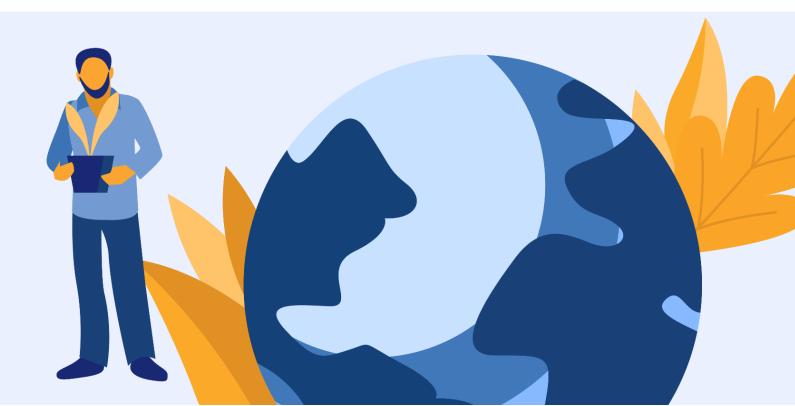# CONKER

Availability Intelligence

Environmental Policy

Environmental Policy

We are a SaaS company which specialises in automated processing of EPOS data that allows FMCG suppliers to stay ahead of the curve. At Perfect Supplier by Conker, we strive to help FMCG suppliers optimising all the systems and processes involved with sales by offering fully automated data processing systems that 'digest', verify and organise EPOS data, and present it in the form of clear and useful insights that users can easily access and understand via user friendly online platforms and mobile apps. We acknowledge that our operations have an effect on the environment and have identified our key environmental aspects that contribute to our environmental and carbon footprint:

1. Cloud usage (as an integral part of the functioning of our digital products)
2. Electricity (lighting, equipment, cooling, electronic equipment)
3. Gas (heating)
4. Travel

Our top management's commitment to the environment and social action to benefit our community, has allowed for allocating time within our working schedule to attend workshops such as *Carbon Literacy*, *Promoting Sustainability Achievements*, and enrol in *environmental support programmes* such as the workshop that led us to work with iiE towards our first accreditation, and now be on the way to our second one. As well as to form a green group and commit to use work time to build our environmental policy and EMS, and to keep doing it to continuously find ways to improve. Finally, it has led to us becoming fully remote, as employees were comfortable with this option, and which also contributed to eliminating certain direct sources of emission such as the ones deriving from travel to work.

Our business is strengthened by protecting the safety, health and environment of our employees, our customers, and the people of the communities in which we do business.

Our environmental commitment can be demonstrated in our established objectives and goals below:

- Compliance with all applicable standards, laws, requirements, regulations and public/customer expectations
- Monitoring our key resource usage
- Reuse whenever possible, and if not use the appropriate recycling programmes (within supplier brands) to dispose of our electronic equipment in the least impactful way - such as Apple trade-in
- Keep a consistent discussion on how to manage our waste, water, electricity and gas usage, and motivate each other to perform our best
- Commitment to achieving Net Zero emissions in the near future. We have our first baseline year (2022) and a more accurate notion of our emissions. We have had an audit performed by iiE in 2023 and will have another this year 2024 to 'sediment' this knowledge even further. In 2025 we hope to discuss ways to achieve Net Zero, once we have a better notion of our expected growth for the next few years.
- In the rare instances where we do travel (exceptional meetings with a client where there's a benefit to attend in person and annual Team Socials), we minimise unsustainable travel by using active travel, public transportation, or where they aren't possible (e.g. if our CEO as an important face-to-face meeting during a train strike period), the company EV.

- ○ Furthermore, if in any instance one of our members needs to fly to attend a work event, and there is no other alternative for the member to attend the event (such as changing the event date, or another solution), then we will pay the offset of the flights' carbon emissions as a last resource effort to minimise the transport need.
- Creating an incentive programme to keep our employees with green energy suppliers, and use LED lights, as part of our S&E project. The incentives will consist of:
  - ○ An extra holiday day per year for the employees who stay or change to a green energy provider
  - ○ A reduced work week, positive both for mental health (free time) and sustainability (equipment usage reduction)
  - ○ Offering all info about employees' local options for green providers when they need support
  - ○ Offering our employers LED lights to replace less sustainable options at home NOTE: this applies to the employee whole home, not just working area, as a simple way to extend our positive impact beyond work 'borders' (as people will use the remaining rooms LED lights for their personal lives, and not only our employees but also their families)
- Using cloud services who have viable environmental commitments - eg: AWS has a long-term commitment to use 100% renewable energy, and has committed to exclusively power their operations with 100% renewable energy by 2025. Our cloud is already being serviced by a power plant that uses renewable sources of energy.
- New website is now built (perfectsupplier.com), and our first sustainability blog published, with plans to release a new one once we renewed our accreditation, and subsequently release a series with at least a couple blogs where we talk about the little (and big) steps we take to increase our sustainability as a company, and to inspire others
- Continuous use of our Sustainability dedicated Slack channel and our collaborative Miro board for ideas, brainstorms, new action additions and to discuss general environmental matters

We will continue to improve our environmental management system by working to the Investors in the Environment (iiE) criteria, considering any changes in legislation, our organisation, and other factors. We will keep this policy as a live document that will be reviewed at least yearly, so it is always updated to our best efforts and continuous higher standards. We will convey this policy to all our employees ensuring that they are provided with training to increase awareness of environmental matters.

Sara Monteiro, Team Leader and Content Creator, is our Sustainability Champion and has designated responsibility for the day-to-day implementation of this policy.

We will make this policy available when requested to interested parties including members of the public, as well as make a copy available on our website.

Signed: *Peter Burke*
Name: Peter Burke
Position: CEO