

UNIT4

# In Business for You

Unit4 Sustainability report

2023

(Preliminary)



# Introduction

At Unit4, we are in business for people, and foster a culture where we truly value our social and environmental contribution, led by our Unit4 values. We work diligently to ensure there is a positive impact on our employees, the environment and wider society. We recognize that we can deliver more for our clients, the communities that we work in, and society as a whole, by taking steps to maximize the social value we are able to generate as a business. We have an opportunity and responsibility to ensure that our technology creates benefits for people and the planet. This document is a preliminary report that includes some of our Environmental, Social, Governance (ESG) initiatives, more specifically on the topics of Diversity, Equity and Inclusion and Climate change. We are working to issue a complete report which encompasses all ESG related topics in the future.

## Our social and environmental mission

Reflecting the people-first approach Unit4 lives by every day, our approach strongly aligns with the UN Sustainable Development Goals - the world's best plan to build a better world for people and our planet by 2030. That's why **we signed up to the [UN Global Compact](#)** as a participant, enabling access to best practices and guidance so we can continue to develop and strengthen our actions.

Unit4 is committed to creating social impact, globally and locally by:

1. Creating a socially equitable and inclusive tech world
2. Improving people health and well-being
3. Having a net positive impact on the planet



**United Nations**  
Global Compact



# Diversity, Equity and Inclusion

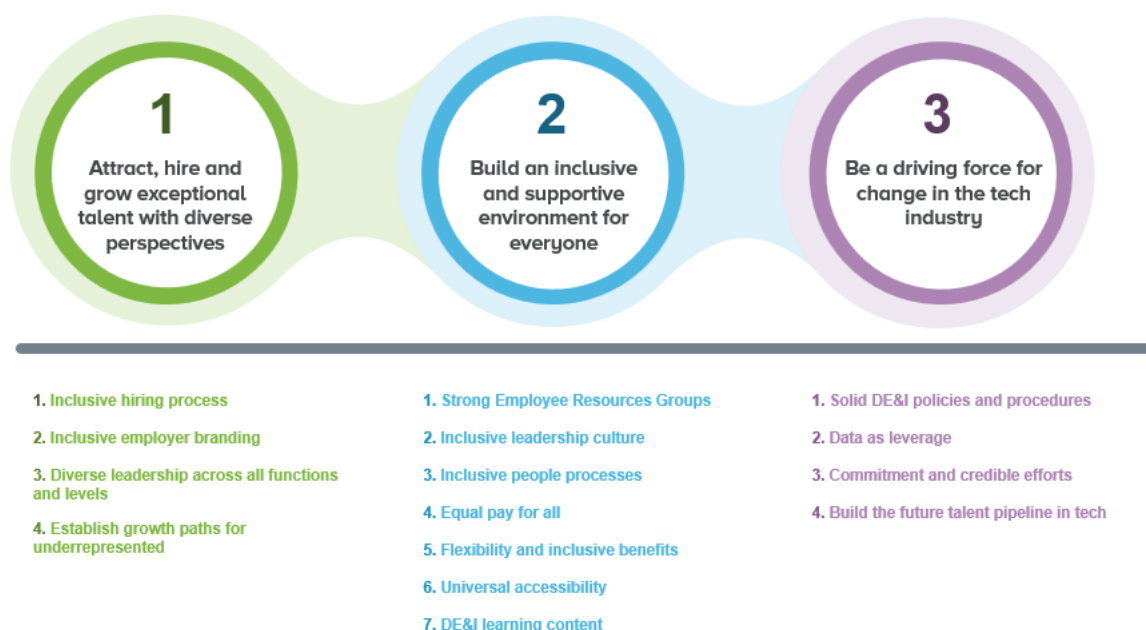
## Diversity statement and initiatives

Our diversity and inclusion approach is about the power of all of us, embracing our differences and learning from each other, having one common goal - to make our People Experience stand out from the rest.

