ENVIRONMENTAL POLICY

Environmental sustainability and climate change presents challenges as well as opportunities for us and all our stakeholders. Our Environmental Policy outlines our commitment to minimizing our environmental footprint and fostering responsible practices across all aspects of our operations. The Policy establishes the foundation for us to build our **Environmental Management System (EMS),** aligning with the global **1.5-degree target** as set out in the Paris Agreement.

We are committed to provide IT services that are environmentally conscious and incorporate environmental practices to our business strategy and decision-making processes, aiming to achieve sustainable practices that go beyond mere compliance with regulations.

Our goal is to achieve our **Mission Zero:** To reach Net Zero emissions by 2050.

Therefore, we will:

- Meet or exceed applicable government requirements
- Regularly review and assess our environmental performance, striving for continuous improvement
- Set targets that are science based to achieve a reduction of our Scope 1 & 2 GHG emissions by 2030 in line with the 1.5°C degree framework which translates into a reduction of 50% compared to our base year
- Minimizing waste generation and promoting recycling and responsible disposal methods
- Invest in R&D of new technologies for CO2 reduction and removal

Addressing environmental challenges requires engagement from all our colleagues. Through regular training and awareness creation, we foster a culture of environmental responsibility at Hemmersbach, encourage colleague suggestions for improvement and consider them in our decision-making.

We set objectives and targets based on the SBTi methodology, measure progress against them and share them with stakeholders, where appropriate. By adhering to this policy, we aim to leave a legacy of environmental stewardship for the well-being of present and future generations.

In case of any questions, please do not hesitate send an email to sustainability@hemmersbach.com