Streamline the student journey

CORPORATE AND SOCIAL RESPONSIBILITY

Thesis Student Management

November 2024

Thesis Corporate Social Responsibility

At Thesis, we believe that we have an important role in promoting a sustainable, equitable, and thriving society. We recognise that our business operations, from data usage and energy consumption to partnerships and product development, have an impact on the environment and society. We understand that our success and the wellbeing of the communities we serve are deeply connected, and we are committed to sustainable and ethical practices that promote long-term positive impact.

To achieve this, we have developed a pledge to ensure responsible actions are embedded throughout all areas of our business. Our CSR goals are aligned to United Nations Sustainable Development Goals (SDGs) [i]. Through our CSR initiatives, we aim to be a force for positive change for our employees, communities, and the environment.

Our Commitments

1. Environmental Responsibility

We are committed to minimizing our environmental footprint through efficient data management, energy-saving initiatives, and sustainable software development practices.

From reducing data center energy consumption[ii] through our partnership with Microsoft Azure to prioritizing eco-friendly cloud solutions, we work to lessen the environmental impact of our solution and promote a sustainable digital infrastructure. This partnership enables us to benefit from Microsoft's investments in a number of strategies to save energy compared to traditional computing. The primary benefits are captured at the end of this document. Our goal is to work toward net-zero emissions (SDG 13), responsible sourcing, and continuous improvements in eco-friendly operations.

In the delivery of our implementation projects we operate a remote-first delivery model using digital communication and collaboration tools. Where onsite project activities are required we use our local in-country team of consultants avoiding any unnecessary air travel. We believe this overall reduction in travel substantially reduces our contribution to greenhouse gas emissions.

We are a fully remote company with no physical office locations and we are committed to the environmental benefits this provides including:

- Energy Savings: Operating a physical office estate requires substantial energy for heating, cooling, lighting, and powering office equipment. With no separate physical office locations our lower overall energy consumption is minimised
- Reduced Carbon Emissions and Improved Air Quality: Without a daily commute, our team significantly cut down on their carbon footprint. Fewer cars on the road and less energy consumption can lead to better air quality, benefiting both the environment and public health
- Less Waste: Offices can generate a considerable amount of waste, including paper, plastic, and other materials. As a fully-remote company we reduce this waste significantly by relying more on digital communication and documentation
- Conservation of Resources: Without the need for office supplies, furniture, and other physical resources, we further reduce our consumption of raw materials and contribute to resource conservation

Overall, we believe our commitment to being a zero-office company plays a significant role in promoting sustainability and reducing environmental impact.

Additionally we practice sustainable procurement seeking out eco-friendly supplies and equipment, choosing sustainable marketing materials and merchandise, minimising packaging and shipping and preferring environmentally responsible suppliers. We also take care that our personal IT equipment is disposed of sustainably, adhering to Waste Electrical and Electronic Equipment (WEEE) guidelines.

2. Employee Wellbeing and Inclusivity

Our employees are genuinely appreciated, valued, receiving regular feedback so that each person has a clear understanding of their role and how they contribute to the business. We are dedicated to fostering an inclusive, supportive, and equitable workplace where everyone feels valued and empowered. We promote diversity, equity, inclusion, and accessibility in our hiring practices, career progression opportunities, and everyday interactions (SDG 3+8). Through initiatives like COLERE[iii], we drive positive change and prioritize the overall wellbeing of our team.

We operate a meritocracy, where all employees are recognised and rewarded on the basis of their performance, effort, contribution, and achievements. We expect our employees to act with integrity and respect towards one another and exercise a high standard of behaviour which are measured as part of our performance management process. We support diversity, fairness and equal opportunities and aim to involve and consult regularly with employees as to the direction of the business.

As a fully remote company we believe we significantly support work-life balance within our teams. With benefits such as flexible scheduling, personalised working environments, opportunities for stronger family connections and the satisfaction derived from autonomy and productivity, we recognise that a healthy work-life balance increases job satisfaction and employee retention.

We prioritize the health and safety of all of our staff. We ensure that they have access to the necessary technology and IT support to work securely and efficiently from home, conduct Display Screen Equipment (DSE) assessments for their home offices and provide guidance on setting up ergonomic workstations to prevent musculoskeletal issues. We ensure that our health and safety policies are current and effective in every jurisdiction where we operate.

We offer a range of resources and support for physical and mental health, including private medical insurance and health cash plans, YuLife fitness and wellness programme, and access to counselling and stress management services that recognize the importance of mental wellbeing in a remote work environment.

3. Community Engagement

As a socially responsible software company, we are dedicated to supporting local communities by driving digital literacy and through the charitable work of our employee-led COLERE initiative. We are proud of our employed volunteering policy which entitles every staff member to take an additional day of paid leave for community engagement and

volunteering. Activities include charitable fundraising for disadvantaged families, mentorship and literacy outreach, and supporting the environment within local communities.

As a company we are committed to integrating community engagement elements into our team building and staff development events, where staff can collaborate in a way that contributes towards a societal good. For example in our 2025 UK team event, we plan to collaborate to build resources together that can then be donated to local good causes. By contributing to technology education and workforce development, we aim to empower communities and bridge the digital divide.

