



Version 1.0

Simpro Environmental, Social & Governance (ESG)

Policy



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Simpro ESG Policy

1. Purpose

Simpro® (also referred to as the “Company”) is committed to integrating Environmental, Social, and Governance (ESG) considerations throughout its operations. Simpro considers the integration of ESG practices as a way for the Company to lead a responsible and sustainable business. The objective of this policy is to guide Simpro’s integration of ESG considerations into decision-making, business processes, and strategies. It also aims to serve as a foundation for setting and achieving ESG goals, monitoring performance, and continuously improving practices.

2. Scope

This ESG policy applies to all facets of Simpro’s operations, encompassing its business activities and operations. It extends to all employees, contractors, partners, and stakeholders associated with the Company.

3. Environmental Responsibility

Even though Simpro operates as a digital and asset-light company, its operations still have an impact on the environment. Recognizing this, Simpro embraces the responsibility to reduce that impact in the following ways:

3.1 Responsible Resource Management

Resources with an environmental impact consumed at Simpro include electricity to power our offices, fuel to commute to work, and water. Simpro expects all employees to use these resources responsibly and only as needed.

3.2 Waste Management

Most of the waste produced at Simpro's offices is general and recyclable waste and is handled by the building management. Waste segregation bins are made available to separate general from recyclable waste. Simpro avoids single-use plastic and provides reusable kitchenware.

3.3 Sustainable Procurement

When purchasing office needs, such as paper, stationary, and kitchen items, whenever feasible, Simpro seeks to work with suppliers who provide environmentally responsible products. Additionally, the Company monitors its suppliers for compliance with relevant environmental laws. Simpro expects every entity in its supply chain to not only adhere to these laws but also actively pursue the reduction of resource consumption and the effective monitoring, treatment, and reduction of hazardous air emissions.

3.4 Emissions Management

Simpro acknowledges the importance of reporting on its greenhouse gas (GHG) emissions to understand and mitigate its environmental impact. The two activities that contribute to producing the most GHG emissions at Simpro are employee commutes to work and air travel. Simpro promotes the full utilization of video conferencing tools to limit the amount of air travel needed and reduce associated emissions. Additionally, Simpro uses an ESG management platform to track and report on Scope 1 and Scope 2 emissions.

4. Social Responsibility

Simpro's social responsibility is to build a human-centric culture where the well-being and development of its employees are prioritized and every individual feels valued and included. Key focus areas in this regard include:



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4.1 Engagement with Stakeholders

As part of its efforts to build an inclusive culture, Simpro considers ongoing communication with all stakeholders to be an essential component in achieving this. Simpro defines stakeholders as those individuals or groups that have interests that are affected or could be affected by the Company's activities. These efforts include utilizing relevant channels to meaningfully communicate with different stakeholders at different frequencies, engaging in open and transparent communication, and actively seeking feedback from stakeholders.

4.2 Diversity & Inclusion

Simpro considers diversity and inclusion to be key drivers of innovation and success. To cultivate a diverse and inclusive workforce, Simpro is committed to providing a workplace that is free from discrimination, harassment, and bias of any kind. The Company respects and values the diversity of its employees and endeavors to promote equal opportunities through an inclusive approach to talent attraction and retention.

Please refer to the section titled "Equal Employment Opportunity and Diversity" of the Discrimination, Equal Employment Opportunity (EEO), Bullying & Harassment Policy for Simpro's Statement on Equal Employment Opportunity and Diversity and section 4.1. Diversity and Non-Discrimination in the Code of Conduct for their expectations of all individuals who represent Simpro regarding behavior.

4.3 Employee Wellbeing

Simpro's commitment to supporting the well-being of its employees is focused on maintaining a safe and inclusive workplace that supports the physical and mental health of employees. The safety and human rights considerations of employees are upheld in other policies, including the Discrimination, EEO, Bullying & Harassment Complaint Policy.

