

Environmental Policy

Definition: Policies on the environment and sustainability are concerned with the activities of an organization to adhere to regulations, legal and otherwise, concerning environmental issues and the sustainability of resources.

Summary: The purpose of this policy is to set out our approach to having a beneficial rather than negative impact on the environment and resource sustainability, and how Serviceji ensures that its employees understand and implement best practices.

Who this policy covers: This policy applies directly to all individuals working at all levels within Serviceji as employees or agents, as well as any subsidiaries and their employees and agents, wherever located. The policy is also provided to other associates of Serviceji, including our suppliers, who are required to comply with the applicable provisions by including relevant terms in all contractual arrangements with Serviceji. In this policy, "third party" refers to any individual or organization that comes into contact with Serviceji.

Serviceji Environmental Objectives

Serviceji is committed to reducing the negative impact of corporate activity on the environment. This includes recycling materials and equipment and educating employees about their individual responsibilities.

Its specific objectives in this overall aim are as follows:

- To recognize the link between Serviceji activities and the environment.
- To recycle all products appropriately and to re-use equipment wherever possible within the community.
- To comply with all relevant legislation and regulations relating to the environment and sustainability.
- To prevent pollution wherever possible and practicable by sourcing products and disposing of products thoughtfully.
- To improve energy and resource management, for instance in business-related travel.
- To improve waste management by minimizing the use of materials and through recycling.
- To always consider the effect on the environment of all corporate actions.
- To educate all employees and individuals in best practices relating to the environment and sustainability.

Energy Management and Resource Consumption

Serviceji is focused on minimizing energy and resource consumption and has specific objectives which are:

To regularly remind all employees of the need to manage and limit their own resource consumption.

To encourage employees to use public transport and preferably walk or cycle if at all possible in their work commute and in traveling to customers and suppliers.

To set the default mode of meetings to video conferencing and remote desktop sharing. This is a fundamental and simple method of having a significant positive impact on resource consumption and is a more efficient method of meeting. Customers and suppliers should always be encouraged to meet with all representatives of Serviceji by electronic means.

To allow employees to conduct their work-related activities from home if at all possible.

To minimize the use of paper and office consumables and to source energy-efficient resources.

Policy Responsibility and Monitoring

Direct responsibility for this policy, including its monitoring and reporting, lies with the Serviceji Operations Manager (operations@serviceji.co). All inquiries, comments, and suggestions should be directed to Imad Khanzada. All individuals are responsible for adhering to the policy and contributing to its success.

This policy does not form part of any employee's contract of employment and may be amended at any time.