

# **CORPORATE SOCIAL RESPONSIBILITY POLICY (CSR)**

## 1. INTRODUCTION

At **COMUNYCARSE**, we recognize the importance of operating responsibly and sustainably. Our Corporate Social Responsibility (CSR) policy reflects our commitment to ethical practices, environmental stewardship, and positive social impact. This policy outlines our approach to integrating CSR into our business operations and our dedication to contributing to a sustainable future.

## 2. A SUSTAINABILITY MISSION STATEMENT

At **COMUNYCARSE**, our mission is to lead the way in sustainable cloud computing by reducing our environmental impact and promoting responsible resource use. We are committed to minimizing our carbon footprint by leveraging the efficiency of the Cloud platforms, investing in renewable energy, and optimizing our data center operations. We believe in the power of technology to drive positive change, and we strive to integrate sustainability into every aspect of our business. Together with our employees, partners, and clients, we are dedicated to creating a more sustainable digital future for all.

## 3. GOALS

### 3.1. FIRST GOAL: ACHIEVE CARBON NEUTRALITY BY 2030

**COMUNYCARSE** aims to **achieve carbon neutrality** across all operations by the year 2030.

Key Actions:

- **Renewable Energy Transition:** Transition of all data centers to 100% renewable energy sources by 2030. This includes partnering with AWS to utilize their renewable energy projects and investing in additional renewable energy solutions where necessary.
- **Energy Efficiency Measures:** Implement advanced energy efficiency technologies and practices in data centers to reduce overall energy consumption.
- **Code Optimization:** Ensure that the software is resource-efficient, minimizing the energy consumption of servers.
- **Hybrid work model:** Promote hybrid remote work associated with commuting.
- **Document Digitalization:** Encourage a paperless office culture by using digital solutions and electronic signatures.
- **Sustainable printing:** When printing is necessary, use recycled paper and set printers to double-sided printing by default.

Reporting and metrics:

- **Annual Carbon Footprint Report:** Publish an annual report detailing the company's carbon footprint, including emissions from data centers.
- **Renewable Energy Usage:** Report the percentage of energy consumption from renewable sources annually.

- **Progress Towards Carbon Neutrality:** Provide updates on progress towards the 2030 carbon neutrality goal, including milestones achieved and any challenges encountered.

## 3.2. SECOND GOAL: REDUCE ELECTRONIC WASTE BY 50% BY 2030

COMUNYCARSE is committed to **reducing electronic waste generated by its operations by 50% by the year 2030.**

Key actions:

- **Recycling and Reuse Programs:** Establish comprehensive recycling and reuse programs for electronic equipment, including servers, computers, and peripherals.
- **Sustainable Procurement:** Implement procurement policies that prioritize purchasing from vendors with strong sustainability practices and who offer take-back and recycling programs for electronic products.
- **Employee Engagement:** Educate and engage employees in e-waste reduction practices, including proper disposal and recycling of electronic devices.

Reporting and Metrics:

- **E-Waste Reduction Report:** Publish an annual report detailing the amount of electronic waste generated and the progress made towards the 50% reduction goal.
- **Recycling Rates:** Report the percentage of electronic waste that is recycled or repurposed annually.
- **Sustainable Procurement Metrics:** Track and report the percentage of electronic equipment purchased from vendors with sustainable practices.

## 4. ENVIRONMENTAL RESPONSIBILITY

### 4.1. SUSTAINABLE CLOUD COMPUTING

- Leverage the efficiency of the AWS platform to reduce energy consumption and improve operational efficiency.
- Implement energy-saving technologies and practices in our data centers to minimize our carbon footprint.

## 4.2. RENEWABLE ENERGY

- Invest in renewable energy sources to power our operations, aiming for a transition to 100% renewable energy by 2030.
- Partner with AWS to utilize their renewable energy projects and sustainable data centers.

## 4.3. WASTE REDUCTION AND RESOURCE MANAGEMENT

- Adopt a zero-waste policy in our offices, promoting recycling and the use of sustainable materials.
- Implement measures to reduce electronic waste and promote the responsible disposal and recycling of outdated hardware.

## 5. SOCIAL RESPONSIBILITY

### 5.1. EMPLOYEE ENGAGEMENT AND DEVELOPMENT

- Foster a diverse and inclusive workplace, ensuring equal opportunities for all employees.
- Provide ongoing training and development programs to enhance employee skills and career growth.
- Promote work-life balance through flexible working arrangements and wellness initiatives.

## 6. ETHICAL BUSINESS PRACTICES

### 6.1. TRANSPARENCY AND ACCOUNTABILITY

- Maintain transparency in our business operations, ensuring open communication with stakeholders.
- Implement robust governance practices to ensure compliance with legal and regulatory requirements.
- Regularly report on our CSR activities and progress towards our sustainability goals.

### 6.2. ETHICAL SUPPLY CHAIN MANAGEMENT

- Work with suppliers who share our commitment to ethical and sustainable practices.
- Conduct regular assessments of our supply chain to ensure compliance with our CSR standards.
- Promote fair labor practices and the protection of human rights across our supply chain.

## 7. STAKEHOLDER ENGAGEMENT

### 7.1. COLLABORATION AND PARTNERSHIPS

- Engage with stakeholders, including employees, customers, partners, and communities, to understand their needs and expectations.
- Collaborate with industry groups, non-profits, and other organizations to advance sustainability and social responsibility initiatives.

### 7.2. CUSTOMER RESPONSIBILITY

- Provide customers with transparent information about our sustainability practices and encourage their participation in our initiatives.
- Develop and promote sustainable products and services that help our customers reduce their environmental impact.

## 8. CONTINUOUS IMPROVEMENT

### 8.1. MONITORING AND EVALUATION

- Establish key performance indicators (KPIs) to measure the impact of our CSR initiatives.
- Regularly review and update our CSR policy to reflect evolving best practices and stakeholder expectations.
- Encourage feedback from employees and stakeholders to continuously improve our CSR efforts.

### 8.2. INNOVATION AND LEADERSHIP

- Foster a culture of innovation to develop new solutions that address environmental and social challenges.
- Strive to be a leader in CSR within the SaaS industry, setting benchmarks for others to follow.