### Unit4 - in business for people; in business for everyone

“Our extraordinary people experience, and fresh ideas are fueled by people’s differences. Diverse backgrounds and identities make up our global culture. We celebrate that culture every day: a culture where you feel like you belong without having to conform, where your contribution matters, where everyone has the opportunity to inspire”

In order to accelerate and streamline our efforts, our leadership team has defined a clear action plan with three pillars. We're taking a disciplined approach to drive change, and put in place some gender targets for the whole company and for leadership roles – **40% of women overall by 2026** (38% in 2022 baseline year), and **35% in leadership by 2026** (31% in 2022 baseline year).



### Recruitment:

From the very start of an employee lifecycle in the recruitment phase, measures are implemented to ensure equal opportunity. We are implementing changes to our process, with key actions aimed at having a candidate pipeline with people from various backgrounds and perspectives. These include reviewing our job descriptions to use inclusive language

and remove “gender-coded” terms, the introduction of skills-based interviews, training our talent acquisition team and hiring managers to remove bias, and sourcing activities to improve the diversity of our talent pipeline.

### *E-learning & Training:*

We have an e-learning course on Diversity & Inclusion (D&I) - this awareness course includes common scenarios and examples and is included in the mandatory / compliance training that all new employees need to complete when they join our team. Everyone in Unit4 is required to complete this. Through the course, participants will:

- Be aware of the culture shift of Diversity & Inclusion in the changing workforce
- Understand the significance and importance of creating an inclusive environment that values diversity
- Recognize unconscious biases in actions, in the behaviors of others and the impact they have
- Become more knowledgeable and comfortable with Diversity & Inclusion initiatives and our responsibilities

Our employees also have access to LinkedIn Learning, where

### *Employee Resource Groups (ERGs):*

We have launched our Employee Resource Groups (ERGs), including “Women at Unit4” and “Mental Health and Accessibility at Unit4”. ERGs are groups that foster diverse, inclusive workplaces aligned with our mission, values and practices. Each group has been assigned an executive sponsor to demonstrate their importance and business value. Our ERGs are open for all employees to join, reflect and understand how we can all do more to make the world an equal place. The main role of ERGs is to foster a diverse and inclusive workplace through community building and engaging our people. They are pivotal in raising awareness on the topic of gender equity, as well as contribute to the continuous improvement of our culture and practices. In parallel, we are undertaking a holistic review of our people processes throughout the employee life cycle, to ensure they are equitable.

Activities include:

- Provide feedback on policies, procedures, and culture and help attract and retain diverse talent and improve employee engagement
- Raising awareness, and celebrate ‘world days/weeks’
- Creating a psychologically safe environment for employees to share their experiences, views, challenges.
- Host events and activities, e.g. guest speakers bringing in outside perspectives or giving a voice to our own people.



