



Thoughtworks global environmental sustainability policy

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This policy is a critical element which outlines Thoughtworks' approach to achieving our environmental sustainability goals across our business.

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Purpose

Thoughtworks is committed to managing environmental impact as an integral part of the way we work and to ensure environmental integrity of our offices and operations. We have made a public commitment to reducing our carbon emissions in line with the Science Based Targets Initiative. As an organization, we are fully committed to implementing initiatives and embedding ways of working that enable us to continuously improve our sustainable practices. This policy is a critical element which outlines Thoughtworks' approach to achieving our environmental sustainability goals across our business.

Scope

This policy applies to all employees, activities, products and services of Thoughtworks and its subsidiaries globally, including all full-time and part-time contractors, temporary employees, consultants and interns (collectively referred to as "Thoughtworkers" in this policy). This policy also applies to third parties working on behalf of Thoughtworks, including, but not limited to, our suppliers, partners and others we do business with.

Commitments

To achieve our environmental sustainability goals, we commit to the following:

Organizational commitment

- Embedding sustainability into our business strategy and operational planning to ensure we are addressing this as a key priority

- Aligning with international standards on setting ambitious targets, implementing mitigation measures and improving our environmental performance to measure and track our progress, report our results, and make corrective actions where necessary
- Reporting annually to internal and external audiences on our environmental sustainability performance, consistent with industry reporting standards such as the Sustainability Accounting Standards Board (SASB), UN Global Compact and Climate Disclosure Project (CDP)
- Maintaining consistency of our ESG risk framework with international standards and using it to inform our evaluation of impact of projects on the environment
- Operating in compliance with all relevant global and regional environmental legislation.
- Preventing pollution and protecting the environment where and when feasible
- Continuously improving our environmental sustainability processes and programs
- Using carbon offsetting as an option to reduce our carbon footprint after we've achieved our direct decarbonization goals

Our operations

- Reducing business travel to align to Science Based Targets:
 - Adhering to our travel policy and avoiding unnecessary travel
 - Continuously improving the quality of our travel emissions data

- Investing in new technologies that allow us to serve our clients virtually
- Where travel is necessary, prioritizing sustainable modes of travel (e.g., walking, cycling, public transportation and zero emissions vehicles)
- Improving environmental sustainability of our offices:
 - Continuously improving the quality of our office emissions data
 - Ensuring that our offices are up to environmental standards by employing operational procedures to minimize the generation of waste, enable recycling and reuse of materials, and minimize the consumption of natural resources
 - Improving the energy performance in our offices and tracking improvements over time, including maximizing natural light and using energy efficient equipment
 - Achieving our goal to procure 100% renewable energy by 2030 by working with property managers to increase the proportion of renewable energy used to power our offices, either through on-site generation or purchasing of renewable energy certificates

Our people

- Supporting and promoting participation in environmental initiatives among our employees
- Educating and engaging our employees to enable them to adopt environmentally sustainable and responsible practices in the workplace

- Leveraging our skills to advance environmental sustainability in the tech sector, working with partners, peers and clients to reduce carbon emissions and create positive social impact
- Driving a culture that encourages our employees to be champions of environmental sustainability at Thoughtworks and in their personal lives

Our suppliers

- Informing suppliers of our environmental policy and requiring them to accept our Sustainable Procurement Policy
- Prioritize working with suppliers who are aligned to sustainable practices. These include commitments to carbon reduction targets, delivering products and services that are carbon-neutral, energy efficiency, GHG emissions reporting, using renewable energy, biodiversity, land use and deforestation, improving water quality, consumption and management, improving air and soil quality, responsible chemical management, promoting animal welfare, reducing noise emissions and minimizing waste across the supply chain
- Continuously improving the accuracy of supply chain emission data reporting and management
- Prioritizing working with suppliers who actively seek to reduce the negative impact of their manufacturing operations on those most vulnerable to the effects of climate change, including those communities overburdened by environmental degradation and pollution

Our clients

- Working with clients and strategic partners to identify opportunities to drive innovation in environmental sustainability
- Helping our clients achieve their sustainability goals, by continuing to expand and improve our environmental sustainability offerings and providing data that supports their scope 3 reporting

Governance

Our Board and Global Management Team monitors overall corporate performance and establishes the strategic direction of the company. Reporting to the Board of Directors, the Environmental, Social and Governance (ESG) Council reviews our ESG-related policies and priorities, including those related to environmental sustainability. These activities monitor progress and compliance with applicable laws and regulations, while considering management of current and emerging issues. Status updates on ESG policies and priorities are provided on a quarterly basis to the ESG Council.

To support the implementation of this policy, Thoughtworks has established a sustainability champions group, led by our global sustainability program manager, to drive environmental sustainability priorities and reporting activities. Thoughtworks will review this policy on a periodic basis and when processes, products, or external requirements change to ensure it complies with applicable legal and other requirements.

This policy will be communicated to all Thoughtworkers and all third parties working on behalf of Thoughtworks, including our suppliers, partners and any other parties we

do business with. Thoughtworks expects they will follow the above practices to ensure that Thoughtworks meets its reported sustainability goals. This policy ultimately supports Thoughtworks Code of Conduct. It will be available to external interested parties as appropriate and via our website.

Definitions

- **Environmental sustainability** - Environmental sustainability is the ability to maintain an ecological balance in our planet's natural environment and conserve natural resources to support the wellbeing of current and future generations.
- **Carbon emissions** - Carbon Emissions or carbon dioxide (CO₂) is produced when fossil fuels are burned in vehicles, buildings and industrial processes. CO₂ is one of the Greenhouse Gases (GHGs).
- **Science Based Target Initiative (SBTi)** - SBTi is a partnership between CDP, the United Nations Global Compact, World Resources Institute (WRI) and the World Wide Fund for Nature (WWF), where science-based targets is used to show companies and financial institutions how much and how quickly they need to reduce their greenhouse gas (GHG) emissions to prevent the worst effects of climate change.
- **Environmental Social Governance (ESG)** - ESG is the disclosure of performance in relation to material ESG risks and opportunities, both qualitatively and quantitatively, to describe how these material topics inform a company's strategy and overall performance.

Policy owner: *Elise Zelechowski*
elise.zelechowski@thoughtworks.com

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Approved by:

- *Ramona Mateiu, Chief Legal Officer and Chief Compliance Officer*
- *Chad Wathington, Chief Strategy Officer*
- *Elise Zelechowski, Head of Diversity Equity Inclusion, Sustainability and Social Change*

