

Datavalet's Journey to Sustainability

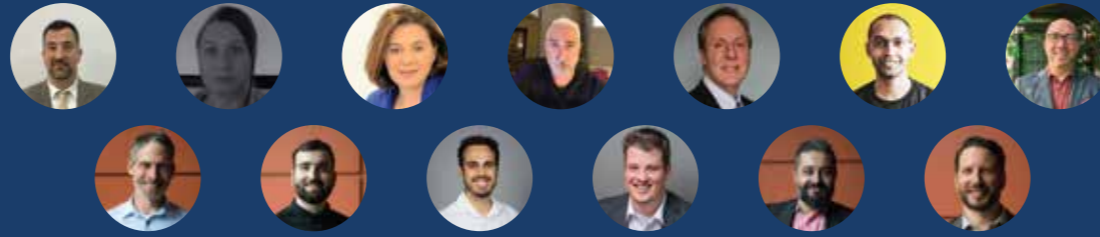
Implementing tangible environmental, social, economic, and cross-functional initiatives that actively contribute to sustainability.



Elevate sustainability to a core company objective and vision.



ASSEMBLE A TEAM OF PASSIONATE LEADERS



LEVEL 1
ECORESPONSIBLE
CERTIFICATION



SOCIAL

WORKING CONDITIONS

- Salary review for all employees
- Friday Summer hours
- Datavalet's RRSP contributions
- Paid volunteering day

SKILLS DEVELOPMENT

- Career advancement program
- Internal career path across departments
- Leadership Skills Development Program

CULTURE AND DIVERSITY

- Official DEI&B policy
- Self-identification survey
- International potluck at the office
- Donation to a women's technology association

HEALTH, SAFETY & WELLNESS

- In-office flu vaccination campaign
- Bi-weekly employee survey
- "Engagement Champions" program



ENVIRONMENTAL

CLIMATE CHANGE

- Climate Fresk workshop
- Promote energy-efficient use of our products and services
- Travel policy

ECO-RESPONSIBLE PRACTICES

- Earth Day community cleanup
- Sustainable practices at the office
- Internal awareness capsules

GHG EMISSION REDUCTION

- GHG Emission Reduction
- Repurposing end-of-life equipment
- Internal digital pollution awareness
- Green-powered operations
- Policy to limit email duplicates



ECONOMIC

SUSTAINABLE PROCUREMENT

- Carbon footprint audit
- Carbon reduction plan
- Emission reduction targets

COMMUNITY DEVELOPMENT

- Canadian Red Cross
- "Young African Women Can Code" Initiative
- Vancouver Canuck Children's Hospice
- Charity "Women in Tech"



TRANSVERSE

MISSION, VISION & PURPOSE

- Modernised Mission, Vision and Purpose statements
- Multiple employee feedback panels

ACCOUNTABILITY & TRANSPARENCY

- Presented our governance model and responsibilities between the Management Committee, the Board of Directors and shareholders.

VISION 2023



BECOME A REFERENCE FOR SOCIAL AND ENVIRONMENTAL LEADERSHIP IN THE NORTH AMERICAN TECHNOLOGY ECOSYSTEM



Set the example by aiming aiming for zero GHG emissions



Offering customers an attractive value proposition that solves social and environmental issues



Influence customers and suppliers to improve their own environmental footprint



Find out more about our initiatives
datavalet.com/sustainability



DATAVALET
Intelligently connected.