WOMEN  
AT UNIT4



PEOPLE  
OF COLOR  
AT UNIT4



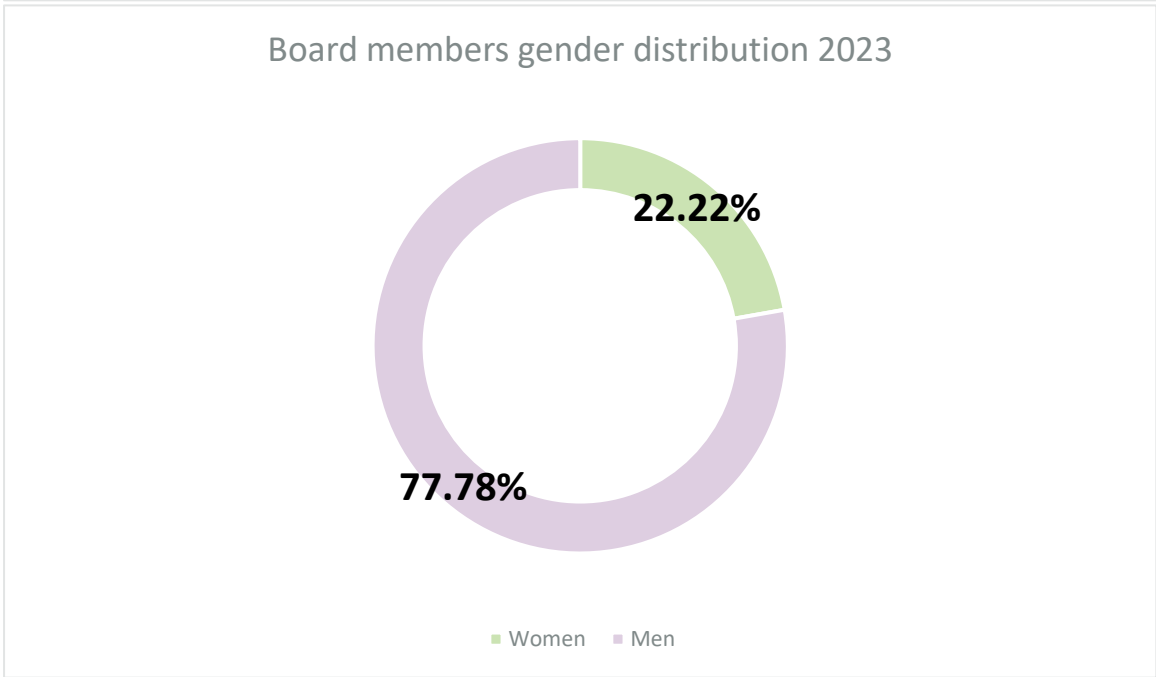
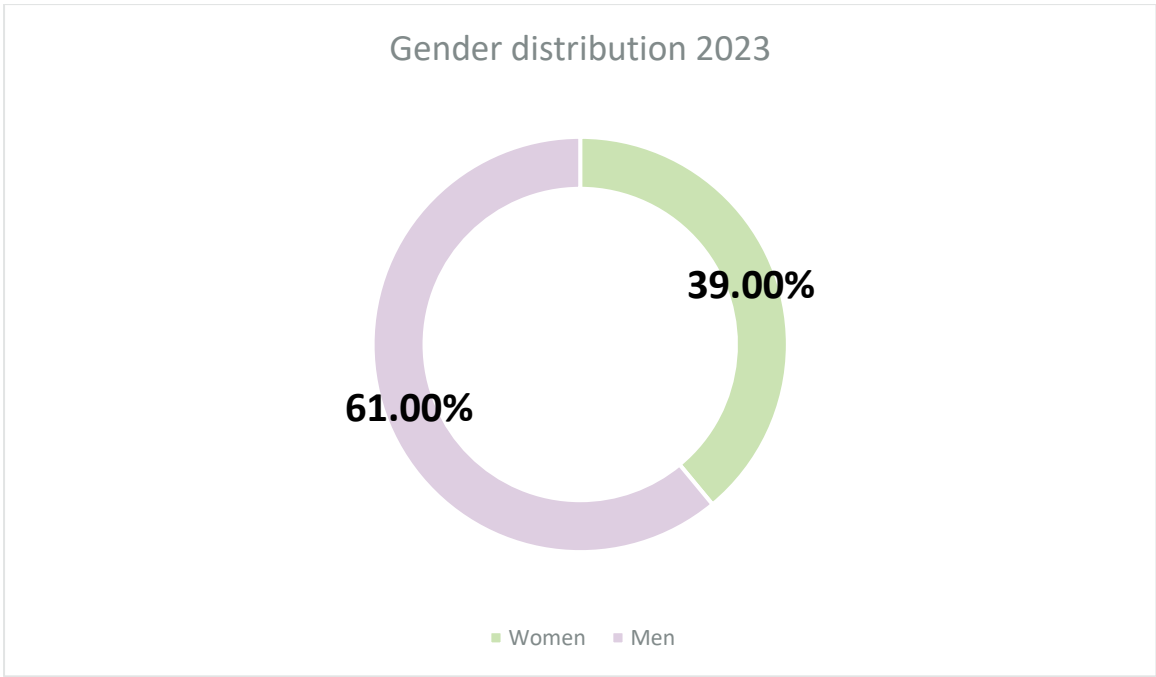
MENTAL HEALTH  
AND ACCESS  
AT UNIT4



PRIDE  
AT UNIT4

## Gender distribution

Unit4 is in the software industry, which has historically been male-dominated. Our gender distribution does not stem from favoring one gender over another, rather it's the result of the existing gender distribution in the talent market. We are committed to addressing our diversity and are continuing to take positive steps to do so. We are working with our Talent Acquisition team on ensuring that we have diverse representation of applicants when hiring as well as activity support Women in Tech.



