



Environmental Policy

What does this policy cover?

Document control

Document title	Environmental Policy
Document reference	VAL-ENV-POL
Version	2.0
Issue date	2024-01-01
Effective date	2024-01-01
Last reviewed	2025-12-30
Next review due	2026-12-30
Review cycle	Annual
Policy owner	VP Ops / CSR / Sustainability Lead
Approver	COO
Confidentiality classification	Public

1. Purpose

This document sets out Valiantys’ commitments, expectations, and operating principles under this policy.

2. Scope and applicability

Scope: All Valiantys entities, employees, contractors, and relevant suppliers/service providers where applicable.

Applicability: Applies to all employees and relevant stakeholders covered by the scope. Business units may add local appendices where required.

3. Key commitments

- Reduce environmental footprint of operations (energy, travel, digital services, waste).
- Promote responsible consumption and eco-friendly practices across sites and remote working.
- Engage suppliers to reduce environmental impacts in the value chain.
- Monitor, report, and improve environmental performance annually.



4. Objectives, targets and KPIs

Objective	Target (annual review)	KPIs	Accountable owner
Reduce business travel emissions intensity	Reduce business travel tCO ₂ e per FTE year-on-year (target: -10% YoY)	tCO ₂ e business travel / FTE; % trips via low-carbon modes where feasible	VP OPS
Improve energy efficiency	Reduce office electricity consumption intensity where measurable (target: -5% YoY per seat or per m ²)	kWh / seat or kWh / m ² ; % offices with energy-saving settings	VP OPS
Environmental training and awareness	Achieve 100% annual completion of the environmental awareness module (new joiners within 30 days)	% employees completing annual environmental module	CSR / Sustainability Lead

5. Implementation

- Policy owner maintains this document, coordinates implementation, and reports progress at least annually.
- Leaders and managers ensure the policy is applied in day-to-day operations and cascade expectations to their teams.
- Training/awareness activities are delivered as applicable to the policy (at least annually where relevant).
- Records/evidence are maintained to demonstrate implementation (training logs, registers, meeting minutes, assessments, audits, action plans).

6. Monitoring and reporting

Progress against objectives and KPIs is reviewed at least annually. Results, gaps, and corrective actions are documented to support continuous improvement.

7. Continuous improvement

- Identify gaps from KPI results, audits, incidents, or stakeholder feedback.
- Define corrective actions with owners, timelines, and expected outcomes.
- Track action completion and effectiveness; update objectives/KPIs during annual review.
- Update this policy annually and communicate changes to relevant stakeholders.

8. Communication and training

This policy is communicated to relevant audiences and made accessible in the appropriate internal repository. Training and awareness are delivered as required by the policy objectives and role exposure.



9. Contacts

For questions or guidance, contact the Policy Owner or the CSR Committee via the established internal channels.

10. Introduction

At Valiantys, a global leader in Atlassian services, we are dedicated to our partners and driven by a mission: to support our customers and employees in transforming teamwork through agile solutions with reduced environmental impact. This commitment reflects our core purpose and is shared by our consultants and experts, who embody honesty, curiosity, and pragmatism.

Valiantys' environmental policy has been defined in line with the significant environmental aspects and impacts of its upstream activities and is the subject of an action plan that is regularly monitored and reviewed; Roles and responsibilities have also been assigned, and the Directorate is responsible for its implementation. Objectives and monitoring indicators have been defined, allowing the implementation of the environmental policy with a view to continuous improvement of environmental performance.

10.1. Perimeter

It applies to all the activities of the group and its subsidiaries, which also promotes it within its value chain, and more broadly, to all its stakeholders. It is reviewed annually, and the Management is responsible for its implementation and the monitoring of its objectives.

