

# Sustainability Statement (2026)

## Statement

Twenty7tec believes that we have a responsibility to help create a sustainable future. We are committed to conducting our business in a responsible and ethical manner, embedding environmental, social, and governance (ESG) considerations into our strategy and day-to-day operations.

We recognise that the trust and confidence of our employees, clients, partners, and customers is critical to our continued success. Our approach is underpinned by our commitment to doing the right thing for our people, our communities, and the environment.

## Governance & Oversight

Responsibility for sustainability sits within our ESG framework:

- Oversight is provided by the Operational Board
- Implementation is led through our ESG Committee and supporting teams
- Progress is monitored through regular internal reporting

This structure ensures accountability, transparency, and continuous improvement across all ESG activities.

## Our Approach

We aim to drive meaningful, measurable change by:

- Embedding sustainability into decision making
- Engaging employees and stakeholders
- Monitoring performance through defined metrics
- Regularly reviewing and improving our approach

## Environmental Commitments

We are committed to reducing our environmental impact wherever reasonably possible.

## Carbon & Energy

- Reduce carbon emissions while maintaining business performance
- Undertake annual carbon accounting and track performance over time
- Minimise energy consumption through efficient technology and hybrid working

## Waste & Resources

- Minimise waste sent to landfill
- Provide recycling facilities across office spaces
- Use responsibly sourced, recyclable, or minimal packaging consumables
- Avoid single-use plastics where possible

## Sustainable Operations

- Operate a hybrid working model to reduce travel impact
- Use low-energy equipment wherever possible
- Deliver products digitally without physical production or distribution

## Environmental Initiatives

- Support environmental initiatives such as tree planting each year

## Social Commitments

We are committed to creating a fair, inclusive, and supportive workplace.

## People & Culture

- Provide a flexible and supportive working environment
- Offer development opportunities, training, and career progression
- Promote employee wellbeing through benefits, support systems, and wellbeing initiatives

## Equality, Diversity & Inclusion

- Foster an inclusive workplace where diversity is valued
- Promote fair and equitable hiring and employment practices
- Provide training on equality, diversity, and inclusion topics

## Community & Social Impact

- Support charitable and volunteering initiatives
- Provide employees with time to contribute to community activities
- Engage with local suppliers where possible to reduce environmental impact

## Governance & Ethics

We are committed to high standards of ethical conduct and governance. We:

- Maintain robust data protection, privacy, and information security practices
- Operate in compliance with all applicable laws and regulations
- Promote ethical business practices and transparency
- Apply clear policies covering areas such as data security, AI usage, and compliance
- Uphold strong labour standards, including fair working conditions and prevention of modern slavery

## Measurement & Continuous Improvement

We are committed to monitoring and improving our sustainability performance by:

- Conducting annual carbon reporting
- Setting measurable ESG objectives
- Reviewing progress at a senior leadership level
- Engaging stakeholders and incorporating feedback

## Review

This policy is reviewed regularly to ensure it remains aligned with our ESG strategy, business operations, and regulatory expectations.