

## Contentstack + Sustainability =



### Our Vision

To pursue equity and use technology to break down barriers and enable people to unlock their highest potential.

### Our Philosophy

Inherent in our [Company Values](#), is that we **care deeply** about our customers and the communities we serve. At Contentstack, we recognize the urgency of the climate crisis and are committed to doing our part to mitigate its impact. We believe that sustainable practices are essential to the long-term success of our business, as well as the health and well-being of not only the customers and communities we serve, but also the planet and all its inhabitants.

*Through this policy we:*

- Commit to comply with applicable law in all our operations.
- Commit to protect human rights. We are a committed equal opportunity employer and will abide by all fair labor practices. We'll ensure that our activities do not directly or indirectly violate human rights in our own or other country.
- Commit to minimize our impact on our environment and maximize the effective use of resources.
- Commit to foster responsible environmental behavior amongst staff at all levels.
- Commit to minimize risks and impacts through processes and systems to implement, measure and monitor environmental and social performance.
- Commit to increase communication and awareness of our efforts.

### Our Commitment



We are committed to taking meaningful action to reduce our environmental footprint and promote sustainable practices in everything we do. To this end, we are taking a number of steps to reduce our carbon footprint, conserve natural resources, and promote environmental stewardship. These include:

## **Environmental**

*We will:*

- Comply with all laws governing the environment.
- Strive to better understand both the direct and indirect impact that our practices may have on the environment.
- Minimize or offset our impact on the environment.
- Reduce physical office space and encourage remote-first work to reduce energy consumption of our employees.
- Encourage alternative modes of transportation, such as cycling and public transit.
- Prioritize environmentally responsible suppliers and partners
- Procure energy-efficient software, using cloud-based solutions to reduce energy consumption, and choosing vendors who use sustainable materials and practices.
- Lessen our environmental impact by purchasing environmentally-friendly products and services.
- Take steps to continually improve environmental performance.
- Protect and support biodiversity.
- Conduct audits, evaluations, and self-assessments of the implementation of this policy.
- Work with our entire supply chain in order to gain mutual benefits of incorporating environmentally sustainable goals into everyday business.
- Be an environmentally responsible neighbor in our community.
- Promote environmental awareness throughout all operations of the company.
- Foster a sustainably aware culture, where responsibility is assigned and understood.
- Strive to raise awareness in the community, encourage participation and train employees in environmental and social matters.
- Encourage employees to volunteer in the capacity of park, beach, or other related clean-up activities.

## **Economic**

*We will:*

- Consider and support sustainability initiatives with a strong business case.
- Integrate sustainability into our existing business models, accounting and reporting.
- Add value to our products and services to support sustainability markets.
- Reduce operating costs through improved resource management eg, water, waste, energy, carbon, employee engagement.
- Manage risk of operational disruptions e.g. resource scarcity, climate change impact, or community risks.
- Reduce reputation risks and communicate actions.

We are committed to educating our employees, customers, and stakeholders about the importance of sustainability and providing resources to help them make informed decisions about their own environmental impact.