

Board of the SRC d.o.o. adopted on 15.01.2024

SRC D.O.O. ENVIRONMENTAL AND SOCIAL RESPONSIBILITY POLICIES

1. Introduction

At SRC Ljubljana, we are committed to leading the way in environmental stewardship and social responsibility. Our policies reflect a deep dedication to sustainability, community engagement, and the well-being of our employees, partners, and the planet.

A **central element** of our commitment to environmental stewardship and social responsibility is the **regular updating of our policies**. This ensures that our 2022-2026 strategy stays relevant and aligns with the evolving nature of environmental and social standards.

2. Environmental Policy

Renewable Energy

Commitment to Renewables:

- SRC Ljubljana is proud to source 30% of its electricity from renewable resources. This policy underscores our commitment to reducing our carbon (CO₂) footprint and supporting sustainable energy practices.
- In 2023 consumption of energy from renewable resources resulted in between 200 kg to 300 kg CO₂ emission saved for each MWh depending on comparison to traditional fossil fuel-based electricity sources which is equivalent to carbon absorption of 15 mature trees.
- **By the year 2030** the goal is to install a solar power plant on the company premises roof, with the **first milestone in 2026 approved** feasible study by national transmission and distribution system operator.

Energy Efficiency

Building Insulation Upgrades:

- We have significantly upgraded the insulation of our headquarters, achieving over 40% increased efficiency in energy use. This initiative not only reduces energy consumption and thus carbon emission reduction of 10 kg per m² of building usage area, but also serves as a model for sustainable building practices in our community.

Energy-efficient hardware:

- By virtualizing the server infrastructure of cloud computing, we are able to provide equivalent quality services with less overall energy consumption.
- We are **continually working** to improve the energy efficiency of our business premises by using energy-efficient hardware and renewable energy sources.
- We are **encouraging employees to turn off** their devices and lights when not in use.
- The following are selected quantifiable examples in 2023:
 - After replacing the disk system with HPE Primera and stopping the outdated 3PAR in SRC Cloud, the energy consumption measured on UPS system decreased by 20%.
 - Implementing the new Cisco Webex collaboration system allowed us to activate the system solely during working hours, resulting in a saving of 52 kWh of energy per year.
- **In the upcoming years**, all new hardware implementations must adhere to a requirement for a minimum of 20% energy savings compared to existing or replaced units, considering potential exceptions or allowances based on certain hardware types or technological advancements.

Transportation

Electric E-Mobility and Remote Work:

- We promote e-mobility and the use of green energy, thereby contributing to the reduction of greenhouse gas emissions and emissions of particulate matter in traffic.
- In 2023, our employees extensively utilized the rental electric car service, covering 2,000 km for city business trips, and made frequent use of the company's three electric scooters for city commutes. This shift from conventional propulsion vehicles to electric options replaced 3,000 km of travel that would have otherwise

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used fossil fuels, resulting in a significant reduction of CO2 emissions equivalent to approximately 400 liters of fossil fuel.

- **By 2030, our corporate carpool will transition to being fully electric.** This transition supports our goal to minimize emissions from corporate transportation and contribute to cleaner air quality. **The interim target to ensure gradual progress is to reach 70% by 2028.**
- By facilitating remote work, we have decreased the reliance on internal combustion engine vehicles. In 2023, 60% of our employees adopted a work-from-home policy at least twice a week, **progressively aiming towards our target of 70% by 2025.**

Waste Management

Reduce, Reuse, Recycle:

- SRC Ljubljana is dedicated to waste reduction through comprehensive recycling programs and by promoting reusable materials. **We continually strive to reduce our waste stream** and support a circular economy.
- We ensure that technical equipment is recycled in an environmentally friendly manner to reduce our environmental impact.
- In 2023, we disposed of and recycled 2400 kg of outdated equipment, replacing it with more environmentally friendly and efficient virtualization services in compliance with our energy-efficient hardware policy.
- The policy **mandating that all equipment be recycled in a sustainable manner** remains in effect.

Water resources

- Even though Slovenia can boast of one of the best quality drinking water in Europe, it used to be a common practice to offer pre-packaged water. However, in our premises **we switched to usage of tap water coolers.** We serve tap water at meetings and events instead of single-serve bottled water and we encourage employees to drink water from the tap and thus prevent the production of additional waste that burdens our environment, and at the same time preserve our natural resources.

Sustainable Procurement

Eco-friendly Sourcing:

- Our procurement policies favor eco-friendly and sustainably sourced materials. We work closely with our suppliers to ensure that the products and services we purchase align with our environmental standards. **Next step by 2026 is to develop specific criteria** to evaluate the eco-friendliness of products and services procured.

3. Social Responsibility Policy

Community Engagement

- **Supporting Local Initiatives:** SRC Ljubljana actively supports local initiatives that enhance the social and environmental well-being of our community. We engage in partnerships, volunteerism, and philanthropy aimed at creating a positive social impact.

Employee Well-being

- **Health and Safety:** The health and safety of our employees are paramount. We provide a safe workplace environment and promote well-being through various health initiatives and work-life balance policies.

Diversity and Inclusion

- **Inclusive Culture:** We are committed to fostering an inclusive culture where diversity is celebrated, and every employee feels valued. Our policies promote equality, respect, and opportunities for all.

Education and Development

- **Lifelong Learning:** SRC Ljubljana invests in the continuous education and professional development of our employees. We support their growth and encourage innovation that contributes to our social and environmental objectives.

Transparency and Reporting

- **Open Communication:** We maintain transparency in our environmental and social governance. Regular reporting on our CSR activities and progress is made available to stakeholders and the public.

4. Implementation and Review

Policy Enforcement: SRC Ljubljana will enforce these policies through regular audits, staff training, and management oversight.

Continuous Improvement: We are committed to regularly reviewing and updating our policies to adapt to new challenges and opportunities in environmental and social responsibility.

We pledge to uphold these policies as a testament to our dedication to a sustainable future and the well-being of our community and planet.