4. Ethical Business Practices

Integrity and transparency are at the heart of our business. We commit to maintaining the highest ethical standards and adhering to all regulations in every sector we serve. We hold ourselves accountable to operate responsibly, build trust, and prioritize the welfare of our customers, partners, and stakeholders.

We create and maintain strong relationships with our suppliers. We aim to choose suppliers that share our ethos in relation to employment practices, quality, and environmental controls. We aim to build long term relationships with customers by understanding their objectives as they evolve over time and meeting their needs. We strive to provide fair value, consistent quality, and reliability. We aim to uphold the highest professional and ethical standards and will be honest, open, and transparent in all our dealings with customers.

 Additionally, we:

- Promote Ethical Leadership, encouraging our leaders to model ethical behaviour and decision-making, fostering a culture of integrity throughout the organization
- Implement Robust Compliance Programmes to adhere to legal and ethical standards, preventing misconduct and promoting accountability
- Provide Safe and Confidential Channels for employees to provide feedback, ask questions and report unethical behaviour, ensuring they feel secure and supported in speaking up
- Engage in Continuous Improvement, regularly review and update our policies and practices to align with the latest ethical standards and industry best practices

By integrating these principles into our operations, we aim to create a positive impact and build lasting trust with all our stakeholders.

Examples of CSR Achievements

In the past 3 months alone our responsibility efforts have planted 23 trees, removed 100g plastic, donated 1800L of drinking water and donated 3 meals to those in need. This demonstrates our commitment to environmental sustainability.

A recent Excellent Wellbeing achievement was to place 11th out of 100 companies in a YuLeague competition where everyone was awarded points based on the number of physical & mental challenges, employees completed throughout a month.

We encourage active employee participation in CSR, as it strengthens our internal culture and enhances our impact. Employees are empowered to bring forward ideas, lead projects, and engage in causes they are passionate about.

Moving Forward

Thesis is deeply committed to Corporate Social Responsibility, with a holistic and employee-driven approach that aligns with global standards and delivers meaningful impacts. Through our COLERE programme and strategic alignment with SDGs, we demonstrate a robust and innovative capability in CSR that benefits both our employees and society.

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[i] **Strategic CSR Goals Aligned with United Nations Sustainable Development Goals (SDGs)**
Our CSR approach aligns with the United Nations Sustainable Development Goals (SDGs), allowing us to make impactful contributions to global priorities, such as:

- **SDG 3 (Good Health and Well-being):** Through our YuLife wellness programs and a healthy workplace culture, we support both the physical and mental health of our employees.
- **SDG 8 (Decent Work and Economic Growth):** Our Opportunities initiatives emphasize equitable career paths and access to meaningful, sustainable employment.
- **SDG 13 (Climate Action):** Our Responsibility pillar incorporates measures to reduce our carbon footprint through energy-efficient operations, waste reduction, a sustainable supply chain and a travel policy which details the expectation of employees to behave in a cost and environmentally conscious way when conducting business travel.

[ii] **Reducing data center energy consumption.** Thesis SM partners with Microsoft Azure. This enables us to benefit from Microsoft's investments in a number of strategies to save energy compared to traditional computing, including:

- **Renewable energy:** Microsoft Azure has been carbon-neutral since 2012 and plans to run all of its data centers on renewable energy by 2025.
- **Efficient hardware**: Microsoft tailors its hardware to power its services efficiently.
- **Cloud computing scale**: Cloud computing is more energy efficient than traditional data centers because of its larger scale.
- **Data center infrastructure**: Microsoft uses advanced technologies to reduce the electricity needed for lighting, cooling, and power conditioning.
- **Cooling techniques:** Microsoft uses a variety of cooling techniques, including liquid immersion, open-air cooling, and adiabatic cooling.
- **Rainwater**: Microsoft captures, treats, and uses rainwater for cooling.
- **Resource optimisation**: Microsoft optimises resource use to reduce energy consumption.

Additional information is available at https://www.microsoft.com/en-us/corporate-responsibility

ⁱⁱⁱ **COLERE** - Our CSR strategy is driven by **'COLERE'**, an employee-led committee that showcases our commitment to **C**harity, **O**pportunities, **L**eisure, **E**ntertainment, **R**esponsibility (DEIA), and **E**xcellent Wellbeing. COLERE means 'to promote growth in Latin', reflecting our mission to nurture both individual and community development. COLERE examples include:

- **Charity**: Fundraising initiatives throughout the year with profits donated to https://www.schoolinabag.org, a charity that delivers schoolbags to disadvantaged children around the world.
- **Opportunities:** Driven by one of our values (Innovation) this looks at ways we can continuously improve our business
- **Leisure and Entertainment:** Organizing events and team-building activities that celebrate diverse cultures, holidays, and promote social engagement.
- **Responsibility:** Implementing sustainable business practices that reduce our environmental footprint and various DEIA initiatives which raise awareness and encourage inclusion.
- **Excellent Wellbeing:** Promoting holistic employee wellness programs, including mental health support, flexible work arrangements, and access to fitness and wellness resources.