

CORPORATE SOCIAL RESPONSIBILITY

THEIT's mission statements

1 CSR mission statement

Value for our clients is created primarily by our talented employees, who design, develop, and implement integrated solutions whatever the issue may be. Our internal processes promote transparency and responsible conduct in the workplace. Our people strategies are aiming towards creating great employee experience through diverse learning opportunities, predictable career path and culture where our employees find meaning in what they do while they create value for THE IT Solutions. Climatewise our mission is to transition and help our customers to transition a low-carbon sustainable company by considering climate impacts when decisions are made. We are aiming to mitigate our effect on climate change, reduce our emissions and support our supply chain's and customers' climate related engagement. Whether it is an SMB or a large corporation everyone needs to address and take action on climate change, sustainability and social responsibility in order to tackle this challenge effectively, globally. As a responsible business we are determined to ensure technology creates a sustainable future. We plan to drive change within and outside of our organization. Our objectives and focus points:

1. Lead to low-carbon economic transition by helping our clients achieve their environmental commitments.
2. Support and contribute to our community, promoting healthy lifestyle and work-life balance.

2 Environmental sustainability – Our actions

To ensure that future generations can survive and thrive in our world, we must make decisions that drive sustainability today. That is our duty.

THE IT Solutions Ltd. empowers people and companies to utilize information technology to their advantage and create opportunities for their future benefits.

Our commitment on what we are going to do to be a sustainable company:

2.1 Reducing scope 1 emissions effectively

2.1.1 Goal #1 - Car fleet transition

THE IT Solutions Ltd. is committed to transition its fleet to hybrid and electric vehicles by 2028:

Year	Type of drive			Number of vehicles
	petrol/diesel	hybrid	electric	Grand Total
2024 - Baseline	7	3	0	10
2025	7	3	1	11
2026	5	4	2	11
2027	4	5	3	12
2028	3	6	4	13

By 2028 our target is to replace 56% of our conventionally fueled cars with electric ones, and we will also purchase 3 hybrid driven cars in order to reduce our CO2 emissions. Our current CO2 emissions are to be reduced by more than 50% through these measures.

2.1.2 Goal #2 – Cycle to work

Employees are motivated to use their bike instead of a car. Emissions are reduced in the process and also health benefits are achieved.

Goal is to reach the committed days of cycle to work: Our employees are rewarded with a free breakfast/lunch of their choice on every 10th day when they arrive to work by bicycle. We also reward them with a social media post. Route details are collected as proof (eg. Garmin app, Google maps).

	Cycle to work days commitment total for the company	Completed
2023 Baseline	30	30
2024	50	
2025	55	
2026	60	
2027	65	

We are committed to increase commuting to work by bicycle with 35 days total in 4 years which is a 116% increase. With these measures we aim to reduce CO2 emissions by another 2-3%.

2.1.3 Goal #3 – Mandatory home office days

Less travel means less emissions.

Home office commitment: depending on the away from work environment we suggest the minimum of 1 day a week to be spent in home office. Of course it is not required if cannot be completed but also not limited to 1 day. Home office baselines

	Home office days commitment per employee	Completed
2023 Baseline	50	50
2024	70	
2025	90	

A conventionally driven car emits 21.6 kilograms of carbon dioxide during an average week's commute to the office. As a result of the planned 20-day annual increase in home office, we will reduce emissions by approximately 25% total by the end of 2025. After that we will maintain the commitment as a minimum.

2.2 Reducing scope 2 emissions effectively

We will replace all office lights to reduce energy consumption this year - the lighting of the office will require only 35% energy of current consumption. (65% reduction) We will complete this upgrade till May 2024.

2.3 Reducing waste and recycling policy

Enforced office waste collection policy:

- visible waste disposal instructions
- separate bins for paper/plastic/metal and communal waste
- recurring internal process for transferring no-collectable waste to recycling plants. (batteries, electrical waste, packing materials).

We re-use the plastic food containers for lunch takeaway.

3 Philanthropy – Our actions

In 2023. We donated a school laptops for education purposes.

In 2024 we plan to support a transplated community with IT equipment. Further details will be shared later.