



REIZ

SUSTAINABILITY POLICY

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TERMS AND ABBREVIATIONS	
Terms and abbreviations under the Policy shall mean the following:	
CEO	Chief Executive Officer
Company, we, us	UAB "Reiz Tech"
COO	Chief Operating Officer
EBRD	European Bank for Reconstruction and Development
EBRD Environmental and Social Risk Categorisation List (Revised 2014) ¹	A checklist to provide financial institutions with a guide to the typical level of inherent environmental and social risk related to particular business activities
ESG	ESG stands for Environmental, Social, and Governance. It refers to a set of criteria used to evaluate a company's performance in these three key areas
European Green Deal ²	A set of actions presented by the European Commission on 11-12-2019, aiming for Europe to become the first continent to be climate neutral by 2050, promoting economic growth, improving human health and quality of life, caring for nature, and leaving no one behind
GHG	Refer to greenhouse gases that contribute to the greenhouse effect
GRI	GRI stands for the Global Reporting Initiative. It is an independent international organization that has developed a widely used framework for sustainability reporting

¹ [ebrd-risk-english.pdf](#)

² [The European Green Deal - European Commission \(europa.eu\)](#)

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GRI Sector Program ³ (Revision 3)	The GRI Sector Program provides tailored sustainability reporting guidelines for specific industry sectors, addressing sector-specific challenges, risks, and opportunities. It focuses on developing sector standards starting with high-impact industries and sectors
Low Activity Risk	Refers to business activities that are assessed to have minimal environmental and social risks associated with them. These activities typically have limited potential to cause adverse impacts on the environment, communities, or other stakeholders
Policy	Sustainability policy; this document
Stakeholders	Individuals, groups, or entities that are influenced by the Company's activities or have the ability to influence the Company's operations throughout its Value Chain
The Paris Agreement ⁴	An international accord aimed at strengthening the global response to the threats posed by climate change. Its objective is to limit the increase in average global temperature to 2°C above pre-industrial levels and to pursue efforts to limit the temperature increase to 1.5°C above pre-industrial levels
United Nations Sustainable Development Goals ⁵	The foundation of the 2015 agreement reached by all United Nations member states for a shared global development agenda until 2030. They consist of 17 goals aimed at achieving peace, prosperity, and comprehensive well-being for humanity and the planet now and in the future, and they encourage partnerships to achieve these goals

³ [GRI - Sector Program \(globalreporting.org\)](https://www.globalreporting.org/)

⁴ [The Paris Agreement | UNFCCC](https://unfccc.int/)

⁵ [THE 17 GOALS | Sustainable Development \(un.org\)](https://un.org/sustainabledevelopment/)

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United Nations Global Compact ⁶	A United Nations initiative for businesses, promoting voluntary commitments to conduct and be accountable for sustainable and responsible activities, and to adhere to ten principles concerning human rights, labour rights, environmental protection, and anti-corruption efforts
Value Chain	The interconnected set of activities within the Company, encompassing the development, deployment, operation, and disposal of software, hardware, and digital services. This includes stages such as software coding, hardware manufacturing, data center operations, product distribution, customer support, end-of-life management etc. In the context of sustainability, the Company's value chain extends to upstream and downstream activities, encompassing resource extraction, energy consumption, waste generation, and social impacts associated with supply chain partners, as well as opportunities for innovation, efficiency improvements, and stakeholder engagement throughout the entire lifecycle of products and services

⁶ [The Ten Principles | UN Global Compact](#)

I. GENERAL PROVISIONS

- 1.1. The Company, operating in the IT service industry and incorporating sustainability principles and ESG goals, is guided by a comprehensive set of policies, procedures, and instructions, including this policy and thematic policies.
- 1.2. Thematic policies:
 - 1.2.1. This Sustainability policy is to be supplemented by UAB „Reiz Tech“ Environmental Policy, UAB „Reiz Tech“ Social and Governance Policy, which incorporates the Company’s policies on human rights, inclusion and diversity, prevention of discrimination and harassment, work-life balance, community engagement, risk management, conflict of interest management, supplier relationship management and payment practices, corruption and bribery, tax transparency, anti-money laundering and other sustainability aspects and ESG criteria;
 - 1.2.2. The Company’s core values and mission are also expressed in the Reiz Tech Handbook, as well as ethical standards and expectations from partners are specified in the Reizer Ethical Guidebook;
 - 1.2.3. The internal documents which give reference or are in connection to the Policy or other thematic policies.

- 1.3. The Policy, along with thematic policies and other internal documents mentioned above, serve as guides for the Company's employees, managers and any contractor performing work on behalf of the Company, expressing the Company's perspective on specific key issues within its IT services industry that are considered critical from an environmental and social perspective.
- 1.4. The Company integrates sustainability principles and ESG standards into action plans and / or strategies and / or business plans, and other internal regulations, including projects to which we invest, to the extent possible.

II. PURPOSE OF THE POLICY

- 2.1. Purposes with the Policy and thematic policies are:
 - 2.1.1. To define the framework to address sustainability and ESG matters;
 - 2.1.2. To ensure that sustainability and ESG matters are conducted in a competent way according to the laws and regulations, and good domestic and international practice;
 - 2.1.3. To ensure Company's competitiveness in the market from the sustainability perspective;
 - 2.1.4. To provide guidelines for the Company's sustainability work for all business decisions, including investment decisions;
 - 2.1.5. To ensure financial and managerial capacity of the Company to effectively manage environmental and social issues;
 - 2.1.6. To engage employees and contractors performing work on behalf of the Company in the Company's sustainability.