Whilst we believe that Unit4 gender distribution will compare favourably with that of similar organizations in our sector, we want to go further to make this a great place for our people to flourish.

*Role Benchmarking*

Our Internal Reward Team benchmark new roles (and those that have not been benchmarked recently) during the recruitment process to ensure that we are paying our people fairly for the work they do. We are aware of the evidence that women are more likely to offer their current salary package information during the recruitment process, and as a

result continually get underpaid in the market. Benchmarking roles enables us to ensure that people are paid fairly for the job they do. It is important to us that our people are paid for the contribution they make; not paid the lowest amount they will accept.

### *Flex4U*

Our view on where to work is simple. Going to an office five days a week is no longer the only option. As many offices are now reopening, we believe that our people should still be able to choose whether they want to work from an office or not. As a true cloud software business, we naturally encourage them to meet up with colleagues where and when valuable, but we want them to always have the option to choose what suits them the best. Flex4U offers a wide range of options. For example, people can work from home one day, go to their office the next and work in another location the next. They can have meetings with their colleagues in an office or meet up in a coffee shop; It's up to them! As for when to work, Flex4U is all about flexibility. We trust our people to manage their own time. They do not have to miss their sports sessions. They can still do their school run, walk their dog, visit a friend or look after their elderly parents during parts of the traditional work hours when there is time to do tasks later or earlier that day. What matters is to deliver results that satisfy themselves and Unit4. And lastly, from our perspective, if we have happy, well balanced people, we can nurture a productive, creative environment, where we can all grow. We believe that we achieve the best work results when we ensure our mental, physical and social wellbeing. We appreciate work is never done in isolation. We encourage our people to be surrounded by family and friends, work in teams, be active, learn new things, and most importantly, look after their wellbeing.

### *Female Health Services*

Unit4 introduced a new benefit focused on providing female health service supporting our employees and their partners in two different areas - 1. Fertility and Family and 2. Menopause and Ongoing Care. Individuals will be able to receive 1:1 support, guidance, education and referrals from local specialists based on their specific needs. Fertility and Family will assist with preconception, adoption, surrogacy, egg freezing and IUI/IVF. Menopause and Ongoing Care will provide access to virtual specialists in the areas of OBGYNs, mental health, career coaches, nutritionists and others where needed. This new benefit will provide resources for our female employees to better enable them to succeed at work whilst balancing these often challenging personal situations.

## **Climate change – GHG emissions**

As we look towards the future, we will all need to take drastic actions to preserve ecosystems and reduce carbon emissions, and act together to decarbonize.

Today, we are working on our path to decarbonization. Since 2021, we actively measure and report our GHG emissions Scope 1, 2 and 3 at group level, through First Climate, an

independent GHG Emissions Consultancy. In 2022, Unit4 at the group level generated 9,338 CO2e (tonnes of CO2 equivalent).

We have started our efforts to reduce our carbon emissions, with initiatives such as an e-waste recycling scheme, and our commitment to halve business travel compared to pre-pandemic times. We have four main providers for our data centres, which are essential for our business and products - all committed to carbon neutrality and renewable energy:

- **Azure (main provider)** - [Microsoft sustainability page](#) – carbon neutral since 2012, commitment to 100% renewable energy by 2025
- **Conapto** - [Conapto sustainability page](#) – carbon neutral since 2019, 100% renewable energy since 2009
- **OVH** - [OVH sustainability page](#) – not carbon neutral, commitment to 100% renewable energy by 2025
- **AWS** - [AWS sustainability page](#) - not carbon neutral, commitment to 100% renewable energy by 2025

