

Our commitment to sustainability

Effective Date: 1 March 2025

We recognise the critical role we play in promoting sustainability within the Information Technology (IT) sector. As a cloud solution and service provider, we're committed to driving positive environmental and social impacts throughout our operations, partnerships, and supply chains. Our mission is to enable sustainable growth while supporting the broader industry in transitioning toward responsible and resilient practices.

In January 2025, we partnered with [Fifty Shades Greener](#) to upskill our teams to be able to develop our first Environmental, Social, and Governance (ESG) report and long-term sustainability strategy.

This partnership reflects our commitment to embedding sustainability into the core of our business, rather than asking consultants to **"do it for us"** Fifty Shades Greener will **"do it with us"**. Our goal is to build the capacity of our team to fully drive our journey to NetZero and ESG compliance.

Our ESG journey will be one of continued improvement, we're committed to measuring and reporting our ESG performance year on year.

Short-term commitments

- Appoint ESG leaders within the organisation and form Green teams to drive the ESG strategy.
- Provide training to all employees of the organisation.
- Complete a double materiality assessment to identify impacts, risks and opportunities.

- Measure our material GHG emissions and release them publicly by 1 April 2025, followed by a reduction plan.
- Measure our social and governance practices and release them publicly by 1 July 2025, followed by an improvement plan.

Key sustainability priorities

Our gap analysis and industry-specific research have identified the sustainability priorities that we've outlined below. We're now in the process of conducting a double materiality assessment. This involves all stakeholder groups, to ensure we capture and prioritise all material topics within our organisation that affect and influence all actors involved in our value chain.

1. Energy and carbon emissions reduction (ESRS E1)

The IT industry is a major consumer of energy, especially in data centres, cloud computing, AI training, and blockchain operations. Reducing energy use and shifting to renewable sources is essential to lower emissions and meet CSRD reporting standards. To achieve this we'll implement the following actions in 2025:

- Measure, manage and monitor our energy needs from the built environment.
- Conduct a full end-to-end mapping of data hosting and services to optimise energy use.
- Conduct energy audits in our buildings and operations to identify opportunities to reduce energy consumption and operational costs.
- Measure, manage and monitor our business travel and employee commuting.
- Develop a plan to transition to renewable energy sources for all facilities, including a review of cloud service providers to ensure alignment with renewable energy practices.

2. Circular economy, resource management (ESRS E5) and pollution prevention (ESRS E2)

Electronics contribute significantly to global waste, with the IT sector generating millions of tons annually. Under the CSRD, IT companies must reduce electronic waste (e-waste), improve recycling processes, and adopt responsible disposal mechanisms. To achieve this we'll implement the following actions:

- Conduct full lifecycle assessments (LCA) of all sourced hardware to identify environmental and ethical risks.
- Prioritise procurement from Green IT vendors that focus on recycled materials and sustainable manufacturing practices.
- Promote responsible e-waste management in line with WEEE guidelines to prevent environmental pollution.
- Measure and monitor waste and water from our office buildings.
- Reduce waste production and water usage from office buildings.
- Implement the 9R framework and circular economy principles in our products and services.
- Strengthen e-waste disposal processes to minimise environmental impacts.
- Educate vendors and clients on best practices for sustainable disposal and recycling of ICT equipment.

3. Data privacy, cybersecurity and ethical AI (ESRS S4)

Massive amounts of personal and corporate data are stored in IT systems and servers. Data breaches, cyberattacks, and unauthorised access can lead to regulatory penalties, financial losses and reputational damage affecting consumer trust. To mitigate these risks we'll implement the following actions:

- Uphold data privacy and ensure robust cyber security frameworks.

- Continuously review AI use cases to mitigate ethical risks and align with regulatory requirements.
- Maintain compliance with GDPR and other relevant data protection laws to safeguard customer data and maintain trust.

4. Diversity, equity, and inclusion (ESRS S1)

The IT industry has historically struggled with diversity, with the underrepresentation of women, ethnic minorities, and people with disabilities in leadership and technical roles. To address these issues, we'll implement the following actions:

- Measure our current position in DEI to identify areas for improvement.
- Review and strengthen DEI policies across our operations.
- Leverage assistive technologies to create an inclusive digital environment for both employees and end-users.
- Foster a workplace that values diversity, innovation, and equal opportunities for all.

5. Supply chain responsibility (ESRS S2)

Many IT products (e.g., laptops, semiconductors) rely on raw materials like cobalt, lithium, and rare earth metals, often sourced from high-risk areas of human rights infringement. To address this risk we'll implement the following actions:

- Engage in responsible sourcing by identifying and mitigating risks related to unethical labour practices in supply chains, particularly in raw material sourcing.
- Collaborate with vendors and distributors to uphold high ESG standards and promote transparency across the value chain.
- Develop a supplier's code of ethics and monitoring mechanisms.

Our path forward

We're dedicated to continuous improvement, stakeholder engagement, and transparent reporting to ensure we meet our environmental and social responsibilities – while driving long-term business success.

Together, with our partners, vendors, and clients, we're committed to building a more sustainable future for the IT industry.

We will update this sustainability statement over the coming months as we complete the different phases of our gap analysis and materiality assessment.