11. Our environmental aspects and impacts

Activities & Activities services	Aspect Associated Environmental	Impact Associated Environmental
Administrative and administrative activities production	Consumption of consumables (paper, toner, office supplies)	Depletion of natural resources
	Hosting on servers	
	Energy Consumption (Electricity)	
	Water Consumption	
	GHG emissions	Increase in the greenhouse effect
	Waste production: consumables, End of Product Life (DIB/Inert)	Increased pollution
Travel of employees: home/work and business travel	Energy Consumption	Depletion of natural resources
	Fuel Consumption	Depletion of natural resources
	GHG emissions	Increase in the greenhouse effect

12. Our commitments and initiatives

Wishing to work towards controlling its environmental impacts, Valiantys has set the framework for its environmental policy, which is based on the following axes:

12.1. Structuring our environmental management system

→ Structuring our environmental management system with a view to continuous improvement, and to improve the impact of our services on the environment, and to ensure that our activities are conducted in compliance with all applicable laws.

12.2. Preservation of natural resources

We are committed to fight against the depletion of natural resources by controlling and reducing energy consumption, by selecting suppliers and service providers that respect sustainable development issues, and by challenging our employees on eco-friendly gestures, by:

→ Increasing employee awareness and training on environmental topics

→ Minimising the use of paper and reducing disposable packaging

Regarding office supplies:

- Evaluate if the need can be met in another way
- Evaluate if renting/sharing is an option before purchasing equipment
- Evaluate the environmental impact of any new products we intend to purchase
- Favour more environmentally friendly and efficient products wherever possible
- Reuse and recycle everything we can

→ Optimising energy use as much as possible

Energy and water

- We will seek to reduce the amount of energy used as much as possible
- Lights and electrical equipment will be switched off when not in use
- Heating will be adjusted with energy consumption in mind
- The energy consumption and efficiency of new products will be considered when purchasing

12.3. Pollution control

→ Prevent and combat all forms of pollution through thoughtful waste management

→ We have identified our sources of pollution: paper, cardboard, cartridges, DIBs, and carry out the sorting necessary to treat this waste in the appropriate channels and have set up a partnership with a service provider responsible for the recovery of our waste. Finally, we limit our printing and have set up our printers for black and white and double-sided copies Paper.

- Minimise the use of paper in the office
- Reduce packaging as much as possible
- Seek to buy recycled and recyclable paper products
- Reuse and recycle all paper where possible



12.4. Contribute to reduce impact on global warming

→ Fight against global warming by assessing and reducing our greenhouse gas emissions across all the group's activities;

→ We have assessed our carbon footprint for scopes 1,2 and 3 in 2022.

To mitigate our digital carbon footprint, we chose Amazon Web Services (AWS) as its cloud provider. AWS announces its commitment to sustainable development issues by using 50% renewable energy, with the aim of switching to 100% by 2025.

Transportation

- Reduce the need to travel, restricting to necessity trips only
- Promote the use of travel alternatives such as e-mail or video/phone conferencing
- Make additional efforts to accommodate the needs of those using public transport or bicycles
- Favour 'green' vehicles and maintain them rigorously to ensure ongoing efficiency.

12.5. Environmental promotion of our services with our customers and throughout our value chain

→ We assess the environmental impact of the services we offer in advance, to opt for the most sustainable solutions for our customers.

→ Our suppliers are asked to limit the impact of their activities on the environment by reducing their greenhouse gas emissions, energy, and water consumption, and limiting the use of non-renewable natural resources or environmentally unfriendly products.



OUR REPORTING



- 65.6% Digital
- 12.1% Services purchases
- 9.3% Travel and Commute
- 3.9% Assets
- 3.1% Energy
- 1.9% Product purchases
- 4.1% Others

8 kt
of CO2e
15 tCO₂e / Employee

Awarded to Valiantys

Comparative

4643 Number of London / New York round trips

727 Number of hectares of forest

DocuSigned by:
Anstrousse Jérôme
5AFA96F116154C4...
30/12/2025
Read and approved
VP Ops EMEA

DocuSigned by:
Florent RAZAFI
4A6955F416CD45E...
30/12/2025
Read and approved
Chief Operating Officer

Signed by:
Bill Holzendorf
9A851F1F3C9846B...
30/12/2025
Read and approved
VP Ops N.America