

ENVIRONMENTAL POLICY

Reducing Our Footprint. Enabling Transparency. Leading by Example.

Policy Owner	Chief Executive Officer
Approved By	Director + Sustainability + Technology
Version	1.0
Effective Date	1 July 2026
Review Date	1 July 2027
Classification	Public

1. Purpose & Scope

givvable is committed to operating as an environmentally responsible business. As a technology company providing sustainability intelligence and supply chain transparency solutions, we recognise that our environmental practices must reflect the standards we help our clients achieve. This policy sets out our commitment to reducing our environmental impact, managing our use of resources, and taking environmental considerations into account in our own operations and when selecting partners and suppliers.

givvable is a United Nations Global Compact (UNGC) participant and supports the Ten Principles of the UNGC, which include the area of Environment. Our environmental approach is informed by the UNGC's environmental principles, the OECD Guidelines for Multinational Enterprises, the Paris Agreement goals, and Australian and New Zealand regulatory requirements.

As a small, cloud-based platform business, our direct environmental footprint is modest. Our most significant impacts arise from the energy consumed by our cloud infrastructure, use of AI models, our technology supply chain, and business travel.

1.1 Scope

This Policy applies to:

- All givvable employees, contractors, and consultants globally
- Members of the Board of Directors and senior leadership
- Our direct suppliers, technology partners, and vendors
- Third parties acting on givvable's behalf

This Policy covers our operations in all jurisdictions in which givable operates or intends to operate, with a primary focus on Australia and New Zealand.

2. Our Commitment

givable recognizes our responsibility to protect the natural environment. We are committed to:

- Taking environmental considerations into account in our own operations and business decisions
- Applying environmental criteria when selecting partners, suppliers, and technology vendors
- Reducing the environmental impact of our operations over time, particularly our energy use, including use of renewable energy, and business travel
- Minimizing waste and promoting resource efficiency across our business
- Complying with all applicable environmental laws and regulations in Australia, New Zealand, and other jurisdictions in which we operate
- Supporting our customers in achieving their own environmental goals through our platform

3. Material Environmental Considerations

Having assessed our operational context, technology supply chain, and the nature of our platform business, givable has identified the following as our most material environmental considerations:

3.1 Energy & Greenhouse Gas Emissions

As a cloud-based technology company, givable's greenhouse gas emissions are primarily indirect, arising from our cloud infrastructure, use of AI models, business travel, and supply chain. We are committed to:

- Measuring and tracking our Scope 1, Scope 2, and material Scope 3 emissions over time using the GHG Protocol Corporate Accounting and Reporting Standard as our baseline data matures
- Preferring cloud and data hosting providers with credible, independently verified renewable energy commitments
- Reducing business travel emissions through remote-first working practices and use of virtual alternatives and, where travel is necessary, preferring lower-emissions options, including airlines and accommodation providers with credible sustainability reporting
- Working towards emissions reduction and transparent disclosure of our emissions performance as our measurement capabilities develop

3.2 Sustainable Technology & Supplier Selection

Environmental considerations are integrated into how we select and manage our technology vendors and suppliers. We are committed to: This section reflects the environmental dimension of givable's broader Responsible and Sustainable Procurement Policy, which governs supplier and technology selection in detail.

- Incorporating environmental criteria into procurement and vendor selection decisions

- Preferring suppliers who can demonstrate credible environmental credentials, consistent with the broader Responsible Sourcing & Sustainability supplier criteria set out in the Procurement Policy
- Leveraging givable's own supplier screening capabilities to assess the environmental credentials of our supply chain
- Extending device lifecycles and responsibly disposing of electronic waste in accordance with applicable e-waste regulations (see givable's Responsible and Sustainable Procurement Policy for category-specific hardware standards, e.g. certified and repairable devices)

3.3 Waste & Resource Efficiency

givable is committed to minimizing waste and using resources efficiently across our operations:

- Operating as a predominantly digital, paperless business
- Minimizing single-use materials in any physical operations
- Ensuring responsible disposal, reuse, or recycling of equipment and consumables
- Supporting employee-led initiatives to reduce workplace waste and resource consumption

