

# CIKLUM



## **Environmental Policy**

November 2023

**Ciklum** is committed to leading by example, integrating environmental stewardship into every facet of our operations. Our Environmental Policy outlines a framework for sustainable practices that complies with environmental regulations, reduces our ecological footprint, and fosters environmental awareness amongst our stakeholders.

This policy applies to Ciklum UK, its affiliates and subsidiaries, and all of their directors, offices, employees and contractors.

## Resource and energy efficiency

In pursuit of environmental responsibility, we focus on maximising resource efficiency in our office operation. This commitment is reflected in our strategic approach to office infrastructure and daily practices such as fitting our offices with energy-saving appliances, lighting and HVAC systems, and giving preference to buildings with green certifications like LEED or BREEAM.

We also commit to sustainable IT practices, reducing energy consumption, and achieving cost-efficiency in our IT operations. We do this by; prioritising the virtualisation of servers to consolidate hardware, implementing efficient data centre layouts, consolidating servers and decommissioning underutilised servers, and enabling power management features on servers and workstations.

## Waste Management

Our commitment to reducing our environmental impact encompasses diligent waste management practices. We have instituted a series of measures to minimise waste and promote recycling throughout our organisation. We provide designated bins for waste sorting and recycling, use water coolers connected directly to the water supply to reduce the use of plastic water bottles, have collection points for the recycling of batteries, toner and printer cartridges, and when furniture or equipment reaches the end of its lifecycle, we sell it for reuse or recycling.

## Carbon Emissions

We set specific targets for reducing carbon emissions and regularly monitor our progress to ensure continuous improvement. We are committed to offsetting our remaining carbon emissions by collaborating with external parties engaged in carbon offsetting projects. Through these partnerships, we contribute to initiatives that support environmental sustainability and biodiversity conservation. Ciklum has joined the GreenPerk program, a VERRA certified carbon-neutral business travel solution allowing us to calculate and offset CO<sub>2</sub> emissions from our travel directly through the platform.

## Education and Training

Understanding that education is the cornerstone of effective environmental management, we develop and implement comprehensive training programmes for our specialists. These programmes focus on raising awareness of environmental issues relevant to our industry. They equip our people with the knowledge and skills to implement our environmental policy effectively.

We initiate and sustain ongoing campaigns to maintain a high level of environmental awareness within our organisation. These campaigns are designed to keep the environment at the forefront of our corporate culture and operational mindset. They include activities such as internal newsletters, environmental challenges, and recognition programs for outstanding contributions to our environmental goals. Through these campaigns, we aim to embed sustainability into the DNA of our organisation, empowering every employee to act as an environmental steward.

## Monitoring and evaluation:

- Comply with all relevant environmental legislation and regulations, as well as any other requirements to which the company subscribes that relate to its environmental aspects.
- Monitor essential targets applicable to Ciklum and/or its Affiliate to oversee and manage their environmental performance.
- Receive routine reports on electricity consumption to track the effectiveness of our environmental impact prevention efforts.
- Monitor the implementation, compliance, complaints and incidents regarding this policy.
- We collaborate with stakeholders to raise environmental awareness and promote sustainable practices.

This Environmental Policy and its associated procedures will be reviewed as part of our services' policy review cycle.

