pandemic in New Zealand

Nigel French^{1*}, Geoff Jones, Cord Heuer, Virginia Hope, Sarah Jefferies, Petra Muellner, Andrea McNeill, Stephen Haslett & Patricia Priest

Jefferies S, French A, **Muellner P**, Hope V, French N, McElnay C and Priest P. New Zealand's response to the first wave of COVID-19. In: M. D. Waters, A. Dhawan, T. Marrs, D. Anderson, S. Warren & C. L. Hughes (Eds), *The Coronavirus Pandemic and the Future: Virology, Epidemiology, Translational Toxicology and Therapeutics*. Royal Society of Chemistry, 2021.

D Pfeiffer, G Fournie, **P Muellner**, Y Kim. *Connecting Science & Policy with modern decision support tools – a case study using epidemix.app*. European College of Veterinary Public Health (ECVPH) Scientific Conference and Annual General Meeting, 2021.

Muellner P. *Digital epidemiology during COVID-19 in New Zealand: how the pandemic made us leap frog into the future of disease reporting*. Australian and New Zealand College of Veterinary Scientists (ANZCVS) Science Week, 2021.

Muellner P. *Epidemix – visualising analytical complexity to improve decision-making for disease control*. Innovations in Applied Data Symposium, Wellington, New Zealand, June 2021.

Muellner P & Snellgrove N. *AIS Explorer – Integrating technology to prevent aquatic invasive species in Minnesota*. Innovations in Applied Data Symposium, Wellington, New Zealand, June 2021.

Muellner U. *Providing customised health intelligence in real-time – COVID-19 dashboards*. Innovations in Applied Data Symposium, Wellington, New Zealand, June 2021.

Muellner U. *Connecting research data with stakeholders – the Gambling Data Explorer*. Innovations in Applied Data Symposium, Wellington, New Zealand, June 2021.

Governance

Our sustainability governance

Our directors set the tone for our approach to sustainability. As part of their commitment, they are developing their own knowledge and capabilities to effectively govern sustainability issues.

We have developed and implemented the following sustainability-linked policies:

- Sustainability policy
- Code of conduct, ethics and transparency
- Data privacy and security policy
- Sustainable procurement
- Health, safety and wellbeing policy.

SASB Disclosures

SASB SOFTWARE AND IT SERVICES STANDARD (2018) SUSTAINABILITY DISCLOSURE TOPICS & ACCOUNTING METRICS

Table 1. Sustainability Disclosure Topics & Accounting Metrics

TOPIC	ACCOUNTING METRIC	VALUE	UNIT OF MEASURE	CODE
Environmental Footprint of Hardware Infrastructure	1) Total energy consumed, (2) percentage grid electricity, (3) percentage renewable	< 1, 100% grid renewable	Gigajoules (GJ), Percentage (%)	TC-SI-130a.1
	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	< 1	Thousand cubic meters (m ³), Percentage (%)	TC-SI-130a.2
	Discussion of the integration of environmental considerations into strategic planning for data center needs	See sustainability report	n/a	TC-SI-130a.3
Data Privacy & Freedom of Expression	Description of policies and practices relating to behavioral advertising and user privacy	See sustainability report	n/a	TC-SI-220a.1
	Number of users whose information is used for secondary purposes	0	Number	TC-SI-220a.2
	Total amount of monetary losses as a result of legal proceedings associated with user privacy	0	Reporting currency	TC-SI-220a.3
	(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure	0	Number, Percentage (%)	TC-SI-220a.4
	List of countries where core products or services are subject to government-required monitoring, blocking, content filtering, or censoring	0	n/a	TC-SI-220a.5
Data Security	1) Number of data breaches, (2) percentage involving personally identifiable information (PII), (3) number of users affected	0	Number, Percentage (%)	TC-SI-230a.1

