

GFT Group

Environmental Policy



Version: 2.0

Published:
Date: 12/2022

Revision History

Version no	Status	Date	Comment	Author
1.0	draft	09.2018	first review cycle completed	Group CSR Manager
1.0	approved version	17.09.2018	final proposal approved	Chief Financial Officer; Group CSR Manager
2.0	proposed up-date	06.10.2022	modified to align with CSR Governance organizational changes and ISO14001 standards	Head of Group CSR Governance
2.0	final proposal	21.10.2022	GFT Group mayor stakeholders review cycle completed	Head of Group Client Compliance; Chief Financial Officer; Head of Group HR; Chief Technology Officer; Group Senior Manager ESG; Head of Group CSR Governance
2.0	approved version	25.11.2022	final proposal approved	GFT Group Executive Board

Document Summary

Policy title	GFT Group Environmental Policy
Classification	External
Author	Head of Group CSR Governance
Approver	Group Executive Board, Group Client Compliance, Group Senior Manager ESG, Group CSR Governance, Chief Operation Officer
Date of initial approval	09.2018
Date of last approval	25.11.2022
Contact	Kamila.Wosinska@gft.com Raj.Taylor@gft.com
Functional Applicability	GFT Group
Geographical Applicability	Belgium, Brazil, Canada, Costa Rica, France, Germany, Italy, Mexico, Poland, Romania, Spain, Switzerland, UK, USA, Hong Kong, Singapore, Vietnam
Original Issue Date	17.09.2018
Last Review Date	11.2022
Version	2.0

Table of Contents

1 Objective and scope	4
2 Commitment to stakeholders	5
3 Scope of responsibilities	6
4 Compliance with other policies	6
5 Fields of action	7
5.1 <i>Green procurement</i>	7
5.2 <i>IT infrastructure</i>	7
5.3 <i>Travel management</i>	8
5.4 <i>Facility management</i>	8
5.5 <i>Business activities</i>	8

1 Objective and scope

Sustainability is an integral part of our business model and the strategy of the GFT Group. This GFT Environmental Policy is part of our sustainability strategy, which is applied to achieve our CSR goal “[Sustainability by design](#)”. It is a GFT Group Policy and as such binding for all GFT Group Companies and all their employees.

The GFT Environmental Policy supplements all existing global and local policies regarding environmental aspects. This shall not apply to the extent that already existing provisions in global or local policies are stricter.

We are committed to integrate environmental responsibility into the business and to contribute to a sustainable development. In particular, the GFT Group is supporting the [United Nations Sustainable Development Goal \(SDG\) 13 – Climate Action](#). In addition, we consider the EU environmental goals in our business development.

The objective of the GFT Environmental Policy is to reduce the ecological footprint continuously. Basic principles are:

- Giving priority to ecological production and durability in the **area of procurement**,
- Establishing and maintaining an environmentally and economically sound **resource management**,
- Encouraging all employees to maintain an **environmental consciousness in their behaviour**,
- Encouraging the **suppliers to support** the GFT Group in its respective actions, and
- Supporting **GFT’s clients and partners** in achieving their own environment goals through sustainable software design and energy-efficient programming.

The progress of the respective activities will be published amongst others **in the annual sustainability report** at www.gft.com/sustainability.

2 Commitment to stakeholders

GFT is committed to working with its stakeholders to promote a responsible environmental culture. This includes:

- Train and raise awareness among employees on the importance of acting in an environmentally friendly manner,
- Promote best management practices and mandatory environmental standards in the supply chain and business partners.
- Incorporate environmental criteria in purchasing, such as energy consumption and carbon emissions,
- Collaborate with clients and partners in the promotion of a low-carbon economy, promoting the use of new technologies as a lever to address environmental challenges,
- Regularly and transparently communicate environmental performance to all stakeholders through the annual **Non-Financial Report**.

In order to contribute to the achievement of the global **Paris climate goals**, GFT is committed to become 1.5°C compliant. Based on a comprehensive GHG inventory which we are continuously improving, we consider the above-mentioned "fields of action" as the most important reduction levers. We have set a **Science Based Target (SBT)**: reduce absolute scope 1 and 2 GHG emissions 50% by 2030 from a 2020 base year and reduce scope 3 GHG emissions 60% per euro value added within the same timeframe. In addition, we aim to be emissions-free across the value chain by 2050.

