

SoftServe Environmental Sustainability Policy

PUBLIC

Document Owner and Approval

The Environmental Sustainability Manager is responsible for this document and for ensuring that it is reviewed in line with the review requirements of the EMS.

A current version of this document is available to all associates on the corporate intranet. It does not contain confidential information and can be released to interested external parties.

This document was approved by the CEO and is issued on a version-controlled basis.

Our mission is to enable talented people to change the world.

Here at SoftServe, we acknowledge that human activities have a tremendous impact on the planet. As a result of excessive use of natural resources, deforestation and all kinds of pollution the Earth faces fearful challenges of climate change, pandemics and scarce resources. However, at SoftServe, we believe that together we are able to mitigate and reverse drastic ecological changes caused by humanity. We are ready to take an action. We will start with our sustainable reinvention and proceed becoming a change ambassador wherever we operate.

SoftServe commits to become a carbon-neutral circular business through energy-efficient decisions, reduced consumption, sustainable waste-management and renewable energy usage. Besides, SoftServe escalates its sustainable production by means of IT solutions designed to bring additional environmental and societal value.

SoftServe' principles

Addressing ecological challenges

We believe that each step towards sustainable world counts. We want more than mitigating adverse effects of our economic activity, we strive to make positive effect through our products, services and business models.

Going transparent

We are confident that a better world is based on transparency. Therefore, we disclose our carbon-footstep, our actions and their results^[1]. We want the world to see us through.

Taking action

The main ecological impact is made by our energy consumption. We are dedicated to reduce it and to opt for green energy. We thrive to become a carbon-neutral business by 2032. SoftServe will advocate renewable energy everywhere it operates. Another priority for us is a waste reduction.

Using opportunities

Becoming a circular business is a challenge for us but opens enormous opportunities to renew our processes, strategies and to create new IT solutions that will lead to a better of future of humanity.

Continually improving

SoftServe is committed to fulfil its compliance obligations and to continually improve the EMS and its environmental performance.

SoftServe' environmental sustainability objectives

Carbon-neutrality

Having identified significant environmental impacts of our business, we commit to reduce our carbon footprint through:

- Reducing energy consumption;
- Choosing renewable and low-carbon energy where possible;
- Updating BT policy to reduce carbon footprint;
- Promoting remote work and online meetings.

Net zero waste

We implement strategies to reduce our negative impact on environment through sustainable consumption and waste management:

- Sustainable consumption;
- Promoting of "Rethink, reuse and recycle" approach;
- Eliminating of non-recyclable materials.

Sustainable offices

Our offices are the centers of thought, ideas and creativity. We want them to be sustainable. We foster it through:

- Using low-carbon technologies in new office buildings or during renovation of existing spaces;
- Choosing LEED or BREEAM certified offices where possible;
- Establishing procurement process with regards of sustainability concerns;
- Training employees on environmental issues and corporate mission.

Sustainable IT solutions

Doing our job sustainably is a duty for us. At SoftServe, we strive to make the world a better place:

- Addressing carbon-footprint while designing new technologies;
- Pursuing UN Sustainable Development Goals with our products and services.

[1] Any private or secure information is out of scope of this clause.