

# Environmental Policy – Cybeready Learning Solutions Ltd

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*Edition: 1 | Revision Date: May 24, 2026*

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## Policy

### 1. Company Commitment

The Company is committed to conducting its activities in an environmentally responsible manner, recognizing that, as a software company, its operations also have environmental impacts arising from the nature of its business.

### 2. Management of Environmental Aspects

The Company shall act to reduce its environmental impacts, prevent pollution as far as reasonably practicable, use resources efficiently and responsibly, and comply with applicable legal requirements and relevant standards. Within this framework, the Company shall manage its environmental aspects in the areas of cloud resource management, business travel, end-user equipment, procurement and suppliers, office operations, and the environmental management system.

### 3. Employees, Personal Responsibility, and Environmental Conduct

The Company shall promote personal responsibility, involvement, and environmentally responsible conduct among its employees and managers, and shall provide information, training, and guidance that support professional, safe, and environmentally responsible conduct.

### 4. Control and Continual Improvement

The Company shall maintain mechanisms for control, reporting, review, and continual improvement of its environmental performance, including the establishment of objectives and targets, the handling of nonconformities, and the implementation of corrective and preventive actions.

## Policy Implementation Principles

### 1. Company Commitment

1. The Company is committed to the responsible management of environmental aspects and to reducing the environmental impacts arising from its activities.
2. Protecting the environment is the responsibility of all Company employees and managers.
3. The Company shall pursue continual improvement of its environmental performance through the establishment of objectives, targets, monitoring indicators, and periodic review.

### 2. Compliance, Management, and Control

1. The Company shall maintain an environmental management system in accordance with applicable legal requirements, standards, internal procedures, and other binding requirements.
2. The Company shall identify and evaluate environmental risks and aspects, define appropriate control and management measures, and implement corrective and preventive actions as needed.

3. The Company shall maintain mechanisms for reporting, investigating, and addressing nonconformities, incidents, and environmental impacts in order to identify root causes and prevent recurrence.
4. Where there is doubt regarding the existence of an environmental risk, the activity shall not proceed until the matter has been examined and it has been confirmed that it can be performed without harm to the environment.

### **3. Employees, Personal Responsibility, and Environmental Conduct**

1. The Company shall strengthen employees' personal responsibility and environmental conduct through training, awareness-building, and the provision of relevant information, including for employees who work from home.
2. The Company shall provide employees with information and guidance regarding environmental risks related to their work and shall instruct them on how to perform their work in a safe, responsible, and environmentally friendly manner.
3. Managers and employees shall act responsibly, remain alert to environmental risks, and serve as role models in their day-to-day conduct.
4. The Company shall encourage employee cooperation and engagement in promoting environmental considerations in work and development processes.

### **4. Prevention, Reduction, and Operational Conduct**

1. The Company shall act to prevent environmental incidents and to reduce negative environmental impacts as far as reasonably practicable.
2. The Company shall address environmental issues arising during its routine activities in a timely, professional, and effective manner.
3. The Company shall promote efficient and economical use of resources, including the prudent use of software, digital systems, and work processes, in order to improve efficiency and reduce resource consumption.

### **5. Energy Efficiency**

1. The Company is committed to improving energy efficiency across its operations, including the optimization of cloud computing usage, software infrastructure, office environments, and end-user equipment. The Company shall seek to reduce unnecessary energy consumption through efficient system design, operational best practices, and awareness among employees.

### **6. Renewable Energy**

1. The Company shall support, where reasonably practicable, the use of renewable energy sources in its operations, including consideration of cloud service providers, hosting services, and suppliers that demonstrate commitment to low-carbon and renewable energy solutions.

### **7. Sustainable Resource Management**

1. The Company shall promote the responsible and sustainable use of resources across its activities, including digital resources, IT infrastructure, procurement processes, and equipment lifecycle management. Preference shall be given, where feasible, to solutions that reduce environmental impact and support long-term sustainability.

### **8. Waste Reduction**

1. The Company shall aim to minimize waste generation resulting from its operations, including electronic waste and office consumables. The Company shall encourage reuse, recycling, and responsible

disposal of equipment and materials in accordance with applicable environmental requirements and best industry practices.

*Signed on behalf of the Company CEO*

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