

Environmental Policy

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1. Introduction. Purpose of the Policy.

This Environmental Policy is applicable to C&F S.A. and C&F S.A.'s subsidiaries and affiliates (hereinafter: “C&F”). The issue of environmental sustainability is regarded by C&F as one of the priorities in its activities, which is reflected in the Environmental Policy formulated specifically for this purpose, based on the following principles.

At C&F, we strive to reduce the negative impact of our business activities on the environment. We manifest this in our actions. We recognize that even small gestures, the introduction of even small, environmentally beneficial changes in our daily activities, and the popularization of good environmental practices have a beneficial effect.

Such actions and attitudes, multiplied through acting in concert with our employees, associates, contractors and clients, can lead to positive changes in the environment and can result in beneficial changes in attitudes towards the environment throughout our surroundings.

Commitment to the environment stems from a sense of shared responsibility for the functioning of society, from a desire to leave behind a world in an undeteriorated condition. Regardless of the type of activity each of us is involved in, in our professional and business lives we affect the environment.

At C&F, we comply with global and local environmental laws and regulations. We consciously reduce the negative impact of our operations on the environment by minimizing the consumption of natural resources and limiting the production of waste generated by our day-to-day operations. We also promote an eco-friendly lifestyle among our employees. We support campaigns that encourage active participation in environmental conservation.

We strive to ensure that environmental considerations and the ideas and guidance derived from them conform C&F's organizational culture.

2. Good Practices

We believe that only action can bring about change, and in accordance with this principle we strive to reduce the environmental impact of our business activities. Within the framework of the applicable national legislation, we are guided in our actions by the recommendations and good practices set forth in documents created as part of the operation of the United Nations.

These include:

1. “2030 Agenda for Sustainable Development”, and
2. “The Ten Principles of the UN Global Compact”.

3. Our Activities

Because C&F is a maker of software and information systems, our operations do not involve the direct use of raw materials, like metal ores, minerals, energy resources or timber. Instead, we use standard utilities, consumed in the course of our day-to-day work. Among the resources we use are: electricity, natural gas, liquid fuels (gasoline and diesel), thermal energy and water. In addition, in our office operations we use paper, other paper-like materials, cardboard, plastic, and wooden packaging and protective materials. With this in mind, we have developed the following set of policies, practices and internal standards of conduct.

1. We comply with laws, environmental standards and established best practices aimed at reducing the negative impact of business activities on the environment.
2. We continuously monitor the environmental impact of our operations. At least once a year, we conduct an audit of the environmental impact of our operations and implement the conclusions of the audit throughout our organization.
3. We manage waste responsibly and in compliance with the law. This means that we limit the amount of waste generated in our operations, and we handle the resulting waste in a way that facilitates its subsequent sorting, maximizing the level of recycling, and we make sure that the waste collector cooperating with us operates legally and follows good waste management practices.
4. We recognize the types and forms of waste and deal with them in an appropriate manner. We implement internal regulations related to waste reduction and strictly adhere to their provisions. We segregate trash in office premises. We collect office e-waste and encourage employees to donate e-waste from their households to us for joint transfer to specialized collectors. We are guided by the principle of less waste. We donate PCs that are being replaced with new ones to NGOs.
5. We promote and implement organizational solutions to reduce the consumption of raw materials and natural resources, such as water, energy, fuels, paper and other office supplies. We reduce paper consumption by using electronic workflows and electronic signatures. To move away from bottled water, we have installed filters in our taps. To reduce water consumption, we use dishwashers. Lighting in common access rooms and corridors is activated by motion sensors.
6. We continuously invest in ever more modern appliances, with a focus on energy efficiency and other environmental factors, in order to make increasingly efficient use of electricity, heat and water. We buy only energy class A+++ appliances.
7. In our operations, we minimize the use of chemicals in maintenance and sanitation procedures and room maintenance. We do not use disposable tableware or cutlery. In cleaning the premises we use eco products.
8. For the renovation of office premises, we use paints that meet all standards and are safe for people and the environment. We take care of our office equipment and refurbish old furniture. Many pieces of our office furniture are more than 10 years old.
9. We work towards educating our employees, associates, clients, suppliers and business partners to take environmentally friendly measures. We work with suppliers who provide products and services that comply with environmental standards. In internal communications, we promote the Market Place channel, through which employees can sell/purchase or donate used items. As part of CF4GOOD (a charity program in which our employees suggest initiatives deserving of financial support), we launched an eco edition dedicated to environmental initiatives.
10. We make sure that our office is green. The rooms are filled with plants, which are cared for by a professional.
11. We follow practices that encourage the introduction of sustainable modes of transportation, including commuting by bicycle, group travel by car and public transportation, commuting by train, and using remote meetings and video conferencing in our business operations. To reduce the carbon footprint generated by cars and public transportation, we encourage our employees to commute to the office by bicycle. We provide storage space for bicycles in a dedicated bike room. As part of implementing a hybrid work mode, we have introduced a system for booking hot desks. This helps reduce electricity consumption - only equipment booked in advance is activated.

12. In our business operations, we do not work with individuals and entities known not to comply with environmental regulations.

13. We communicate our environmental impact to our business environment, including through awareness-raising activities regarding the introduction and application of this Environmental Policy.

4. Reporting Misconduct

Any person who is an employee or regular collaborator of C&F, as well as a person who is a subcontractor, supplier or other business partner of C&F, should be on the lookout for the occurrence of environmental misconduct in, or in connection with, C&F's business activities, and is required to report the misconduct immediately.

In particular, this applies to all irregularities involving non-compliance with applicable environmental regulations.

Reporting misconduct or warning signals at C&F can be done through a dedicated email address: legal@candf.com.

All reports made correctly will be investigated.

In the same way, you can submit initiatives, suggestions or ideas for improving environmental efforts in our business.