Scope 1: Fuel combustion	Scope 2: Purchased energy	Scope 3: Value Chain
<ul style="list-style-type: none"> <li>• Fuel consumption in leased vehicles</li> <li>• Heating consumption in offices</li> </ul>	<ul style="list-style-type: none"> <li>• Electricity consumption in offices</li> </ul>	<ul style="list-style-type: none"> <li>• Category 1 Purchased goods and services: Office paper, Cloud services</li> <li>• Category 2 Capital goods: Laptops, Servers, Monitors, Hard drives</li> <li>• Category 3 Fuel and energy related activities: Extraction of fossil fuels and production, transmission and distribution losses from electricity</li> <li>• Category 5 Waste generated in operations: IT waste, Office waste</li> <li>• Category 6 Business travel: Flights, Cars, Rail, Public transport</li> <li>• Category 7: Employee commuting</li> </ul>

Scope 3: Categories 4; 8-15 are not relevant for Unit4



Emission Category		Scope	All GHG (tCO <sub>2</sub> e)	CO <sub>2</sub> (tCO <sub>2</sub> e)	CH <sub>4</sub> (tCO <sub>2</sub> e)	N <sub>2</sub> O (tCO <sub>2</sub> e)	SF <sub>6</sub> (tCO <sub>2</sub> e)	NF <sub>3</sub> (tCO <sub>2</sub> e)	HFCs (tCO <sub>2</sub> e)	PFCs (tCO <sub>2</sub> e)	CO <sub>2</sub> e* (tCO <sub>2</sub> e)
<b>1</b>	<b>Scope 1 - Direct Emissions from operations</b>		<b>1,390</b>	<b>1,379</b>	<b>2</b>	<b>9</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>-</b>
1.1	Stationary Combustion	Scope 1	587	585	1	1	-	-	-	-	-
1.2	Mobile Combustion	Scope 1	804	794	1	8	-	-	-	-	-
1.3	Process Emissions	Scope 1	-	-	-	-	-	-	-	-	-
1.4	Fugitive Emissions	Scope 1	0	0	0	0	0	0	0	0	-
<b>2</b>	<b>Scope 2 - Indirect Emissions from electricity consumption</b>		<b>537</b>	<b>532</b>	<b>&lt;1</b>	<b>2</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>3</b>
2.1	Purchased electricity - market based	Scope 2	537	532	<1	2	-	-	-	-	3
	- location based	Scope 2	538	536	<1	2	-	-	-	-	<1
2.2	Purchased steam, heat, cooling	Scope 2	-	-	-	-	-	-	-	-	-
<b>3</b>	<b>Scope 3 - Indirect Emissions in the value chain Upstream</b>		<b>7,411</b>	<b>176</b>	<b>&lt;1</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>7,234</b>
3.1	Purchased goods and services	Scope 3	2,897	0	0	0	0	0	0	0	2,897
3.2	Capital goods	Scope 3	481	<1	0	0	0	0	0	0	481
3.3	Fuel- and energy-related activities	Scope 3	483	31	0	0	0	0	0	0	452
3.4	Upstream transportation and distribution	Scope 3	-	-	-	-	-	-	-	-	-
3.5	Waste generated in operations	Scope 3	70	-	-	-	-	-	-	-	70
3.6	Business travel	Scope 3	1,854	-	-	-	-	-	-	-	1,854
3.7	Employee commuting	Scope 3	1,625	145	<1	1	-	-	-	-	1,480
3.8	Upstream leased assets (as lessee)	Scope 3	-	-	-	-	-	-	-	-	-
	<b>Downstream</b>		<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
3.9	Downstream transportation and distribution	Scope 3	-	-	-	-	-	-	-	-	-
3.10	Processing of sold products	Scope 3	-	-	-	-	-	-	-	-	-
3.11	Use of sold products	Scope 3	-	-	-	-	-	-	-	-	-
3.12	End-of-life treatment of sold products	Scope 3	-	-	-	-	-	-	-	-	-
3.13	Downstream leased assets (as lessor)	Scope 3	-	-	-	-	-	-	-	-	-
3.14	Franchises	Scope 3	-	-	-	-	-	-	-	-	-
3.15	Investments	Scope 3	-	-	-	-	-	-	-	-	-
	<b>Total GHG emissions</b>		<b>9,338</b>								