



FIDE PARTNERS

Environmental policy

Commitment to a sustainable future

2024

Commitment to achieving Net Zero

Introduction

At Fide Partners SL, we are dedicated to promoting sustainability and reducing our environmental footprint as an integral part of our business strategy. We recognise the urgent need for action in the face of global environmental challenges, and we are committed to going beyond compliance with legal and regulatory standards to achieve net zero emissions.

As a responsible and forward-thinking organisation, we understand that the choices we make today have far-reaching implications for future generations. Through innovative projects, continuous environmental monitoring, and a commitment to measurable sustainability goals, we are dedicated to reducing our ecological footprint and contributing to a sustainable future for all.

This policy outlines our unwavering commitment to environmental stewardship, detailing the concrete steps we will take to integrate sustainability into every aspect of our operations and drive meaningful change in the fight against climate change.

Our commitments to environmental sustainability

This section details the comprehensive actions and projects Fide Partners is undertaking to embed environmental sustainability into all aspects of our operations. We recognise the urgent need for corporate responsibility in addressing climate change and are committed to aligning our practices with sustainable development goals. Our approach focuses on reducing our carbon footprint and building a company-wide commitment to environmental responsibility and ongoing improvement.

Our sustainability strategy is structured around three core areas:

- **Reducing resource consumption:** We are committed to minimising our energy and water use through optimised office practices, efficient technology, and active employee engagement. By fostering responsible resource use across all operations, we aim to reduce our environmental impact and promote a sustainable workplace.
- **Minimising waste:** By promoting responsible waste management, recycling programs, and waste reduction initiatives, we aim to minimise our impact on landfills and natural ecosystems.
- **Promoting a sustainable supply chain:** As a firm committed to best practices in sustainability, we work closely with all stakeholders—employees, suppliers, and partners—who share our commitment to environmental responsibility. This ensures that sustainability is integrated throughout every aspect of our operations.

By integrating these pillars into our daily operations and fostering a culture of environmental accountability, we aim to meaningfully reduce our carbon emissions, support biodiversity, and contribute to the global movement against climate change.

We are dedicated to ongoing progress and transparency in our journey towards a more sustainable future for our company, our communities, and the planet.



Our sustainability strategy (continuation)

Reducing resource consumption

Fide Partners is committed to enhancing energy efficiency through a series of targeted practices across our offices. We will implement policies for the responsible management of electronic devices, ensuring that equipment like computers, photocopiers, and charging stations are powered down at the end of each workday to prevent unnecessary energy use. Additionally, we aim to maximise the use of natural light in our office spaces, reducing reliance on artificial lighting during daylight hours.

To further reduce our energy footprint, we will aim to optimise heating and cooling systems by scheduling them based on office hours and seasonal temperature needs. This approach allows us to maintain a comfortable environment while preventing energy waste. When purchasing new equipment, we will evaluate energy efficiency as a key criterion and prioritise environmentally friendly options. If feasible, we will also consider renting or sharing resources to avoid unnecessary purchases.

Our commitment to sustainability also includes initiatives for electronic reuse and waste reduction. By repurposing old electronic devices and donating them to employees or NGOs, we extend product lifespans and reduce electronic waste, supporting a circular economy that emphasizes reuse, refurbishment, and eventual recycling of materials.

Minimising waste

Minimising waste is a core element of Fide Partners' sustainability efforts, and we are taking concrete steps to reduce our environmental footprint across all operations. We are committed to decreasing paper usage by continuing our shift toward digital document management and communication systems. When paper use is necessary, we will only purchase recycled and recyclable paper products. We are also expanding recycling programs to ensure that all paper waste is properly reused or recycled, fostering a circular economy across our offices.

In addition to paper reduction, we will focus on sustainable choices for food and catering. Our weekly food purchases and event catering will prioritise suppliers who share our commitment to environmental responsibility. We will work with vendors who source organic, locally-produced ingredients and support regenerative agriculture practices. These suppliers also offer recyclable or compostable packaging options, further minimising packaging waste. By making these choices, we aim to support sustainable agriculture and reduce our environmental impact.

