

SCOPE

This document describes our company policy on sustainability, including our environmental sustainability, our corporate social responsibility as well as the sustainability of our economic and innovation impact. It applies to all staff and contractors, both in internal operations and client work.

RESPONSIBILITIES

- Directors
- All staff

DESCRIPTION:

As a growing SME, we believe that every business, small or big, should appreciate the responsibility of businesses towards both the environment, society and the economy, in order to ensure that we all, together, minimize any negative impacts and drive towards maximising the positive impacts.

As a result, White is committed to:

On the societal aspect:

- *General principle:* Always maximise our positive societal impact
- Ensuring awareness of both staff and contractors so that they can contribute in a positive manner to our societal impact
- Driving inclusion and tolerance, never discriminating against any group, regardless of gender, race, sexual orientation, religion or any other such attributes
- Being mindful of vulnerable groups and social cohesion, never undertaking activities that harm vulnerable groups or detract from social cohesion
- Ensuring that any work we undertake fully considers the societal aspects before making recommendations for implementation and before implementing
- Driving the understanding and adoption of skills across society as well as within the company to ensure a more inclusive society

On the environmental aspect:

- *General principle:* Always minimise our environmental footprint
- Ensuring awareness of both staff and contractors so that they can contribute in a positive manner to minimising our environmental footprint
- Driving towards a fully digital way of working, reducing printing to the absolute minimum, only travelling when necessary and in such cases, prioritising modes of travel with a lower environmental impact
- Implementing measures in the offices, such as sorting of trash, recycling, energy and water saving technologies and principles

- Undertaking projects and client work that helps drive society towards a circular economy, promoting recycling, reuse and upcycling whenever possible
- Contributing to innovation in various areas related to environmental impact, such as water usage, plastics, shared mobility and digital tools
- Driving both company and wider societal knowledge and awareness of the need to move to a circular economy

On the economic and innovation aspect:

- *General principle:* Always work towards making our economic activities sustainable, while continuing to grow them through innovation
- Ensuring awareness of both staff and contractors so that they can contribute in a positive manner to ensure economic sustainability and drive innovation
- Driving the sustainability of our economic activities by carefully consider the risks involved in economic decisions and minimising and mitigating these risks when relevant
- Ensuring fair and sustainable working conditions and remuneration for the staff and contractors
- Having 'the opportunity to innovate' as a key decision criterion when selecting opportunities to pursue

White is committed to the above and to have a general positive impact through all its activities, including both its research and business activities.

Efthymios Altsitsiadis
Managing Director