

Quidlab ESG Policy

Last Updated: 15th Nov 2024

Policy Owner: ESG Committee, Board of Directors

1. Environmental Responsibility

Commitment: Minimize environmental impact while advancing sustainable technology solutions.

Actions:

- **Green Cloud Infrastructure:** Partner with Microsoft Azure/Google Cloud to prioritize renewable energy-powered data centers for client solutions.
 - **E-Waste Management:** Implement a take-back program for hardware (e.g., devices sold via Quidlab's online store) and promote recycling.
 - **Carbon Neutrality:** Offset operational emissions (e.g., offices, employee travel) by 2025; transition to hybrid/remote work models to reduce commuting.
 - **Sustainable Procurement:** Prioritize eco-certified vendors for IT hardware and office supplies.
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2. Social Responsibility

Commitment: Foster inclusivity, empower stakeholders, and drive positive social impact.

Actions:

- **Employee Wellbeing:**
 - Offer training in digital skills, mental health resources, and flexible work arrangements.
 - Achieve 50% gender diversity by 2027 (currently [44%]).
 - **Client & Community Engagement:**
 - Ensure Client Data is GDPR/Thailand PDPA compliant.
 - Provide subsidized E-Meeting software to Thai SMEs/NGOs/Condominiums to enhance governance accessibility.
 - **Digital Inclusion:** Partner with Thai universities to train underrepresented groups in cloud technologies.
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3. Governance & Ethics

Commitment: Uphold transparency, accountability, and ethical leadership.

Actions:

- **Board Oversight:** Establish an ESG Committee to monitor policy implementation and annual reporting.
 - **Anti-Corruption:** Conduct mandatory ethics training for employees; maintain a whistleblower portal for anonymous reporting.
 - **Shareholder Rights:** Enhance **E-Meeting** tools to ensure secure, transparent voting and real-time AGM/EGM analytics.
 - **Compliance:** Adhere to Thai BOI standards, ETDA guidelines, Slavery Act.
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4. Implementation & Accountability

- **Metrics:** Track annual progress via KPIs (e.g., % renewable energy usage, employee diversity ratios, e-waste recycled).
 - **Reporting:** Publish an ESG report aligned with GRI or SASB standards by Q4 2025, accessible on Quidlab's website.
 - **Stakeholder Engagement:** Conduct bi-annual surveys with clients, employees, and investors to refine ESG priorities.
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Policy Review: Revised every 2 years or as regulations evolve.

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15th Nov 2024