	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	In accordance with data privacy and security policy	n/a	TC-SI-230a.2
Recruiting & Managing a Global, Diverse & Skilled Workforce	Percentage of employees that are (1) foreign nationals and (2) located offshore	0	Percentage (%)	TC-SI-330a.1
	Employee engagement as a percentage	80	Percentage (%)	TC-SI-330a.2
	Percentage of gender and racial/ethnic group representation for (1) management, (2) technical staff, and (3) all other employees	50	Percentage (%)	TC-SI-330a.3
Intellectual Property Protection & Competitive Behavior	Total amount of monetary losses as a result of legal proceedings associated with anticompetitive behavior regulations	0	Reporting currency	TC-SI-520a.1
Managing Systemic Risks from Technology Disruptions	Number of (1) performance issues and (2) service disruptions; (3) total customer downtime	0	Number, Days	TC-SI-550a.1
	Description of business continuity risks related to disruptions of operations	Low risk	n/a	TC-SI-550a.2

Table 2. Activity Metrics

ACTIVITY METRIC	CATEGORY	UNIT OF MEASURE	CODE
(1) Number of licenses or subscriptions, (2) percentage cloud based	0	Number, Percentage (%)	TC-SI-000.A
(1) Data processing capacity, (2) percentage outsourced	0, 100% outsourced	See note	TC-SI-000.B
(1) Amount of data storage, (2) percentage outsourced	0, 100% outsourced	Petabytes, Percentage (%)	TC-SI-000.C

- 2 Note to TC-SI-230a.2 – The entity shall briefly describe the source, context, and any corrective actions taken as a result of the monetary losses.
- 3 Note to TC-SI-220a.5 – Disclosure shall include a description of the nature of the request for each case and, where relevant, a discussion of the entity's policies and practices related to freedom of expression.
- 4 Note to TC-SI-220a.3 – Disclosure shall include a description of corrective actions implemented in response to data breaches.
- 5 Note to TC-SI-330a.1 – Disclosure shall include a description of potential risks of recruiting foreign nationals and/or offshore employees, and management's approach to addressing those risks.
- 6 Note to TC-SI-330a.2 – Disclosure shall include a description of methodology employed.
- 7 Note to TC-SI-330a.3 – The entity shall describe its policies and programs for fostering equitable employee representation across its global operations.
- 8 Note to TC-SI-520a.1 – The entity shall briefly describe the source, context, and any corrective actions taken as a result of the monetary losses.
- 9 Note to TC-SI-550a.1 – Disclosure shall include a description of each significant performance issue or service disruption and any corrective actions taken to prevent future disruptions.
- 10 Note to TC-SI-000.B – Data processing capacity shall be reported in units of measure typically tracked by the entity or used as the basis for contracting software and IT services, such as Million Service Units (MSU), Million Instructions per Second (MIPS), Mega Floating-Point Operations per Second (MFLOPS), compute cycles, or other. Alternatively, the entity may disclose owned and outsourced data processing needs in other units of measure, such as rack space or data center square footage. The percentage outsourced shall include on-premise cloud services, those that are hosted on public cloud, and those that are hosted in Colocation Data Centers.
- 11 Note to TC-SI-000.C – The percentage outsourced shall include on-premise cloud services, those that are hosted on public cloud, and those that are hosted in Colocation Data Centers.

GRI Index

TOPIC	GENERAL DISCLOSURES	RESPONSE	GRI CODE
Organizational profile	Name of the organisation	EPI-interactive	102-1
	Activities, brands, products, and services	https://www.epi-interactive.com/en/over	102-2
	Location of headquarter	Wellington, New Zealand	102-3
	Location of operations	Wellington, New Zealand	102-4
	Ownership and legal form	Limited liability private company	102-5
	Markets served	Europe, USA, New Zealand & Australia	102-6
	Scale of the organization	https://www.epi-interactive.com/about/	102-7
	Employees and other workers	10	102-8
	A description of the organization's supply chain	We purchase travel, contracted services, software and office-related products.	102-9
	Significant changes	None	102-10
	Precautionary Principle	The Precautionary Principle is applied in our day-to-day business decision-making and in advice to clients.	102-11
	External initiatives	B-Corp	102-12
	Membership of associations	Independent	102-13
	Strategy	Statement from senior decision-maker	See Sustainability Report
Ethics and integrity	Values	https://www.epi-interactive.com/about/	102-16
	Ethics mechanisms	We operate an independent and autonomous ethics reporting system (whistleblowing) as described in our Code of Conduct.	102-17
Governance	Governance structure	The highest governance body (the Board) is made up of the two directors of Epi-interactive, who are responsible for all decision-making on economic, social and environmental topics.	102-18
	Delegating authority	No authority is delegated.	102-19
	Executive level responsibility	The CEO is responsible for economic, social and environmental topics and reports to the Directors.	102-20
	Stakeholder consultation	No formal consultation undertaken.	102-21
	Governance body composition	The Board includes our two directors (one woman and one man) who are not independent and who work at an executive level within the company.	102-22
	Governance body chair	The directors co chair the Board which is practical given the size of the business.	102-23
	Governance body nomination and selection	The Annual General Meeting nominates and selects Board members (there are	102-24