Transportation practices are another critical area for waste reduction. To promote sustainable commuting, we incentivise the use of electric vehicles, public transportation, and cycling, with the **'Cycle to Work'** scheme already active in the UK. We plan to explore similar initiatives for our other locations to extend the benefits of sustainable commuting to all employees. Furthermore, in alignment with our 'Cost-Consciousness' policy, we currently prioritise video conferencing over business travel wherever feasible, reducing our carbon footprint while improving operational efficiency.

For office maintenance and refurbishment, Fide Partners is committed to using eco-friendly materials and products. We will continue partnering with licensed and environmentally responsible organisations for waste disposal to ensure that all waste is managed responsibly and sustainably.





Promoting sustainable practices across our operations

Fide Partners aims to embed sustainability across all aspects of our operations, engaging with suppliers as well as every team and stakeholder involved in our work. We strive to collaborate effectively so that our partners and internal teams align with our environmental values, building a company-wide commitment to sustainable practices.

As part of this strategy, we are committed to perform carbon impact assessments for our technology and infrastructure, evaluating everything from hardware to hosting platforms, SaaS, and communication tools. This approach helps us make informed choices that minimise our carbon footprint while aligning with our operational needs.

Innovation is a key driver of our sustainability efforts. We prioritise the adoption of low-carbon technologies and continuously seek out advancements that support our environmental objectives. Our commitment to ongoing improvement ensures that we not only meet but exceed our sustainability targets, contributing meaningfully to positive environmental change.

Engaging employees in sustainability

At Fide Partners, we believe that engaging employees in sustainability is essential to achieving our environmental goals. Based on insights from a global employee survey, environmental initiatives are a top priority for our workforce. In response, we will launch '**Global Impact Days**', providing employees with dedicated time to support social and environmental causes. These events will focus on environmental volunteering, including activities such as tree planting, local clean-up efforts, and educational programs, strengthening our collective commitment to environmental responsibility.

We will also partner with eco-friendly nonprofits to stay informed about best practices and innovative solutions for reducing our carbon footprint, which we can share with employees through regular communication channels. Our global newsletter will aim to feature articles on the latest trends in sustainability, practical tips for reducing environmental impact, and updates on company initiatives. Targeted campaigns and interactive sustainability workshops will further raise awareness, empowering employees to incorporate eco-friendly practices into their daily routines.

Fide Partners recognises that building a sustainable company is a shared responsibility. We will maintain a culture of accountability, where each employee is encouraged to contribute to our environmental goals actively. Our commitment goes beyond mere compliance with regulatory requirements, focusing on continuous improvement and transparent monitoring of our environmental performance. Together, we are creating a workplace culture where sustainability is a core value, driving our progress toward a greener future.

Future plans and implementation

The implementation process will actively involve the entire team to foster greater commitment and improve performance, with relevant environmental training provided to enhance our collective understanding and effectiveness. The policy will be updated at least annually, incorporating feedback from employees and stakeholders to ensure continuous improvement.

The necessary resources, including budget allocations, tools, and materials, will be provided to execute our strategies. Fide Partners will work closely with suppliers, contractors, and subcontractors to align their practices with our environmental goals, using local labor and materials when possible to reduce CO2 emissions and support local communities.

Monitoring and reporting will play a crucial role, we will keep informed and eager to identify opportunities for energy optimisation, and measure the effectiveness of our initiatives. Progress reports will be generated regularly to keep all stakeholders informed and guide ongoing improvements.

Declaration and sign-off

This policy is endorsed by the leadership team at Fide Partners and will be reviewed annually to ensure its continued relevance and effectiveness. All employees are expected to adhere to the principles outlined in this policy and to contribute to achieving our environmental objectives.

Signed on behalf of the Supplier:



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