

Environmental, Energy, and Sustainability Policy Document

Introduction

At IBRS, we recognise the urgent need for sustainable practices in the face of climate change and environmental degradation. As a boutique business technology research, advisory, and consulting company, we are committed to minimising our environmental impact while promoting sustainable solutions for our clients and the broader community. This policy outlines our environmental responsibility, energy efficiency, and sustainability approach.

1. Commitment to Sustainable Practices

IBRS leverages cloud platforms, specifically Google Cloud and Zoho, as part of our commitment to achieving zero-carbon computing. Our research demonstrates that these cloud services are crucial in reducing our overall carbon footprint. We actively monitor these key suppliers' energy certifications and sustainability targets to ensure alignment with our environmental goals.

2. Cloud Computing and Renewable Energy Goals

Our primary sustainability goal is to achieve 100% renewable energy compute by 2035. This goal is based on the aggregated progress of our cloud providers and the energy supply of our staff's home offices.

- Google Cloud aims to operate on carbon-free energy 24/7 by 2030 across all its data centres. Google is already carbon neutral, and it is actively investing in renewable energy projects to achieve this ambitious target. By leveraging Google Cloud's commitment to sustainability, IBRS can align its operations with leading industry standards while significantly reducing our carbon footprint.
- Zoho is also committed to sustainability, aiming to achieve net zero emissions by 2050, aiming for a 45% reduction by 2030. Zoho emphasises sustainable IT

innovation and has initiatives to support energy efficiency and responsible resource management. It should also be noted that Zoho is seeking social sustainability by placing its offices outside of major cities internationally and in Australia. It does this to provide local opportunities and rural economic development. IBRS fully supports this goal. By utilising Zoho's cloud services, IBRS benefits from its focus on green practices and contributions to a sustainable future.

3. Remote Work and Travel Minimisation

IBRS embraces a 100% remote working model to minimise our environmental impact. By adopting a distributed workforce structure, we significantly reduce the need for travel, lowering greenhouse gas emissions associated with commuting and business trips.

We extensively use video conferencing and 'virtual workplace windows' to facilitate collaboration among team members and clients. These technologies allow for natural interaction and effective communication without the need for travel, ensuring that our operations remain efficient and environmentally friendly.

4. Paperless Operations

We strive to be a 100% paperless organisation. All documents, communications, and reports are managed digitally, significantly reducing paper waste and contributing to our sustainability goals. We encourage the use of pen-enabled devices for note-taking and document annotation, which facilitates a seamless digital workflow while minimising the need for physical paper.

5. Recycling and Device Repurposing

We encourage all staff to engage in recycling practices within their home office environments. Our active communication program provides tips and resources for effective recycling. Additionally, we repurpose ageing devices by leveraging ChromeFlex OS to extend their life and functionality. Devices that can no longer be used internally are donated to educational networks in the Philippines, ensuring they serve a valuable

purpose in supporting education.

6. Employee Engagement and Communication

Our commitment to sustainability is shared with our employees through regular communication and engagement initiatives. We actively encourage team members to:

- **Research and Recommend Renewable Power Options:** Staff are encouraged to explore renewable energy providers for their home offices, such as solar energy options or other green energy plans, to reduce their carbon footprint further.
- **Adhere to Power Management Best Practices:** Employees are provided with guidelines on power management, including tips such as using energy-saving settings on devices, unplugging unused electronics, and utilising power strips to turn off multiple devices when not in use, etc.
- **Participate in Sustainability Initiatives:** We invite team members to contribute ideas and practices that promote sustainability within their work environments, fostering an inclusive approach to achieving our sustainability goals.
- **Utilise Our 100% Solar-Powered Head Office:** Our head office located in the Blue Mountains operates entirely on solar energy, serving as a model for sustainability and encouraging staff to adopt similar practices in their home offices.

7. Monitoring and Reporting

While IBRS currently has yet to hold formal sustainability certifications due to our size, we continuously monitor our environmental impact and progress towards our sustainability goals. We review and celebrate our achievements and areas for improvement as part of our annual planning meetings. In addition, we continually monitor the progress of our key providers in meeting their sustainability targets.

8. Continuous Improvement

IBRS is dedicated to continually improving our sustainability practices and exploring innovative solutions that align with our environmental goals. Our sustainability research



is not only for our own consumption but also serves our clients as part of our research

and advisory services. We often engage in discussions with clients about pathways to sustainable ICT, helping them to understand and implement effective strategies that align with their sustainability objectives. We will regularly review this policy and adapt our strategies to ensure we remain at the forefront of sustainable business practices.

Conclusion

At IBRS, sustainable business practices are a responsibility and an opportunity to lead by example. We are committed to creating a positive environmental impact through our operations and encouraging our clients and partners to do the same.

Policy Review Date: This policy will be reviewed and updated annually to reflect our ongoing commitment to sustainability and environmental stewardship.