

SUSTAINABILITY POLICY

Creative ITC goes beyond being a mere technology company; we serve as a catalyst for innovation and a force for positive transformation. Our vision is to develop cutting-edge solutions that enhance performance, improve efficiency, and add value while promoting a sustainable and fair future for everyone. This year, we are elevating our commitment by aligning our operations with global best practices in sustainability, ensuring our environmental, social, and governance (ESG) performance adheres to the highest standards of excellence and responsibility. Alongside our leadership and key stakeholders, we will continue to integrate sustainability into every facet of our business, crafting a future where technology and environmental stewardship coexist harmoniously.

Our Objectives

To accomplish our vision, we will strive to:

Reduce Our Environmental Footprint

Creative ITC aims to reduce its environmental impact and actively contribute to its improvement. We pledge to undertake a program of continuous improvement by evaluating and enhancing our carbon reduction strategies, targets, policies, and practices to promote sustainability and environmental consciousness within the business.

Compliance

We are committed to maintaining the highest standards of compliance by rigorously adhering to all legal requirements and government regulations. At every stage of our operations, we ensure that compliance considerations are thoroughly integrated into our processes, enabling us to develop industry-leading solutions that are both efficient and fully aligned with regulatory expectations. Additionally, we are dedicated to obtaining and upholding all necessary ISO certifications, reflecting our commitment to continuous improvement and sustainable business practices.

Carbon Reduction Planning

We will achieve our carbon reduction goals by:

1. Calculating and evaluating our company's carbon footprint alongside other initiatives to mitigate and adapt to climate change.
2. Following the guidelines in our carbon reduction strategy.
3. Assessing our suppliers' environmental policies and practices. Where feasible, Creative ITC will assist suppliers on their paths to improvement.

4. Ensuring data centres run on renewable energy.
5. Actively investigating frameworks and management systems that assist organizations in improving their environmental sustainability, as well as management related to social and governance.

Offsetting

While our top priority is minimizing our carbon impact, we will offset any emissions we are unable to completely eliminate to reach Net Zero.

Promote Diversity and Inclusion

We ensure that our employees, contractors, customers, suppliers, and individuals in the communities affected by our activities are treated with dignity and respect. We are committed to the well-being and continual development of our people, providing training and regular feedback so that each employee understands their role and contribution to the business.

We operate a meritocracy, recognizing and rewarding employees based on performance, effort, contribution, and achievements. We expect our employees to act with integrity towards one another and maintain high standards of business practice and workmanship. We support diversity, fairness, and equal opportunities, and regularly consult with employees on the direction of the business.

Provide Support to Local Community Projects

We acknowledge the importance of the local community in which we conduct business. By understanding the needs of the community and its various groups, and by encouraging ethical and socially conscious business practices, we aim to enhance our contribution to it.

Our Strategies

To achieve our objectives, we will implement the following strategies:

Environmental Sustainability and Awareness

We will raise awareness and communicate our ESG initiatives and achievements through various channels, such as:

- Frequent external communications and reports posted on our website and social media accounts (LinkedIn).
- Octopus EV scheme provided to employees.
- Encouraging remote work to reduce commuter traffic and pollution.
- Lowering resource use through procurement procedures.

- Encouraging staff to commute by public transit, bicycle, or foot whenever possible. To promote this we have cycle to work scheme.
- Promoting virtual meetings with clients.
- Implementing a procurement policy that encourages the purchase of sustainable goods, especially for stationery and office supplies.
- Delivering sustainable work environments that promote wellness and conserve natural resources through water efficiency, source reduction, material reuse and recycling, and the purchase of materials containing recycled and/or renewable natural resources.
- We now have a localized procurement initiative focuses on sourcing hardware from local suppliers in each country, rather than shipping globally from the UK. This approach not only supports local economies but also significantly reduces our carbon footprint by minimizing transportation emissions, thereby enhancing our overall sustainability impact.

Stakeholder Awareness and Training

We will foster employee awareness and active participation through:

- Corporate communications and select training programs.
- Open dialogue and sharing best practices with our stakeholders.
- Annual environmental training for all staff, ensuring they are aware of the environmental impacts of their work and encouraging them to minimize those impacts, including considering their private-life impacts such as their working-from-home environment.

Consultation

We employ an expert in ESG for external consultation and guidance. We expect to engage their support to obtain certification with relevant environmental standards.

Review

This policy will be reviewed regularly to evaluate its continued relevance and monitor compliance.

For any inquiries or feedback, please contact us at [EMAIL].

This policy was last updated on 30/08/2024. The next review is due on 30/08/2025. If you have any questions or suggestions regarding this policy, please email us at [EMAIL] and we will get back to you as soon as possible. Thank you for your cooperation and understanding.