		No committees. The most prominent selection criteria include governance experience, commercial skills and ESG expertise.	
	Conflicts of interest	Conflicts of interest are managed through our Code of Conduct and are disclosed to our stakeholders.	102-25
	Governance body and purpose, values and strategy	The Board are responsible for setting and updating our approach to economic, social and environmental topics, including purpose, mission, values, strategies, policies and goals.	102-26
	Governance body's collective knowledge	The Board members are developing their ESG capability and are regularly updating their professional knowledge of economic, social and environmental topics. Updating knowledge includes both formal and informal training, personal study and on-the-job learning.	102-27
	Evaluating governance body's performance	No current evaluation mechanism exists and will be developed in 2022, with the results of the evaluation reported in our 2022 ESG report.	102-28
	Identifying and managing impacts	Stakeholders (employees and target clients) have been engaged in identifying economic, social and environmental topics, and the Board regularly assesses the risks and opportunities of those topics, using a due diligence process.	102-29
	Effectiveness of risk management processes	The Board regularly reviews the effectiveness of our risk management processes for economic, social and environmental topics.	102-30
	Review of sustainability topics	The Board reviews our economic, social and environmental topics at least annually.	102-31
	Governance body's role in reporting	The Board is actively involved in all aspects of our Sustainability Reporting process, including having responsibility for the final approval of our report.	102-32
	Communicating critical concerns	Critical concerns may be communicated to the Board at any time through a range of channels (including the whistleblowing facility). This applies equally to staff, suppliers or stakeholders.	102-33
	Nature and total number of critical concerns	None reported.	102-34
	Remuneration policies	Epi-interactive has a formal remuneration policy which includes fixed pay and bonuses. The criteria in the remuneration policy does not currently include the Board or Executive's role in achieving economic, social and environmental objectives. This will be reviewed in 2022 and reported against in our 2022 ESG report.	102-35
	Process for determining remuneration	Remuneration is determined using a market-based approach. No remuneration consultants are involved.	102-36

	Stakeholders' involvement in remuneration	Stakeholders are not currently involved in remuneration processes.	102-37
	Annual total compensation ratio	Not disclosed for privacy reasons	102-38
	Percentage increase in compensation ratio	Not disclosed for privacy reasons	102-39
Stakeholder engagement	Stakeholder groups	Our stakeholders include staff, clients, and ESG standard setters.	102-40
	Collective bargaining agreements	None.	102-41
	Identifying stakeholders	Stakeholders were identified using the Stakeholder Salience Model and AA1000SES.	102-42
	Stakeholder engagement	Stakeholder were engaged through formal meetings.	102-43
	Topics and concerns raised	GHG emissions, working conditions, impacts on clients' business models.	102-44
Reporting practice	Entities included	EPI-interactive Limited	102-45
	Boundaries	GHG reporting includes scope 1, 2 & 3 emissions. Other reported topics include impacts throughout our whole value chain.	102-46
	Material topics	Climate impacts, Healthy workplace, Knowledge, and Governance.	102-47
	Restatements	None	102-48
	Changes in reporting	First report.	102-49
	Reporting period	Annual year ended March 31, 2021	102-50
	Most recent report	September 2021	102-51
	Reporting cycle	Annual	102-52
	Contact point	uli@epi-interactive.com	102-53
	Claims of reporting	This report has been prepared in accordance with the GRI Standards (Comprehensive option).	102-54
GRI index	This document	102-55	
External assurance	Data in this report has not been externally assured.	102-56	

Feedback

Feedback or questions?

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Get in touch: uli@epi-interactive.com