

# **ENVIRONMENTAL POLICY**

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## Preface

As the leading independent IAM provider, iC Consult Group is committed to protecting the environment. Wherever we operate we act in accordance with applicable national and international legislation and standards on environmental protection. We continuously work on minimizing our environmental impact and improving environmental protection.

We work with customers, suppliers, and contractors to minimize the impact we have on the environment. We will maintain stakeholder confidence by being open and responsive to the concerns of customers, regulators, and partners.

As a service company iC Consult Group has a limited impact on certain areas of environmental protection. However, we want to take the time to address these areas in this environmental policy, as they are part of our sustainability analysis. Where possible we are undertaking steps to reduce the limited impact we have or improve our performance.

## **1 Decarbonization and GHG Emissions Reporting**

At iC Consult Group we take responsibility for our impact on the environment and are actively working to reduce our greenhouse gas (GHG) emissions. We measure our GHG emissions and are working on increasing our energy efficiency as well as the use of renewable energy. We support environmentally friendly mobility by subsidizing public transport tickets, offering job bikes as well as electric vehicles in our fleet.

## **2 Energy and Energy Efficiency**

We are working to reduce the energy consumption and increase energy efficiency of iC Consult Group. We use 100% renewable energy at all our office sites in Germany, Austria and Switzerland and aim to do so in all other offices around the world in the future, where possible.

## **3 Water Quality, Consumption & Management**

At iC Consult Group we engage with our landlords to ensure good water management at all our office sites. We encourage all our employees to use water responsibly.

## **4 Waste Reduction, Reuse and Recycling**

We separate waste at all iC Consult Group offices, based on the available local waste management. We aim to use only sustainable giveaways and eliminate the use of single-use giveaways. As a digital company we limit the use of paper to a minimum. We minimize IT hardware waste to a minimum through our hardware end-of-life program, which sees devices that are no longer used either sold, donated, or if they are no longer fit for use, recycled.

## **5 Sustainable Resource Management**

iC Consult Group does not purchase raw materials. All products we purchase, such as IT hardware, are of high quality and compliant with local laws and regulations.

## **6 Sustainable Supply Chain**

iC Consult Group has devised a Supplier Code of Conduct (CoC) to which we hold all our suppliers. The Supplier CoC is aligned with our internal CoC, as we believe it to be important that our partners are just as committed to reducing their environmental impact as us.

## **7 Training and Education**

At iC Consult Group we see sustainability as a collective journey that all our employees are a part of. As such our employees are trained in iC Consult Group's sustainability related activities as part of the onboarding process. We regularly update our employees on our sustainability progress through the internal communication and "Lunch & Learn" sessions.

## **8 Responsible Chemical Management**

iC Consult Group does not work with chemicals, aerosols, corrosives, or particulates.

## **9 Animal Welfare**

At iC Consult Group we do not work with animals.

## **10 Biodiversity**

iC Consult Group has a limited impact on biodiversity, nonetheless we aim to protect biodiversity where possible.

## **11 Air Quality**

As an IT service provider iC Consult Group does not significantly impact air quality.

## **12 Land Use**

iC Consult Group does not own any factories or production sites and all offices are rented, so we do not have a direct impact on land use.

## **13 Noise Emissions**

As an IT service provider iC Consult Group does not contribute to significant noise emissions.