3.4 Environmental Leadership Through Our Platform

As a sustainability intelligence company, givable has a unique opportunity to drive environmental outcomes beyond our own operations. We are committed to:

- Ensuring our platform equips organizations to identify and address environmental risks in their supply chains and to identify suppliers taking action to contribute to or support positive environmental impacts
- Continuously improving our environmental impact and assessment capabilities
- Using our position to advocate for higher environmental standards in procurement and supply chain management across Australasia

4. Environmental Due Diligence

givable integrates environmental considerations into our business decisions through an ongoing process commensurate with our scale and risk profile:

Step	Activity
Identify & Assess	Map material environmental impacts and risks across our operations, supply chain, and product use cases annually.
Integrate & Act	Embed findings into policies, procurement decisions, vendor selection, product design, and partnership agreements.
Track & Measure	Monitor our environmental performance over time, including energy use, emissions data, and supplier screening outcomes.
Communicate	Report on our environmental performance through our annual UNGC Communication of Progress.
Improve	Review our environmental practices and commitments annually to ensure alignment with best practice and evolving regulatory requirements.

5. Governance & Accountability

5.1 Roles and Responsibilities

Role	Responsibility
Directors	Approve and oversee this Policy; hold management accountable for environmental performance.
Chief Executive Officer	Champion environmental responsibility; integrate environmental considerations into business strategy and resource allocation.
Sustainability	Own policy implementation..
Product & Engineering	Optimise platform architecture for energy efficiency; assess cloud provider environmental credentials; apply sustainable software design principles.
Business Development and Partnerships	Incorporate environmental criteria into partner and vendor assessment; apply givable's own screening capabilities to supply chain.
People & Culture	Embed environmental awareness in HR practices, employee induction, and workplace operations.
All Employees	Understand and comply with this Policy; contribute to reducing givable's environmental footprint in day-to-day activities.

6. Reporting & Grievance Mechanisms

givable is committed to providing accessible channels for raising environmental concerns and reports of non-compliance with this Policy.

6.1 Internal Reporting

- Employees may raise environmental concerns or suggestions with their line manager or CEO
- Environmental non-compliance concerns may also be raised via givable's anonymous whistleblower channel
- All reports will be investigated promptly and confidentially

6.2 External Stakeholders

- Suppliers, partners, and third parties may raise environmental concerns via support@givable.com
- Stakeholders may also engage with givable through our public website

6.3 Non-retaliation

givable strictly prohibits retaliation against any person who, in good faith, raises an environmental concern or reports a suspected violation of this Policy. Any employee found to have engaged in retaliation will be subject to disciplinary action, up to and including termination.

7. Training & Awareness

givable invests in building environmental literacy across our team. Our programme includes:

- Environmental awareness as part of induction training for all new employees
- Annual refresher training covering givable's environmental performance and each employee's role in achieving our commitments
- Targeted guidance for procurement and product teams on sustainable supplier selection and sustainable software practices
- Leadership briefings on environmental risk, regulatory developments, and best practice for technology companies

8. Transparency & Reporting

givable is committed to transparent public reporting on our environmental performance. We publish:

- An annual Communication of Progress to the UNGC

We welcome feedback from stakeholders on our environmental approach and are committed to continuous improvement.

9. Relevant Frameworks & Standards

Relevant Frameworks & Standards
UN Global Compact Ten Principles
OECD Guidelines for Multinational Enterprises
Paris Agreement on Climate Change
GHG Protocol Corporate Accounting and Reporting Standard
ISO 14001: Environmental Management Systems
ISSB IFRS S2 Climate-related Disclosures (and Australian equivalent AASB S2)
Protection of the Environment Operations Act 1997 (NSW) and equivalent state/territory legislation
New Zealand Climate Change Response (Zero Carbon) Amendment Act 2019
givable Responsible and Sustainable Procurement Policy

10. Policy Review & Amendment

This Policy will be reviewed annually by the Directors, with input from Sustainability and People & Culture. Ad hoc reviews will be conducted in response to significant changes in our business operations, applicable law, or the emergence of new environmental risks or regulatory requirements.

This is the most current version of this Policy. All previous versions are archived and available upon request.

This policy has been approved and takes effect from 1 July 2026.

