

ILABS Sustainability Policy

1. Policy Statement and Commitment

ILABS recognizes the urgent need to address climate change and is committed to understanding and reducing our environmental impact. As we begin our sustainability journey, we commit to developing a comprehensive understanding of our carbon footprint making a credible plan to minimize our carbon emissions.

We are committed to achieving net zero greenhouse gas emissions by 2050 at the latest, with the ambition to set a more ambitious target once we have established our baseline emissions.

This policy demonstrates our commitment to responsible business conduct and our contribution to addressing climate change.

2. Scope and Application

This policy applies to:

- All company operations and activities
- All employees, contractors, and freelancers
- Our office space and home working arrangements
- Business travel and client meetings
- Our supply chain and vendor relationships
- Digital services and technology usage

3. Current Position and Baseline Development

Current Status: We are in the initial phase of understanding our climate impact.

Immediate Priorities (Next 12 months):

- Complete comprehensive carbon footprint assessment for 2024
- Establish baseline emissions data across Scope 1, 2, and key Scope 3 categories
- Identify our main sources of emissions
- Benchmark against industry standards for our sector

Expected Emission Sources:

- Scope 1: Office heating (if applicable), company vehicles (if any)
- Scope 2: Electricity consumption in office and remote working
- Scope 3: Business travel, employee commuting, digital services, printing and materials, client entertainment

Note: We will use recognized methodologies including DEFRA conversion factors and the Greenhouse Gas Protocol to ensure credible measurement.

3. Targets and Objectives

Phase 1: Foundation (2025)

- Complete baseline carbon footprint assessment by [list target quarter]
- Establish data collection systems and processes



- Set initial science-based reduction targets by [list target quarter]
- Achieve team awareness and engagement in sustainability initiatives

Phase 2: Action (2026-2030)

- Implement quick-win emissions reduction measures
- Reduce identified high-impact emission sources by a minimum of 25%
- Transition to renewable energy sources where possible
- Establish sustainable business travel and remote working policies

Phase 3: Acceleration (2031-2050)

- Achieve significant emissions reductions through systematic implementation
- Develop supply chain engagement and requirements
- Achieve net zero emissions by 2050 or earlier
- Support client sustainability initiatives where possible

4. Implementation and Governance

Leadership and Accountability

- Executive Sponsor: *Abirami Madhan, CEO*
- Sustainability Lead: *Madhan Subramanian, COO*
- Green Team: *Karthik Subramaniam, Director of Technology*
- All Staff: Individual responsibility for sustainable practices

Resource Allocation

- Year 1 Budget: \$[2,000-5,000] for carbon assessment, energy efficiency measures, and training
- Ongoing Commitment: 1% of annual profits reinvested in sustainability initiatives
- Time Investment: Monthly team meetings and quarterly progress reviews

Decision-Making Process

- All business decisions will consider environmental impact where relevant
- Sustainability criteria will be included in vendor selection
- Environmental considerations will be integrated into client project planning

5. Measurement and Monitoring

Tracking and Reporting

- Monthly: Basic energy and travel data collection
- Quarterly: Progress review and team updates
- Annually: Comprehensive carbon footprint assessment and progress report

Key Performance Indicators (To be established)

- Total annual emissions (tCO₂e) - baseline to be established
- Emissions per employee
- Emissions per \$ of revenue
- Percentage of renewable energy use
- Business travel emissions per client project

Policy Approval:



2025 Sustainability Policy

ILABS INC

