

HR116 - Environmental, Social and Governance Policy

1. Introduction

Infomentum are committed to building a strategy to support a sustainable environment, develop a Governed approach to our approaches to an ethical way of work and engage with the community to promote careers for women in IT. We have had a passion for empowering the careers of women in tech from the very beginning, even before Infomentum, the 4 founders always discussed the lack of enough women in the tech industry. Infomentum was formed by 50% women who had a technical background, we could see the benefit of the skillset that would come with a diverse team bringing change to the team dynamics positively. Men and women working together added more creativity and intellect.

Our approach is to engage with all employees so that the direction is known across the business and for all to promote and be involved in the implementation of our intentions so that our commitment to our ESG is embedded into the DNA of our team.

2. Vision

To encourage and nurture the careers of women in the technology world, support changes to achieve a sustainable environment whilst we ensure our team's well being is continuously recognised.

3. Environment

Our commitment to Environmental Sustainability is inline with our conscious efforts to have a working environment with a team that our mindful of the importance of managing all resources available with good practice. Our key areas of focus include:

- **Energy Efficiency:** Implementing energy-saving measures across our operation and our offices.
- **Sustainable Practices:** Encourage telecommuting, paperless processes, and use of renewable energy sources where feasible.
- **Green IT:** Promote the use of energy-efficiency, reduce electronic waste, and support recycling initiatives. Reuse and disposal when we upgrade our laptops every year.
- **Product Responsibility:** Develop and deliver high-quality, reliable, and safe IT products and services.
- **Relationship Management:** Partner with suppliers and contractors who adhere to our sustainable practices

More information can be found in our Environmental Policy statement (HR12)

4. Social

Our responsibility to support our local community is co-ordinated with the director's vision to have more women in the tech industry.

Our people are assets of our business and we want them to be part of our IM Family and we implemented a Wellness policy in order that we can ensure their well-being is continuously recognised.

Our key areas of focus include:

- **Community Support:** Engage in and support local community schools with our own Get into Tech initiative to encourage the next generation of women into the IT World, supported by their peers
 - **Get into Tech workshops:** Since 2023 we have hosted events with a view to encourage the next generation into the IT world and actively promote to girls STEM as well as how different skill sets matter and are important for opportunities in the working world
- **Volunteering:** Encourage and facilitate employee volunteering efforts during paid work hours.
- **Workplace Diversity and Inclusion:** Promote a diverse and inclusive workplace where all employees are respected and valued.
- **Wellness Programme:** We promote an active Wellness programme for all employees. Our commitment to the Wellness programme is available through our Wellness Policy (HR32)
- **Professional Development:** Offer continuous learning opportunities and career development programs, career paths & personal development
- **Health and Safety:** Ensure a safe and healthy working environment, adhering to best practices in occupational health and safety.

5. Governance

The importance of adherence to our policies, processes and procedures across the business is vital in the success of communication and understanding of what our strategy is and how we maintain as well as evolve on our journey to success across all areas.

Infomentum has an obligation to all employees and wider stakeholders to ensure transparency, focus and continue our established good practices so we can continue with our current path and be ready to adapt as we take on new key areas to achieve our vision.

Our key areas of focus are:

- **Integrity and Transparency:** Commitment to honest, transparent dealings with clients, employees, suppliers, and stakeholders.
- **Compliance:** Adherence to all relevant laws, regulations, and standards in every jurisdiction where the company operates.
- **Anti-Corruption:** Zero tolerance for bribery, corruption, and unethical behaviour. More details can be found in our Ethical Policy (HR14)

- **Workplace Diversity and Inclusion:** Promote a diverse and inclusive workplace where all employees are respected and valued. More details can be found in our Equality and Diversity Policy (HR13)
- **Supply Chain Transparency:** Maintain visibility into supply chain practices to ensure compliance with like minded Suppliers and Partners
- **Supplier Standards:** Partner with suppliers and contractors who adhere to ethical practices.

6. Future Roadmap

As we move forward, we have a roadmap to achieve further goals including:

- Cert B certification
- IT Carbon Footprint Assessment
- Compliance with UN regulations
- Tech Ethics Review and Plan
- Investment in R&D for Sustainability