



The Config Team™
SAP Supply Chain Specialists



Sustainability Policy



INVESTORS
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Introduction

At The Config Team, we are committed to reducing our environmental impact and promoting sustainability in all aspects of our business. We recognise that our activities have direct and indirect effects on the natural environment, the wellbeing of our employees, customers, and communities, and the global climate. We also recognise the business and personal need for sustainable development, i.e. meeting the needs of the present without compromising the ability of future generations to meet their own needs.

We have developed this sustainability policy to guide our actions and decisions towards achieving our current and future environmental, social, and economic objectives. This policy is aligned with our vision, mission, and values, and reflects our responsibility as global citizens.

Environmental Sustainability

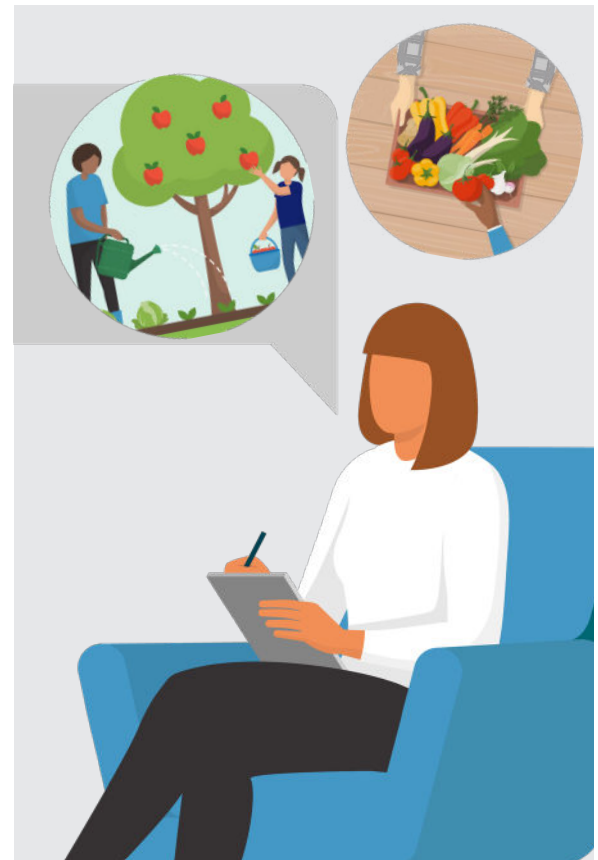
We are committed to achieving environmental sustainability through the following actions:

- Monitoring our emissions in a standardised way to provide visibility of our impact, with the aim of reducing our per capita impact year-on-year. Where possible, this may be through:
 - implementing energy-efficient practice and technologies
 - switching to renewable sources of energy
 - minimising travel
 - employee engagement & education
- Reviewing and, where possible, amending existing internal policies to ensure environmental impact is a consideration in such decision-making.
- Minimising our waste generation and maximising our recycling and reuse of materials by following the ordered principles of reduce, reuse, and recycle. Examples of initiatives to encourage these principles include:
 - working to improve recycling in the office
 - no single-use plastic bottles bought for events or in office, where possible
 - reduction of single-use items bought for events, where possible
 - effective use and reuse of electronic devices, and careful supplier consideration
- Enhancing our water stewardship by raising awareness of water conservation initiatives.
- Promoting biodiversity and ecosystem protection by avoiding or minimising any negative impacts on natural habitats and wildlife, and by supporting conservation and restoration projects. Examples of such promotion include:
 - company-organised litter picking events
 - promotion of materials relating to biodiversity
 - The PreBilt™ Forest
- Using our specialist digital transformation skills and up to date SAP knowledge to support our corporate customers to achieve systemic improvements to their own manufacturing and supply chain processes. Examples include:
 - removing paper based picking lists
 - reducing scrappage incidents from mislabelling
 - increasing digital accurate views of stock levels so stock holding levels can be reduced
 - facilitating project realisation
 - innovating and making suggestions to our corporate customers
 - efficient programming to minimise cloud computing processing
 - initiatives to archive redundant data to reduce cloud computing storage
 - reducing excess stock holding
 - avoiding additional transportation costs by having the goods in the correct factor

Social Sustainability

We are committed to achieving social sustainability through the following actions:

- Ensuring the health, safety, and wellbeing of our employees by providing a safe and healthy work environment, and monitoring this via regular risk assessments.
- Offering training and development opportunities via internal & external parties. Examples of this include:
 - Associate Consultant Programme
 - SAP Learning Hub Licences
 - Personal Development Record (PDR)-led development initiatives
 - Dedicated Learning & Development Coordinator
- Encouraging diversity, equity, and inclusion, and fostering a culture of respect and engagement throughout the company and beyond.
- Contributing to the social development of our communities by conducting our business with integrity and transparency, respecting human rights, and adhering to ethical standards.
- Supporting local and national initiatives that align with our values and vision. Examples include:
 - our Make A Change colleague-directed giving scheme
 - our Charity of the Year initiative
 - our Volunteering Days benefit
 - supporting Lancaster University Management School





Economic Sustainability

We aim for economic sustainability and making sure we as an employer are paying a fair wage and providing a range of benefits, while still maintaining profits to preserve viability as a company. We consider that we have a responsibility to be generous to both our employees and our local and global communities, and in ensuring economic sustainability we can continue to create a more beneficial and stable economy for all.

Summary

We believe that this policy reflects our core values and purpose as a company, and we are committed to continuously monitoring, reviewing, and improving our performance in line with our sustainability commitments.



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