Unit4 Responsibility and Sustainability Policy

Introduction

Unit4 is dedicated to integrating Environmental, Social, and Governance (ESG) principles into all facets of its operations. This policy represents our commitment to ethical practices, sustainability, and social accountability, reflecting our Code of Conduct, organizational values, and global ESG standards. It serves as a foundation for embedding responsible business practices into our operations and fostering trust with all stakeholders.

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1. Environmental Responsibility

Principles: Unit4 strives to reduce its environmental impact and promote sustainable practices within its operations and supply chain.

Commitments:

- **Climate Action:** Develop and execute a greenhouse gas (GHG) reduction plan with annual reviews and clear emission reduction targets.
- **Sustainable Procurement:** Collaborate with suppliers to ensure adherence to sound environmental practices, including carbon emissions assessments and responsible sourcing.
- **Waste Management:** Encourage recycling and responsible disposal of electronic waste, and source office supplies sustainably.
- **Reforestation Initiatives:** Plant native trees to support biodiversity and ecological balance.

Alignment: Comply with global sustainability frameworks such as the UN Sustainable Development Goals (SDGs) and Corporate Sustainability Reporting Directive (CSRD). Regularly review environmental policies to align with emerging industry standards and legislative requirements.

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2. Social Responsibility

Principles: Promote inclusivity, equity, and employee well-being while making a positive societal impact.

Commitments:

- **Diversity and Inclusion:** Enhance equity and representation through inclusive hiring and Employee Resource Groups (ERGs):

- **Mental Health and Access:** Support neurodiverse employees and those with disabilities, raise mental health awareness, and improve accessibility through initiatives like workplace modifications and advocacy campaigns.
- **Pride at Unit4:** Celebrate LGBTQIA+ contributions, educate on inclusivity, and advocate for equality.
- **People of Color:** Create a safe and inclusive workplace for employees of color and promote equitable opportunities through mentorship programs and leadership development.
- **Women at Unit4:** Empower women through mentorship, professional development, and events like International Women's Day.

- **Employee Well-being:** Focus on work-life balance, mental health, and growth opportunities aligned with our values. Provide resources such as mental health support programs, hybrid working options, and skill development workshops.
- **Community Engagement:** Support education and climate action initiatives in line with SDG 4 (Quality Education) and SDG 13 (Climate Action), partnering with local organizations to amplify impact.

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3. Governance Excellence

Principles: Uphold transparency, accountability, and ethical business practices across all activities.

Commitments:

- **Ethical Business Practices:** Adhere to the Code of Conduct and meet all legal and ethical standards, including anti-corruption measures and fair competition principles.
- **Strategic ESG Integration:** Incorporate ESG principles into decision-making processes and ensure alignment with stakeholder interests.
- **Transparent Reporting:** Regularly disclose ESG performance and updates in compliance with recognized reporting frameworks.
- **Risk Management:** Identify and mitigate ESG-related risks through regular assessments and scenario planning.

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4. Sustainable Procurement

Principles: Advance ethical and environmentally responsible procurement.

Commitments:

- **Supplier Assessment:** Evaluate environmental and social performance of suppliers, focusing on carbon emissions, ethical labor practices, and compliance with Unit4's Business Partner Code of Conduct.
- **Policy Implementation:** Apply the Global Procurement Policy and Business Partner Code of Conduct to ensure adherence to ethical and legal standards.
- **Surveys and Audits:** Use pre-qualification and ESG questionnaires to evaluate supplier compliance and promote continuous improvement.

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5. Data Security and Integrity

Principles: Safeguard the confidentiality, integrity, and availability of data through robust security measures.

Commitments:

- **Organizational Security:** Provide security and privacy training to employees and enforce stringent access controls, reviewed regularly to address evolving threats.
- **Cloud Security:** Use encryption and protocols like SSL/TLS to protect data in transit and at rest, ensuring secure interactions across all platforms.
- **Application Security:** Implement granular user permissions, secure data segregation, and a secure software development lifecycle (SSDLC) to safeguard applications.

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6. Implementation and Monitoring

Actions:

- Develop comprehensive metrics to track ESG performance and communicate progress to stakeholders.
- Gather, analyze, and report ESG data for ongoing improvements, ensuring compliance with global standards.
- Conduct regular audits and assessments to align practices with emerging ESG regulations.

- Establish clear, measurable goals with timelines to ensure accountability and drive continuous improvement.

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7. Commitment to Progress

Unit4 recognizes that achieving ESG excellence is a continuous process. Through collaboration with stakeholders, adaptive strategies, and adherence to our Code of Conduct, we aim to make meaningful contributions to environmental sustainability, social equity, and governance best practices. We remain committed to innovation and leadership in this space, driving change that aligns with our values and vision.

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8. Policy and revision process

8.1 Revision Process

This Policy will be reviewed under the lead of the ESG Compliance Manager on an annual basis.

8.2 Policy Authority

Ad-hoc revisions may be conducted based on audit findings or management reviews. The General Counsel and CFO must first approve any new version of the Policy.