

Sustainability and Environmental Policy Statement

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Overview

The Sustainability and Environmental Statement has been prepared by Jonas Software UK who are fully committed to becoming a sustainable business. This commitment forms a fundamental part of our wider Corporate Social Responsibility strategy which has been endorsed through the creation of the Jonas Foundation. The purpose is to establish a framework for integrating the protection of the environment within the Group's strategy, as well as its operations, and define the principles of conduct for environmental management. The environmental strategy is an integral and fundamental part of Jonas Software's commitment to reduce the impact on the environment from operations. The Company considers the environment to be one of the central elements of the concept of sustainability.

The Jonas Software approach to sustainability is to promote a culture of collaboration by working with environmental partners to help 'offset' greenhouse gases, reduce waste, and educate stakeholders by improving sustainability performance through the way we run our business and to influence others. We recognise that our operations can greatly contribute to creating a more sustainable world.

Our sustainable development is also key to environmental aims and supports our commitment to being a responsible business with a social purpose beyond its immediate boundaries and can be achieved by aligning our business strategic direction with our sustainability and environmental plans.

Jonas Software UK aim to:

- Incorporate sustainability factors into business decisions
- Exceed relevant regulatory requirements
- Continually improve and reduce our environmental impacts
- Engage our employees in the vision.

We have demonstrated our commitment by the setup of the Jonas Foundation and the formation of the Sustainability Board. Jonas businesses host quarterly 'Town Halls' and Group events where they take the opportunity to inform and update their employees on the progress of their various initiatives and progress.

Principles of our Sustainability Policy

In our businesses, we aspire to:

- To continue to work with partners to reduce our impact on the environment and create a culture within the business that promotes sustainability with all our stakeholders
- Integrating sustainability concepts and opportunities into our everyday business decisions.

- Evaluating the environmental aspects of the business.
- Improving and assessing our environmental performance:
 - By promoting responsibility for the environment within the organisation to communicate and implement this policy throughout the business.
 - reduce the usage of energy, water, and other non-sustainable resources
 - minimise waste by reduction, re-use, and recycling methods
 - act to prevent pollution, source goods and services responsibly and reduce our carbon footprint
 - aim that our policies are developed in a way that is complementary to this policy
 - identify and provide appropriate training, advice and information for employees and encourage them to suggest new ideas and initiatives
 - where possible, provide appropriate resources to meet the commitments of this policy.
- Continually looking to reduce carbon emissions and fully offset that which cannot be avoided.
- Implementing business controls to ensure compliance with relevant legislation and adoption of codes of practice for contracts, and client requirements, including arrangements for crisis management and incidents.
- Reporting, both internally and externally, on our sustainability and environmental initiatives.
- Making key suppliers aware of our policy and practices to encourage them to adopt sustainable management practices
- Monitoring our sustainability performance and progress against objectives and targets.
- Valuing diverse skills and contributions by improving diversity and equality.
- Increasing the development of strategies which will be of benefit to health and wellbeing.
- Ensuring that all employees are aware of our Policy and embrace its principles.

Our Sustainability Strategy: Practical Steps

To put the policy principles into practice, we will strive towards the following:

- Where possible to consider purchasing electricity from energy providers who can guarantee that it comes from renewable or low-carbon sources.
- Recycling hardware at the end of life and working with charities.
- Business Travel: Encourage greater use of public transport which is endorsed by the Jonas Expense Policy; and use collaborative technologies such as Microsoft Teams wherever possible to reduce business travel.
- Minimise our use of paper and other office consumables (by defaulting to double-sided printing)
- Recycle office waste where possible (and encourage remote employees to follow the same pattern).
- Carefully evaluate the potential benefits of single-use items as well as robust products with built in longevity.
- Seek to work with local suppliers and support the local economy whenever possible.
- Seek to collaborate with partners who can help develop innovative approaches to sustainability.

The Jonas Commitment

To progress Jonas Software UK's sustainability strategy, various representatives from different areas of the business were invited to form a 'Sustainability Board' to govern and champion various initiatives as the first point of contact for sustainability/environmental issues; and to provide guidance and consider different partners to explore sustainability strategy.

The purpose of the Board is to consider and recommend to the business new environmental initiatives with the agenda of integrating sustainability into the services we offer our clients and employees by considering our obligations to secure the well-being of future generations in how we support and participate in the environment in which we operate.

Currently, the board are considering implementing the following initiatives for 2022/23:

- We are partnering with Carbon Footprint and will work with them to introduce a roadmap aspiring towards being carbon neutral/zero and obtaining the Carbon Footprint Standard
- We have partnered with a leasing provider to introduce an Electric Vehicle scheme under HMRC's Salary sacrifice scheme, Government's ongoing commitment to incentivising employers to provide EV cars to employees
- Consider becoming a Bioregional champion to create better, more sustainable places to live, work and do business.
- To partner with 'Tree Planting /Carbon Offsetting' initiatives to work together to help achieve our sustainability aims
- The promotion of the WWF carbon calculator for broader education of our employee base
- The audit of miles travelled by both car and air to understand our impact further.

Jonas Software will regularly review this policy on an annual basis and as the business evolves, ensuring it continues to be in line with current best practice.