**IDS**
Integrated
Digital Systems

*Policy on Environmental Sustainability*

## I. Purpose

This policy aims to promote and improve environmental sustainability in the company's operation and production of software, and to encourage the protection of the environment among the different stakeholders. It serves to include environmental sustainability in the company's business continuity plan.

## II. Scope

This policy applies to the company's internal and external environment. This includes the company's infrastructure and the company's social, physical, and psychological environment.

## III. Terminology

- **Sustainability is the ability to meet and maintain our needs regarding our natural and economic resources.**

- **Environmental Sustainability is the responsibility, ability, and actions taken to preserve the earth's well-being and, in turn, our environment.**

## III. Policy Terms

IDS promotes environmental sustainability in the workplace, learning environment, and among stakeholders. The company acknowledges its responsibility to raise awareness and understanding about environmental sustainability amongst employees; engaging them in learning and taking action to protect the environment.

**A.** We educate and encourage employees to participate in the company's sustainability initiatives.

**B.** The company monitors energy consumption and encourages employees to reduce energy consumption.

**C.** The company undergoes regular water quality assessments to verify that no harmful pollutants are discharged into waterways.

**D.** The company undergoes air quality assessments inside the offices to verify that no harmful pollutants are present in the atmosphere.

**E.** The company offices are "No-Smoking" areas. The only designated smoking area in the company is the outdoor space; which is to be accessed during breaks.

**F.** We practice regular recycling and waste reduction.

**G.** We prohibit the use of single-use plastic bottles.

**H.** We reduce the use of paper by promoting a paperless "no-printing" environment.

**I.** The company uses cloud computing in its operation and production of software. This to reduces the use of hardware and its negative impact on the environment.

**J.** The company promotes "Green" meetings where material is shared electronically, and travel is reduced.

**K.** The company does not recruit people involved in any litigation or lawsuit that has a negative impact on the environment. Actually, the company does not recruit people involved in any litigation.

المدير العام

2023

**Policy on Environmental Sustainability**

**L.** During a pandemic, resources operate remotely. The company provides all the necessary tools for efficient remote operation and production.

**M.** During a pandemic, and under a partial lockdown, resources are present in the company on alternating days and social distancing is practiced.

**N.** At IDS we don't have any gender discrimination when dealing with our employees, as we highly appreciate the participation of women in the decision-making process.

**O.** IDS supports the Ten Principles of the United Nations Global Compact (UNGC) on labor, human rights, environment, and anti-corruption. In brief, the ten principles are:

   **a.** On Labor:

      **1.** The company prohibits child labor

      **2.** The company prohibits forced labor.

      **3.** The company prohibits discrimination with respect to employment and occupation.

      **4.** The company supports and exercises the freedom of collective bargaining.

   **b.** On Human Rights:

      **5.** The company supports and protects human rights

      **6.** The company does not engage in violations of human rights.

   **c.** On Environment

      **7.** The company supports a precautionary approach to environmental challenges.

      **8.** The company undertakes initiatives to promote greater environmental responsibility.

      **9.** The company encourages the development and diffusion of environmentally friendly technologies.

   **d.** On Anti-Corruption

      **10.** The company does not engage in corrupt acts including bribery and forgery.

المدير العام