Environmental Policy

Code PC-DG-02

Environmental Action Committee
(Otherwise referred to as the 'Environmental Committee')

Created by	Revised by	Approved by
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ENVIRONMENTAL POLICY
CONTROLLED DOCUMENT
CLASSIFICATION: INTERNAL USE

1. Objective

We recognize that our business activities have impacts on the environment and that there is an urgent need for us to take meaningful action to mitigate the effects of climate change and environmental degradation. In accordance with international guiding principles, such as the GHG Protocol, we are committed to better understanding and addressing our impacts on the environment and our global climate.

With this policy, we are committed to implementing measures that ensure the prevention, and when this is not possible, the reduction and control of the negative environmental impacts derived from Cybolt's activities, products and services.

2. Scope

This policy applies to all of our operations, offices, data centers and other facilities that we manage, as well as to all of our employees. Each member of the Cybolt team is responsible for acting in accordance with this policy and actively participating in initiatives that contribute to its success.

We also seek to ensure that our suppliers comply with the principles set forth in this statement with respect to the products and/or services they provide to us.

3. Development

At Cybolt, we strive for the continuous improvement of our processes, products, and activities, we promote a culture of respect and conservation of the environment, with efficient use of natural and energy resources. Likewise, we constantly seek to raise awareness of environmental matters among all our customers and suppliers.

Cybolt commits to:

- Measure the company's impact on the environment and establish goals for continuous improvement;
- Maintain management systems to monitor our progress in achieving these performance goals and objectives;
- Take a precautionary approach and integrate consideration of environmental concerns and impacts into our decision-making and activities;
- Manage the consumption of natural resources used in daily operations, such as energy, water, paper and other resources, and reduce, divert, reuse and recycle our waste as much as possible;
- Monitor, collect, and calculate all relevant energy and carbon dioxide emission data related to scope 1, 2, and 3 emissions and verify them by a third party using the GHG Protocol corporate standard;
- Use biodegradable materials whenever possible and ensure maximum use of supplies before purchasing additional materials;
- Implement strategic business travel approval processes and promote alternatives to business travel where practical;
- Consider sustainable consumption in travel expenses;
- Prefer options that include CO2 mitigation measures;
- Meet or exceed all applicable environmental laws, regulations, and standards that relate to the company;
- Work collaboratively with our owners and other partners to improve environmental programs within our offices;
- Communicate with internal and external stakeholders about company performance;
- Provide the necessary resources to fully implement this policy;
- Involve interest groups with this environmental policy and programs (i.e. training collaborators);
- Disseminating information concerning our compliance with environmental goals; and
- Reduce energy consumption and improve efficiency by 3% each year.

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Application Strategies

3 R's: One of the keys to reducing the amount of waste generated is to apply this simple rule, which corresponds to the initials "Reduce", "Reuse", and "Recycle", which must be established in this order when managing waste.

Reduce: It is the way to prevent the generation of waste and reduce its dangerousness, thus reducing its impact on the environment. It simply consists of preventing unnecessary waste from being generated, avoiding buying products with unnecessary packaging and containers, as well as consuming only necessary energy, in addition to reducing the consumption of toxic and polluting products.

Reuse: Everything that we cannot avoid using must be used as many times as possible, thus extending its useful life and at the same time avoiding generating new waste. Again, the possibilities for the application of this principle are endless.

Recycle: The recycling process involves giving a new use to materials and objects that cannot be used for their initial purpose. It is important to bear in mind that in order to carry out recycling, each material must be separated.

Waste Separation: Although we apply the 3 R's strategy to our waste, there are materials that we cannot reuse or recycle, but depend on external management, but although this management is not developed in Cybolt, it can be made much simpler thanks to an action that we are able to do, the correct separation of waste, which is essential so that waste can be subsequently recycled. By separating the waste according to its type, we will therefore be facilitating recycling.

We commit to recycling at least 1 Kg of renewable materials per employee per month per year.

4. Governance

The Environmental Action Committee is responsible for overseeing the implementation of this policy. The CEO and members of the Board fully support the adoption of its policy and are responsible for overseeing the activities of the committee.