

Environmental and Carbon Offset Policy

1. Purpose:

At Crystallise Ltd, we recognize our responsibility to minimize our environmental impact and contribute to carbon offset efforts. As a remote-first company, we are committed to reducing our carbon footprint and promoting sustainable practices among our employees.

2. Remote Work Environment:

- a. Employees are encouraged to set up their home offices in an environmentally friendly manner, utilizing energy-efficient appliances and minimizing paper usage.
- b. Whenever possible, employees should opt for digital communication and document sharing to reduce paper consumption.

3. Carbon Offsetting:

- a. Crystallise Ltd is committed to offsetting carbon emissions associated with remote work activities, including energy consumption and business travel.
- b. We will annually calculate the total carbon footprint of our remote operations and invest in verified carbon offset projects to neutralize our emissions.
- c. Employees are encouraged to participate voluntarily in carbon offset programs provided by the company to further mitigate their individual carbon footprint.

4. Sustainable Practices:

- a. Employees are encouraged to adopt sustainable practices in their daily routines, such as reducing energy consumption, conserving water, and minimizing waste generation.
- b. Crystallise Ltd will provide resources and training to employees on sustainable living practices and ways to reduce their environmental impact.

5. Travel Policy:

- a. Whenever possible, employees are encouraged to use virtual meetings and remote collaboration tools to minimize the need for business travel.
- b. In cases where travel is necessary, employees are encouraged to use environmentally friendly modes of transportation, such as public transit or carpooling, and to offset the carbon emissions associated with their travel.

6. Continuous Improvement:

- a. Crystallise Ltd is committed to continuously monitoring and improving our environmental performance.
- b. We will regularly review and update our environmental and carbon offset policies to ensure they remain effective and aligned with our sustainability goals.

7. Compliance and Accountability:

- a. All employees are expected to adhere to this environmental and carbon offset policy and actively participate in efforts to reduce our environmental impact.
- b. Managers and team leaders are responsible for promoting environmental awareness and encouraging sustainable practices within their teams.
- c. Any concerns or suggestions regarding environmental sustainability should be directed to the designated environmental officer or management team for consideration.

8. Communication and Transparency:

- a. Crystallise Ltd will communicate openly and transparently with employees about our environmental initiatives, progress towards carbon neutrality, and any updates to our policies.
- b. We will engage with stakeholders, including employees, clients, and the community, to raise awareness about our environmental commitments and encourage collective action.

9. Conclusion:

By implementing this environmental and carbon offset policy, Crystallise Ltd reaffirms its dedication to environmental stewardship and sustainability. Together, we can make a positive impact on the planet and build a more sustainable future for generations to come.

Crystallise Ltd 2024