

UNIT4

In Business for You

Unit4 Sustainability report
(Preliminary)



Introduction

At Unit4, we are in business for people, and foster a culture where we truly value our social and environmental contribution, led by our Unit4 values. We work diligently to ensure there is a positive impact on our employees, the environment and wider society. We recognize that we can deliver more for our clients, the communities that we work in, and society as a whole, by taking steps to maximize the social value we are able to generate as a business. We have an opportunity and responsibility to ensure that our technology creates benefits for people and the planet. This document is a preliminary report that includes some of our Environmental, Social, Governance (ESG) initiatives, more specifically on the topics of Diversity, Equity and Inclusion and Climate change. We are working to issue a complete report which encompasses all ESG related topics in the future.

Our social and environmental mission

Reflecting the people-first approach Unit4 lives by every day, our approach strongly aligns with the UN Sustainable Development Goals - the world's best plan to build a better world for people and our planet by 2030. That's why **we signed up to the [UN Global Compact](#)** as a participant, enabling access to best practices and guidance so we can continue to develop and strengthen our actions.

Unit4 is committed to creating social impact, globally and locally by:

1. Creating a socially equitable and inclusive tech world
2. Improving people health and well-being
3. Having a net positive impact on the planet



United Nations
Global Compact

The infographic features a central circular diagram with three segments labeled 1, 2, and 3. To the right, each segment is expanded into a list of specific goals and actions. Below the main diagram is a grid of 17 UN Sustainable Development Goals icons.

- 1 Create a socially equitable and inclusive tech world**
 - Deliver an extraordinary experience for our people
 - Opportunities for women
 - Digital skills and inclusion
 - Sustainable and inclusive technology experiences
 - Sustainable supplier sourcing
- 2 Improve people health and well-being**
 - Wellness and mental health
 - Stronger communities and support for vulnerable people
- 3 Have a net positive impact on the planet**
 - GHG emissions reduction and compensation
 - (E)-waste reduction and compensation
 - Protect ecosystems, biodiversity and water conservation



We are proud to have been awarded the silver Ecovadis certification, for The World's Most Trusted Business Sustainability Rating. The success we were able to achieve within just a few months is testament to our commitment to sustainability. Being in the early stages of our sustainability journey continuously fuels our will to act now and improve our social and environmental performance.

Diversity, Equity and Inclusion

Diversity4U statement and initiatives

Diversity4U, our diversity and inclusion program, is about the power of all of us, embracing our differences and learning from each other, having one common goal - to make our People Experience stand out from the rest.

Unit4 - in business for people; in business for everyone

“Our extraordinary people experience, and fresh ideas are fueled by people’s differences. Diverse backgrounds and identities make up our global culture. We celebrate that culture every day: a culture where you feel like you belong without having to conform, where your contribution matters, where everyone has the opportunity to inspire”

Diversity4U statement

Unit4 may be in the technology industry, but we’re in business for people. People are at the heart of the organizations we serve. We are committed to delivering a great People Experience so that every working day is better for all our employees.

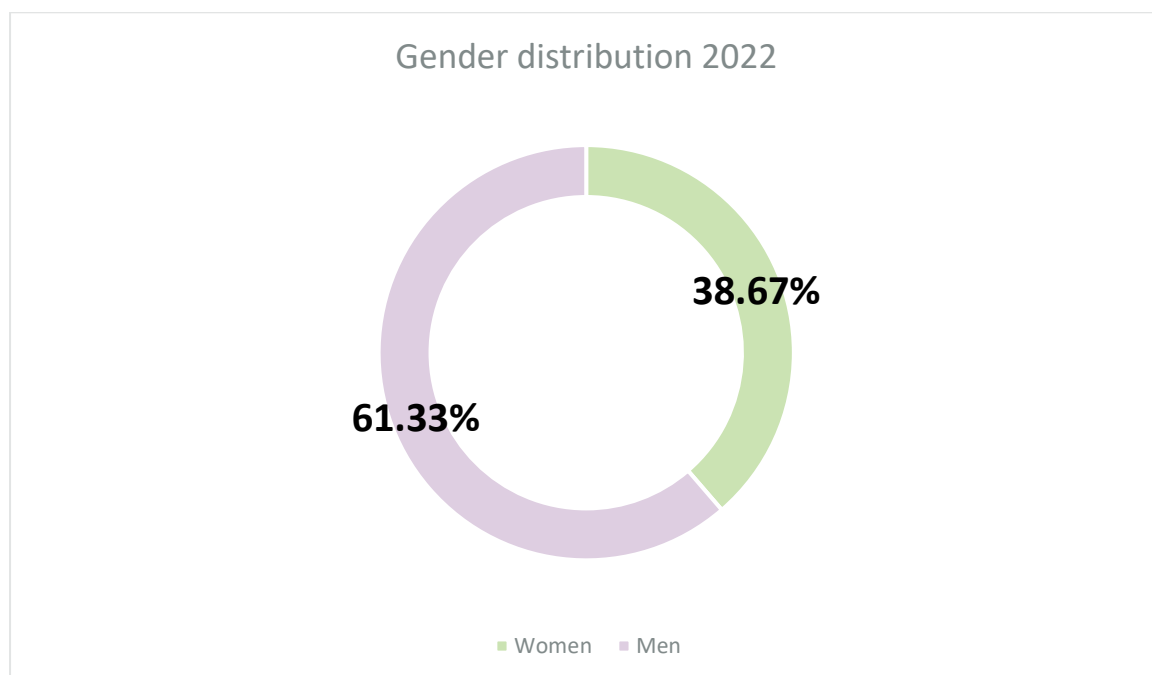
In 2020 we established a global network of diversity ambassadors, marking many milestones and celebrating our people. We are now establishing employee resource groups to help us focus on raising awareness, educating and improving the experiences of our employees who come from many different backgrounds. Employees are also engaging in unconscious bias training; which for us it’s not just about gender, but about celebrating individual identity as part of our wider remit of diversity, equity and inclusion.

