

## Environmental Policy



<b>Version number</b>	2.0
<b>Last Approved</b>	Dec 4, 2025
<b>Classification</b>	<b>PUBLIC</b>

### Overview

This policy outlines the company's approach to environmental governance, accountability, and commitments.

### Applicability

The applicability of this statement falls under purview of the [Security Documentation Overview](#).

### Scope

Group-wide applicability to all employees, contractors, Group companies and business units

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## Environmental Policy

### Governance and Accountability

The ESG Committee, chaired by the CFO, is responsible for quarterly review of environmental performance throughout the year and providing regular updates to the Board for oversight. The Board has designated operational responsibility for environmental policies, practices and obligations to the ESG Committee.

Any concerns regarding the environmental practices and performance of the Company can be reported via the whistleblowing channels documented within the [Whistleblowing Policy](#).

The [Vendor Management Policy](#) and its processes shall ensure that our environmental obligations are taken into consideration with relevant vendors, assessing them prior to onboarding and at least annually thereafter. Environmental requirements shall be cascaded to vendors where appropriate.

### Commitments

We commit to meet or exceed the requirements of applicable environmental regulations in all jurisdictions in which we operate.

We have committed to achieving Net-Zero emissions by 2050 and have instructed the ESG Committee to drive processes and policy in order to realise this target.

We have formalised waste management commitments:

- Recycling: We commit to recycling waste responsibly via the appropriate channels, for example e-waste is recycled via responsible, accredited third parties.
- Zero waste: We are a paperless organisation, promoting digital and non-waste producing practices and have achieved our zero waste targets.

To achieve our commitments the ESG Committee shall consider available opportunities to reduce our greenhouse gas (GHG) emissions. Potential areas we will consider include but are not limited to:

- Clean/renewable energy
- Data center / cloud computing
- Business travel and commuting reductions
- Vendor management processes to include environmental assessment and requirements
- Recycling and waste reduction programs
- Transition plans
- Carbon offsetting

### Reporting

We will document and audit our scope 1, 2 and 3 greenhouse gas emissions (tCO2e) and intensity in accordance with ISO 14064. We may disclose our emissions via several ways, such as:

- Annual reports
- EcoVadis
- CDP

Where necessary, we will seek third-party assurance of our GHG reporting metrics to ensure the accuracy and credibility of our data.

Our responsible management of e-waste is assessed via our SOC2 and ISO 27001 & 27701 external audits, reports and certificates.

### Document control

**i** This policy is only controlled in its live, digital format. Any other format or export of this policy is an uncontrolled version of this document

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<b>Required Approver(s) and Approval Date</b>	Art Machado - VP Information Security	Dec 4, 2025
<b>Review cycle</b>	ANNUAL	

<b>Next review date</b>	Dec 3, 2026
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## Version History

<b>Date</b>	<b>Author(s)</b>	<b>Version</b>	<b>Changes</b>
Dec 4, 2025	Paul Gordon	2.0	Policy updated to align with Group commitments
Nov 1, 2024	Angelina Kilmer	1.3	Changed Policy classification from Confidential to Public
Mar 8, 2024	Paul Gordon	1.2	Logo updated; reformat to Global Policy Register
Dec 7, 2023	Legal	1.1	Format
Dec 31, 2019	Legal	1.0	Original