GFT endorses the [United Nations 2030 Agenda for Sustainable Development](#) and we are a participant of [UN Global Compact](#). We have identified nine Sustainable Development Goals with direct relevance to our business model.



Our focuses with regard to the environment are SDG **#9 Industry, Innovation and Infrastructure** - [Goal 9: Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation - SDG Indicators \(un.org\)](#) and **#12 Responsible Consumption and Production** - [Goal 12: Ensure sustainable consumption and production patterns - SDG Indicators \(un.org\)](#).

3 Scope of responsibilities

The CSR and Environment area is responsible for:

- Defining the strategy and the lines of work in environmental management at a global level,
- Providing technical advice to all the group's operations in this area,
- Reporting to investors and other stakeholders on the GFT group's environmental performance,
- Review this Policy annually in line with the evolution of the group's environmental strategy.

The management of environmental issues also requires the participation of various areas of the company (general services, operations, purchasing, risks), which must assume the necessary responsibilities to comply with the group's environmental commitments.

4 Compliance with other policies

GFT Group has a set of rules and Policies that seek not only to comply with the applicable regulations, but also to incorporate the best local and global practices and recommendations on environment and sustainability. This Policy is complemented by the rest of GFT's internal regulations and, in particular the **Code of Conduct & Code of Ethics**, **Legal Compliance**, the **GFT Group CSR Policy**.

The Policy envisages the principle of compliance with environmental legislations. It ensures compliance with applicable local environmental legal requirements and voluntary requirements assumed by the organization at a Group level, especially in terms of emissions, energy, waste, consumption of resources. The Policy adopts, in a complementary manner and in accordance with the precautionary principle, internal norms or international standards that are assumed to be mandatory.

5 Fields of action

The fields of action describe how the GFT Group will achieve their environmental objectives.

As a group of companies, the GFT Group can only be successful, if all employees participate in this process actively. We therefore raise the awareness of the responsibility of all employees for environmental protection.

Hands on: everybody is invited to make suggestions for continuous improvement.

5.1 Green procurement

Economic efficiency does not only equate to the purchase price. When sourcing goods and services, the following aspects have to be taken into account – as equally important factors:

- Cost
- Quality
- Environmental impacts.

As environmental impacts, the following aspects must be considered:

- Resource efficiency in production, use and disposal (life-cycle perspective)
- Protection of natural resources
- Environmental performance certification (eco-labels, standards such as the ISO 14000 family)
- Low quantity of harmful substances to save both the environment and our employees' health
- Short transportations (regional suppliers and products)

Environmental criteria shall be included, when conducting supplier audits.

5.2 IT infrastructure

The IT infrastructure (IT equipment for employees, data centres, network, cloud infrastructure) is essential for the GFT Group. In procurement, besides price and quality also environmental aspects like energy efficiency, durability and waste disposal characteristics have to be considered.

The energy efficiency of all data centres and the IT architecture shall constantly be improved.

5.3 Travel management

Business trips shall be reduced to a minimum. Wherever possible, the use of communication technologies for cross-facility collaboration is to be preferred. The decision here is at the reasonable discretion of the employee and its superior.

Concerning travels environmental aspects, cost-efficiency and travel time have to be taken into account. Details on preferred means of transport are set out in the respective travel management policy of each country.

5.4 Facility management

We work mostly in rented office buildings or at the premises of our clients. Consequently, we can only influence energy consumption, water and waste management to a certain extent:

- When renting new office space, energy efficiency is considered according to international standards, such as BREEAM, LEEDS, etc.
- Our landlords are engaged while renewing the contracts to shift to green power and also to consider energetic renovations to be based on renewable energies for heating/cooling.
- Power consumption at all sites needs to be regularly checked and improved to increase the use of electricity from renewable energy sources.
- Waste should be recycled and segregated.

5.5 Business activities

In GFT's core business activities, environmental aspects like energy efficiency and green power, cloud migration, AI technology and application of GreenCoding have to be taken into account.