

De Facto Software Environmental, Social and Governance (ESG) Policy

ESG | 2026

Our ESG policy demonstrates our commitment to driving positive change, fostering ethical practices, and promoting long-term sustainability across our operations and supply chain.

1. Introduction

At De Facto Software we are committed to integrating environmental, social, and governance (ESG) factors into our business operations and decision-making processes. This policy outlines our ESG objectives and our commitment to aligning our actions with the United Nations Sustainable Development Goals (SDGs).

2. Scope

This policy applies to all employees, stakeholders, and partners of De Facto Software and it covers our operations, products, services, and supply chain.

3. ESG Objectives

Our ESG objectives are as follows:

Environmental:

- Minimise our environmental footprint through the efficient use of resources, waste reduction, and sustainable procurement practices.
- Actively monitor and reduce our carbon footprint.
- Promote the use of renewable energy and implement energy-efficient technologies.
- Contribute to preserving biodiversity and protecting ecosystems.

Social:

- Ensure fair and equitable treatment of all employees, stakeholders, and customers.
- Foster diversity, inclusion, and equal opportunities.
- Promote health, safety, and well-being in the workplace and offer opportunities for improvement and growth.
- Maintain our independence from external influences, continue with our investment in the long-term and our stability ethos.
- Recognise the importance of family and encourage our Team to coordinate their work around their family needs.
- Engage in community development and support local initiatives.

Governance:

- Executive directors to control and drive strategy, including the development of the next generation of leaders of the business who also have input into the strategy.
- Maintain high ethical standards and promote transparency and accountability.
- Ensure regular reporting on ESG performance and progress towards the United Nations SDGs.
- Encourage stakeholder engagement and open dialogue on ESG issues.

4. Alignment with the United Nations Sustainable Development Goals (SDGs)

We are committed to supporting and contributing to the United Nations SDGs through our ESG initiatives. Our key areas of focus include:

- a. SDG 3 (Good Health and Well-being): Promote the health and well-being of our employees through comprehensive wellness programs and a safe working environment.
- b. SDG 4 (Quality Education): Support educational initiatives and provide training and development opportunities for our employees and the communities we serve.
- c. SDG 5 (Gender Equality): Champion gender equality and empower all women and girls by promoting diversity and inclusion in our workforce.
- d. SDG 7 (Affordable and Clean Energy): Transition towards cleaner, more sustainable energy sources and implement energy-efficient practices.
- e. SDG 8 (Decent Work and Economic Growth): Create decent job opportunities, foster innovation, and support economic growth through responsible and sustainable business practices.
- f. SDG 12 (Responsible Consumption and Production): Promote sustainable consumption and production by implementing circular economy principles and waste reduction strategies.
- g. SDG 13 (Climate Action): Actively reduce our greenhouse gas emissions and implement climate change adaptation and mitigation measures.
- h. SDG 16 (Peace, Justice, and Strong Institutions): Uphold the rule of law, ensure access to justice, and maintain high ethical standards and transparent governance practices.

5. Implementation and Monitoring

We will integrate ESG considerations into our day-to-day operations, decision-making processes, and corporate strategy. We will regularly review and update this policy to ensure its ongoing relevance and effectiveness. We will also monitor and report our progress towards meeting our ESG objectives and the United Nations SDGs.

6. Responsibilities

All employees, stakeholders, and partners of De Facto Software have a responsibility to uphold and implement this ESG policy. Our senior management team is responsible for overseeing the policy's implementation and providing necessary resources and support.

7. Review

This policy will be reviewed annually or as required to ensure it remains aligned with our company's objectives, relevant regulations, and industry best practices.

By integrating ESG principles into our business operations and aligning our actions with the United Nations Sustainable Development Goals, we at De Facto Software are committed to positively impacting the world and creating long-term value for our stakeholders, employees, customers, and the communities we serve.

8. Communication and Awareness

We will actively communicate our ESG policy and objectives to all employees, stakeholders, and partners. We will also provide the necessary training and resources to ensure that our workforce is equipped to implement and support ESG initiatives.

9. Reporting and Disclosure

De Facto Software will regularly monitor, measure, and report on our ESG performance, including progress towards achieving the United Nations SDGs. We are committed to transparent and comprehensive reporting and will make our ESG reports available to stakeholders, investors, and other interested parties.

10. Collaboration and Partnerships

We believe that collaboration and partnerships are essential for driving positive change and advancing ESG objectives. De Facto Software will actively engage with industry peers, government agencies, non-governmental organisations (NGOs), and other stakeholders to share knowledge, best practices, and resources related to ESG and the United Nations SDGs.

Our commitment to integrating environmental, social, and governance principles into our business operations, aligning with the United Nations Sustainable Development Goals, and fostering collaboration across sectors will help us contribute to a more sustainable and equitable world. Through this ESG policy De Facto Software pledges to create long-lasting value for our stakeholders and the communities we serve whilst continuously striving to enhance our sustainability performance.

Date of Review: 15/4/2026

Date of next review: 25/11/2026