4.4 Human Rights

Simpro is dedicated to upholding and respecting human rights across its operations, including the assessment of suppliers in its supply chain through a due diligence process. The Company recognizes the fundamental importance of protecting and promoting human rights for all individuals, including employees, customers, partners, and communities impacted by the Company's operations.

Simpro has a Supplier Code of Conduct in place, which outlines its expectations for all suppliers it works with. It covers the Company's expectations for suppliers to comply with applicable laws and monitor their practices in regard to diversity and inclusion, health and safety, labor, human rights, and environment and sustainability. Simpro's stance on Modern Slavery is articulated in its Modern Slavery Policy. Simpro considers modern slavery to encompass human trafficking, slavery, servitude, forced marriage, forced labor, debt bondage, deceptive recruiting for labor or services, and child labor.

4.5 Community Engagement

Simpro is committed to engaging with the communities where it operates to understand their needs and concerns. This includes partnering with local non-profit organizations and offering support through philanthropic donations, and providing volunteers. Simpro has a policy in place whereby all employees are entitled to take two days of paid time per year to volunteer at an organization of their choice.

5. Governance

In order to uphold its ESG commitments, Simpro's efforts are guided by its key governing bodies to ensure responsible and ethical conduct is instilled across the organization. Focus areas with respect to governance include:

5.1 Board & Executive Management

Simpro's board of directors (BoD) and executive management team are entrusted with the responsibility of overseeing the Company's ESG efforts. The BoD provides guidance, leadership, and strategic direction to integrate ESG considerations into decision-making processes and the overall business strategy. The Executive Team embeds these practices and provides the BoD with periodic updates.

5.2 Ethics & Integrity

All employees, regardless of their role or level within the organization, are expected to uphold honesty, transparency, and responsible business practices in all interactions with customers, partners, suppliers, the broader community, and all stakeholders. This includes maintaining an ethical approach, especially in situations involving potential conflicts of interest. The Company also emphasizes responsible handling of data. Detailed in Simpro's Code of Conduct are the Company's core values, shared responsibilities, and global commitments. This Code sets clear expectations for all individuals representing Simpro to adhere to these principles.

For more information about how Simpro upholds ethics and integrity throughout the organization, please refer to the [Code of Conduct](#) and [Whistleblower Policy](#).

5.3 Compliance

Simpro's compliance efforts encompass a wide range of areas, including data privacy, cybersecurity, intellectual property rights, and environmental regulations. The Company proactively monitors changes in legal and regulatory landscapes to ensure practices remain in full compliance.

Please refer to the [Information Privacy Policy](#), [Personal Data Protection Notice](#), and [Supplier Code of Conduct](#) for more information on Simpro's compliance efforts.

5.4 Data Privacy & Security

Simpro endeavors to protect the privacy and personal data of customers and employees, adhering to applicable data protection laws and regulations. The Company maintains robust data security measures to prevent unauthorized access or data breaches. Part of this commitment is building and maintaining trust with customers by upholding the confidentiality of their data. Simpro transparently communicates data handling practices and promptly addresses any privacy concerns.

For further insights on Simpro's approach to data privacy and security, please refer to [the Information Privacy Policy](#), [Confidentiality Policy](#), and [Personal Data Protection Notice](#).

5.5 Risk Management & Business Continuity

Simpro assesses the impact of ESG-related risks on the business and subsequently implements robust risk management strategies to mitigate these risks. There is a Business Continuity Disaster Plan in place to maintain resilience in the face of unforeseen circumstances through immediate response and subsequent recovery. There is a three-phase recovery process that is to be implemented following every emergency or disaster scenario.

5.6 Policy Monitoring and Review

To see that this ESG Policy remains a dynamic and relevant document, Simpro conducts an annual review of this policy, including an assessment of the Company's overall progress toward ESG goals and objectives.



Links to Relevant Policies

- Code of Conduct
- Discrimination, EEO, Bullying & Harassment Policy
- Modern Slavery Policy
- Alcohol & Other Drugs Policy
- Confidentiality Policy
- Information Privacy Policy
- Whistleblower Policy
- Personal Data Protection Notice
- Supplier Code of Conduct