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# ESG Annual Update

A statement of our commitment to the principles of the UN Global Compact

2024

# Annual Company Update

As part of our ongoing commitment to responsible business practices and our alignment with the principles of the United Nations Global Compact, we are pleased to share this annual statement addressing key areas of focus for our organization.

By prioritizing sustainable development, ethical conduct, and the well-being of our people and the planet, we ensure that our business thrives responsibly and remains resilient in a rapidly changing world.

## 1. Relevance of Sustainable Development to Our Company

At MagicOrange, sustainable development underpins our long-term strategy. By integrating environmental, social, and governance (ESG) principles into all aspects of our business, we ensure our operations create lasting value for stakeholders.

- **Actions Taken:**
  - Implementing a **cloud-first strategy** to eliminate energy-intensive on-premises data centres, instead leveraging cloud providers committed to renewable energy.
  - Reducing operational waste and carbon emissions by streamlining processes and adopting green technologies where applicable.
  - Enhancing sustainable practices in our supply chain through supplier choice, engagement and compliance monitoring.

## 2. Impacts on People and the Environment

Our company recognizes that our success is inherently linked to the well-being of people and the health of the planet. We are committed to enhancing our positive impact while reducing any harm caused by our operations.

- **Actions Taken:**
  - **People:** Launched initiatives to promote workplace diversity, inclusion, and mental health support, and encourage upskilling programs to prepare employees for the future of work.
  - **Environment:** Expanded our commitment to utilise vendors committed to clean energy and implemented a program to measure our global emissions so that we can reduce or offset our impact.

### 3. Zero Tolerance for Corruption

At MagicOrange, we are steadfast in maintaining the highest ethical standards in all aspects of our business. Corruption undermines trust, creates inefficiencies, and can have severe legal and reputational consequences.

- **Actions Taken:**
  - Mandatory anti-corruption training for all employees to ensure understanding of ethical practices.
  - Strengthened whistleblower protections and anonymous reporting mechanisms to encourage the identification and resolution of unethical behaviours.
  - Periodic audits of governance and operational processes to detect and prevent corruption risks.

### Looking Ahead

As we reflect on our progress, we also recognize the ongoing challenges and opportunities in advancing sustainable development, safeguarding human rights, and promoting ethical business conduct. Failure to maintain strong governance in these areas poses significant risks to our reputation, financial health, and long-term success.

By continuing to innovate and collaborate, we will strengthen our position as a responsible, sustainable business that creates lasting value for all stakeholders.

Thank you to our employees, partners, and stakeholders for their continued support and dedication. Together, we can drive meaningful change for a sustainable and equitable future.

**David Harding**  
CEO

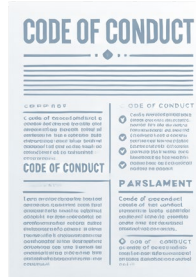


## Our Approach

# ESG Across the organization



The Ten Principles of the UN Global Compact



Grounded in our Code of Conduct



Supported by our policies

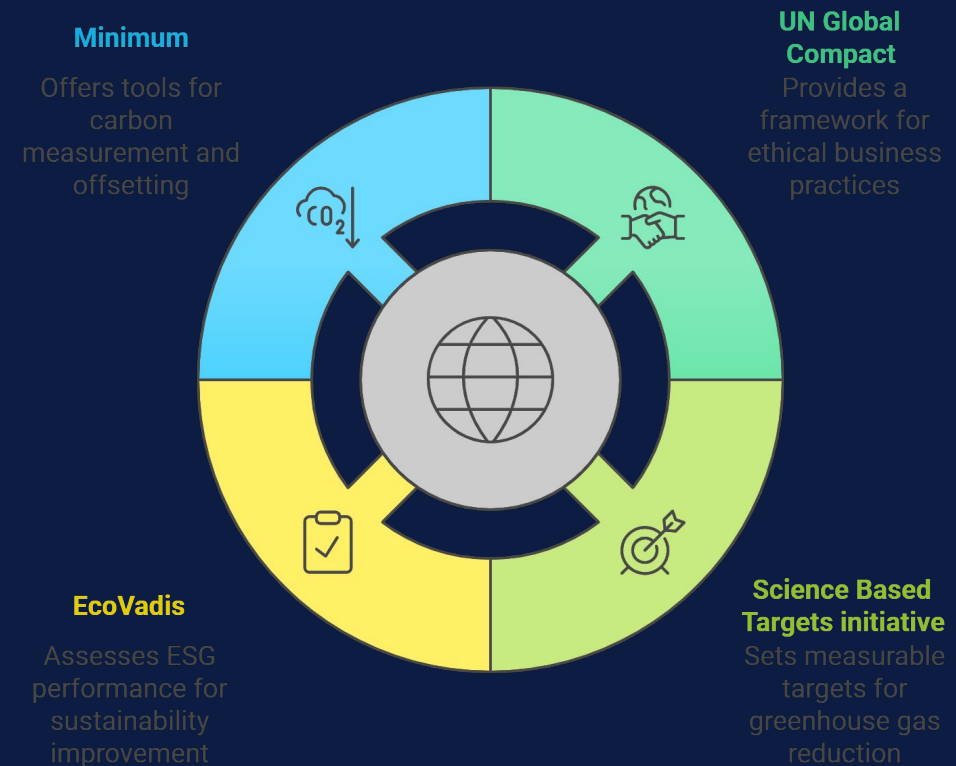
## ESG Partners

# CURRENT PROGRAMS

We are working with the following partners:

- UN Global Compact
- Science Based Target Initiative (SBTi)
- Ecovadis
- Minimum

These all work together to **improve** our business ethics, **reduce** our impact on the environment and **assist** in fast tracking onboarding and sales.



# Each of these partnerships contributes to our ESG strategy

- **UNGC** establishes our ethical framework.
- **SBTi** helps us set and validate science-aligned climate targets.
- **EcoVadis** provides a trusted way to assess and communicate our ESG performance.
- **Minimum** enables us to measure, manage, and report on our emissions effectively.



For questions contact  
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