Gender distribution

Unit4 is in the software industry, which has historically been male dominated. Our gender distribution does not stem from favoring one gender over another, rather it’s the result of the existing gender distribution in the talent market. We are committed to addressing our diversity and are continuing to take positive steps to do so. We are working with our Talent Acquisition team on ensuring that we have diverse representation of applicants when hiring as well as activity support Women in Tech.

We also brought to life our partnership with [iamtheCODE](#), mainly through a **mentoring program**, where more than 50 of our people mentor girls in refugees camps in Kakuma, Kenya to help them grow through encouragement and support.

Marième Jamme, Founder at iamtheCODE said: *“We are delighted to partner with Unit4. With their presence in the technology sector, the digital skills of their people, and their alignment to the United Nations’ 17 Sustainable Development Goals, our partnership offers multiple ways of collaboration. Their contribution will help us drive urgent change for girls from refugee camps, and allow them to have internet data, food & computers”*



Whilst we believe that Unit4 gender distribution will compare favourably with that of similar organizations in our sector, we want to go further to make this a great place for our people to flourish.

Flexibility

We continue to promote a number of our policies designed to support employees in balancing their work and home life in a way that best suits them. We put people first and that means creating an environment where our people thrive. Our family-friendly policies not only enhance the payment elements of leave but also go further to provide paid time off when life needs it. We recognise that these practices can increase motivation and performance whilst reducing employee stress.

Committing to our People

At Unit4, we want people to be in control of their own professional development journey. We want to create an extraordinary environment where they can keep track of their achievements, give praise and feedback to colleagues, and share their honest thoughts about Unit4. We continue to run our anonymous weekly pulse survey to understand the how employees are engaged in our business. We have delivered a learning festival globally to ensure that training is delivered in a variety of formats, podcasts; live events and taking the opportunity to widen the Unit4 Women's network within this offering.

Climate change – GHG emissions

As we look towards the future, we will all need to take drastic actions to preserve ecosystems and reduce carbon emissions, and act together to decarbonize.

Today, we are working on our path to decarbonization. Since 2021, we actively measure and report our GHG emissions Scope 1, 2 and 3 at group level, through First Climate, an independent GHG Emissions Consultancy. In 2021, Unit4 at the group level generated 3'470 t CO₂e (tonnes of CO₂ equivalent) in 2021. More than half of all emissions generated stemmed from the fuel consumption in offices and vehicles (i.e., heating oil, natural gas, diesel, and gasoline), the second largest emission driver was business travel.

We have started our efforts to reduce our carbon emissions, with initiatives such as an e-waste recycling scheme, and our commitment to halve business travel compared to pre-pandemic times. We have four main providers for our data centres, which are essential for our business and products - all committed to carbon neutrality and renewable energy:

- **Azure (main provider)** - [Microsoft sustainability page](#) – carbon neutral since 2012, commitment to 100% renewable energy by 2025
- **Conapto** - [Conapto sustainability page](#) – carbon neutral since 2019, 100% renewable energy since 2009
- **OVH** - [OVH sustainability page](#) – not carbon neutral, commitment to 100% renewable energy by 2025
- **AWS** - [AWS sustainability page](#) - not carbon neutral, commitment to 100% renewable energy by 2025

Scope 1: Fuel combustion	Scope 2: Purchased energy	Scope 3: Value Chain
<ul style="list-style-type: none"> Fuel consumption in leased vehicles Heating consumption in offices 	<ul style="list-style-type: none"> Electricity consumption in offices 	<ul style="list-style-type: none"> Category 1 Purchased goods and services: Office paper, Cloud services Category 2 Capital goods: Laptops, Servers, Monitors, Hard drives Category 3 Fuel and energy related activities: Extraction of fossil fuels and production, transmission and distribution losses from electricity Category 5 Waste generated in operations: IT waste, Office waste Category 6 Business travel: Flights, Cars, Rail, Public transport

Scope 3: Categories 4; 8-15 are not relevant for Unit4, Category 7 could not be calculated due to lack of data

2021 carbon footprint results; general overview