III. SUSTAINABILITY IMPACT BY INDUSTRY

- 3.1. The Company provides immaterial (intellectual) services unrelated to the creation of a physical object, during the provision of which no significant negative impact on the environment is foreseen, no pollution source is created, and no waste is generated.
- 3.2. According to the GRI, the Company's business sector is not identified as having significant sustainability impacts on people or the environment, as outlined by GRI's list of sectors with the largest sustainability impacts (GRI Sector Program).
- 3.3. The environmental and social risks associated with the Company's business activities, are categorized as Low Activity Risk, in accordance with the EBRD Environmental and Social Risk Categorisation List.
- 3.4. The Company regularly monitors legislative developments to ensure compliance with applicable laws concerning sustainability and ESG matters.
- 3.5. Despite the Company's business activities being categorized as having minor / few environmental and social risk and impacts (Low Activity Risk), the Company is committed to contributing to a more sustainable environment and economy.

IV. CORPORATE SUSTAINABILITY STATEMENT

- 4.1. The Company believes that the future of business is digit and sustainable. Therefore, we aim to foster technological and digital excellence for our clients by practicing sound business management and leveraging the power of technology.
- 4.2. The Company believes that sustainable development is a fundamental aspect of a sound business management and sustainable IT as well as for becoming sustainable IT service provider.
- 4.3. The Company is committed to becoming a sustainable IT service provider by adhering to key ESG guidelines, sharing ideas and best practices with our key stakeholders. Also, we are following the shared value concept.
- 4.4. Sustainable development is also an important and integral part of the pursuit of value creation for our clients, employees, shareholders and society at large. We are convinced that companies that include sustainability in their operations and business decisions have the prerequisites to be more successful in the long term. Therefore, in order to contribute to sustainable development and meet our sustainability goals we strive towards achieving United Nations Sustainable Development Goals as well as becoming net zero company by 2050 in line with the objectives of the Paris Agreement and the European Green Deal. This will create value from a financial, social and environmental perspective.

- 4.5. The Company's values and approach align with the principles of the United Nations Global Compact, which include human rights, labor rights, environmental protection, and anti-corruption efforts.
- 4.6. The Company takes pride in its ability to contribute to the growth of sustainability through its services to the clients: creating digital innovations for a development of new or substantially improved products, services, which minimize negative impact on climate change, environmental pollution, waste management, natural resource usage, ecosystem health, and / or other adverse effects on the environment, or improvement on workplace, or for workforce.
- 4.7. The Company aims to minimize risks for any direct and indirect adverse impact on environment and climate, human rights and labor rights as well as from issues relating to anti-corruption.

V. STAKEHOLDERS

- 5.1. The Company is committed to integrate sustainability in all the Company's business and organizational levels, ensuring availability of needed resources, considering the Stakeholders' expectations on sustainability issues.
- 5.2. The Company gather, analyze, and manage the expectations of the Company's various Stakeholders. The Company has several communication channels available, which we use to inform, involve, and maintain continuous dialogue with our Stakeholders.

VI. CORPORATE SUSTAINABILITY MANAGEMENT

6.1. The Company is committed to ensure the necessary resources and capabilities (financial and managerial capacity) to address environmental and social issues in a meaningful and effective manner:

6.1.1. Financial Capacity: the company's financial resources, including Company's ability to allocate funds toward addressing environmental and social concerns. This might include budgeting for sustainability initiatives, investments in eco-friendly technologies and projects, funding social programs etc.

6.1.2. Managerial Capacity: the Company's ability to effectively manage and implement policies, strategies, programs etc. related to environmental and social issues. This includes having competent leadership, skilled personnel, and efficient systems in place to oversee and carry out sustainability efforts.

VII. CORPORATE PARTNERSHIP

7.1. The Company believes that responsible business practices, combined with innovation and collaboration, can drive powerful change. Therefore, we are eager to collaborate with business partners who are committed to sustainable development. We expect our business partners:

- i) Operate in compliance with legal requirements, while also aligning with soft-law wherever possible and adhering to good domestic and international practices;

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- ii) Conduct business with responsible and transparent practices;
- iii) Actively strive to improve environmental performance in their services and products throughout their entire lifecycle;
- iv) Commit to reducing GHG emissions and improving energy efficiency;
- v) Apply circular economy principals;
- vi) Prioritize safety and fairness in their workforce;
- vii) Promote inclusion and diversity and safeguard human rights;
- viii) Not tolerate discrimination, harassment, or any form of humiliation;
- ix) Uphold the highest ethical standards, promoting honesty, integrity, and transparency in all business operations;
- x) Effectively manage conflicts of interest;
- xi) Prohibit any form of bribery or corruption;
- xii) Refrain from conducting business, directly or indirectly, with any person, country, or region subject to sanctions;
- xiii) Refrain from supporting or financing armed groups or local conflicts in high-risk areas.

VIII. FINAL PROVISIONS

- 8.1. The Company's employees and managers, as well as any contractor performing work on behalf of the Company should follow this Sustainability policy and thematic policies.

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- 8.2. The aim is to familiarize all employees, managers, as well as any contractor performing work on behalf of the Company with the sustainability activities of the Company and to involve and encourage them to participate in shaping and implementing such activities and initiatives.
- 8.3. The Policy is a subject to regular reviews to ensure its enduring relevance and effectiveness in guiding the Company's journey towards sustainability and ESG performance.