

Sustainability Policy



PURPOSE

Sustainability is a matter of competitiveness for 11:11 Systems. It is also a matter of values. The customers we do business with, and the communities and environment we do business in, are increasingly affected by sustainability issues such as climate change. We are dedicated to establishing a corporate culture of sustainable development to help ensure that 11:11 Systems can continue to conduct business around the world and take pride in what we do.

POLICY DETAILS

Our principles

We are committed to creating a sustainable company for the long term and embedding sustainability factors into the core operation of 11:11 Systems' business.

For our customers

We commit to reducing 11:11 Systems' environmental impact in the way we conduct business. Through public reporting, we will maintain transparency on our sustainability challenges and opportunities and will articulate and share our experiences.

For our employees

We will strive to incorporate sustainability best practices into the company's business operations. We will encourage employees to prioritize sustainability in their workplace practices and lifestyle choices through increased education and awareness training about ESG topics. We will seek ways to recognize employees for achievements relating to sustainability.

For our investors

We believe a strong commitment to sustainability is compatible with our ability to make our financial goals. Our sustainability practices will help improve our competitiveness and our long-term financial results.

For our suppliers

We expect our suppliers to conduct a business relationship with 11:11 Systems under sound sustainability practices.

For our communities

We support and encourage collaboration and partnership on sustainability initiatives in the communities where we do business.

Our practices

We commit that we will integrate and continuously improve sustainability practices into our workplace and business operations. To put the above principles into practice, we will engage all our stakeholders to become more efficient in our business operations.

As a technology company, our carbon footprint is mostly caused by the energy consumption in our data centers and office locations and by travel undertaken in the course of doing business. We are committed to reducing our environmental impact by adopting the following practices, where feasible:

TRACKING & REPORTING

- ◆ Collect and analyze data on sustainability factors

OFFICE FACILITIES

- ◆ Reduce office space through office consolidation and provide technology options for alternate work arrangements, such as telecommuting
- ◆ Favor office spaces that utilize energy savings devices such as, lighting auto shut-off switches and motion detectors
- ◆ Turn off all feasible electronics at end of day and during non-use times

BUSINESS TRAVEL

- ◆ Encourage employees to plan in-person meetings efficiently to avoid multiple trips while not sacrificing the benefits of regular contact with customers, partners, and colleagues
- ◆ Encourage virtual meetings, where feasible, by providing employees with collaboration and teleconferencing tools

PROCUREMENT

- ◆ Prioritize vendors that support our financial and sustainability goals
- ◆ Require vendors to provide disposal/reclamation
- ◆ Services to help ensure hazardous and electronic materials are disposed of responsibly

WORKPLACE PRACTICES

- ◆ Ensure that all employees take account of sustainability issues in their workplace and activities through training and communication

ENERGY CONSUMPTION

- ◆ Consolidate data centers to the extent feasible
- ◆ Collaborate with customers, partners and suppliers to adopt energy efficient best practices in our data centers
- ◆ Pursue optimal hardware and software configuration of desktop computers to maximize energy efficiency
- ◆ Provide recycling facilities for office consumables (including ink cartridges, aluminium, glass and waste paper)
- ◆ Encourage proper recycling at end-of-life for all handheld devices and peripherals along with their batteries and power supplies
- ◆ Transition communications and business forms to electronic and paperless processes, and provide web-based tools to reduce paper waste
- ◆ Where printing is necessary, all proposals and reports will be printed on both sides
- ◆ Continue the process of installing motion-sensing lights and light emitting diode bulbs (LED) to reduce energy consumption. Ensure environmentally sound disposal of LED lights

LIFESTYLE CHOICES

- ◆ Motivate our employees to live healthier lifestyles through wellness fairs, information campaigns and providing healthy food options at meetings and events

PARTNERSHIPS

- ◆ We support our employees' participation in community projects or initiatives that align with our Sustainability policy by offering Volunteer Time-Off