



At MyCardium, we are committed to being an eco-friendly and eco-aware organisation. Sustainability is a core value that shapes our business strategy, daily operations, and long-term ambitions. This document presents our key sustainability plans, providing a clear overview of the actions we are taking to minimize our environmental impact and support the global transition to a low-carbon future.

### **Educate, Advocate, and Collaborate**

- Educate staff about the environmental impact of usage habits, and how they can take responsibility and make their own sustainable changes.
- Encourage habits that reduce resource demand.
- Support flexible working arrangements with at least 50% of staff working remotely, using Microsoft Teams and other digital collaboration tools to minimise transport-related emissions.
- Discourage unnecessary international flights, promoting alternatives such as video conferencing.

### **Optimize Software and Coding**

- Regularly profiling and refactor code to minimise bottlenecks and optimise performance, resulting in lower energy use.
- Minimise unnecessary features and adopt lean software principles to reduce computational load.
- Enabling power saving mode on servers to ensure lower energy use.

### **Recycling and Wastage**

- Ensuring all office locations have, and make use of, recycling facilities.
- Reduce waste and re-use items as much as possible.
- Minimise printing instead using digital signatures and cloud storage as defaults.