

8x8 UK Ltd

Environmental Policy

The Senior Management and Board of 8x8 UK Ltd recognise that the day to day operations of the organisation can impact the environment both directly and indirectly. We aim to protect and, where possible, improve the environment through good management and by adopting best practices whenever possible. We are committed to integrating environmental considerations into our business decisions and adopt greener alternatives throughout our operations, wherever possible.

To meet the above objectives, we intend to:

- Bring this Environmental Policy Statement to the attention of all stakeholders
- Comply fully with all relevant legal requirements, codes of practice and regulations at International, National and Local levels
- Understand our compliance obligations and how we fulfill these
- Eliminate risk to the environment, where possible, through selection and design of materials, building facilities, equipment and processes
- Ensure that emergency procedures are in place at all locations for dealing with environmental issues
- Establish objectives and targets to measure the continual improvement in our environmental performance and review these at least annually
- Conduct regular audits of our environmental management system
- Identify and manage environmental risk and opportunities
- Improve the environmental efficiency of our transport and travel
- Minimise waste and increase recycling within the framework of our waste management procedures

- Strive to only engage with contractors who are able to demonstrate due regard to the environment
- Prevent pollution to land, air and water
- Promote environmentally responsible purchasing by sourcing materials from sustainable suppliers, when practicable
- Provide adequate resources to control environmental risk arising from our work activities
- Provide suitable training to enable employees to deal with their specific areas of environmental control
- Where possible seek to reduce the use of water, energy and other natural resources

This Environmental Policy will be reviewed at least annually and revised as necessary to reflect changes to the business activities and any changes to legislation. Any changes to the Policy will be brought to the attention of all stakeholders.

About 8x8 UK Ltd

8x8 is transforming the future of business communications as a leading Software as a Service provider of 8x8 XCaaS™ (Experience Communications as a Service™), an integrated contact centre, voice communications, video, chat, and SMS built on one global cloud communications platform. 8x8 uniquely eliminates the silos between Unified Communications as a Service (UCaaS) and Contact Center as a Service (CCaaS) to power the communications requirements of all employees globally as they work together to deliver differentiated customer experiences.

8x8 is fully committed to minimising the impact that running our business has on the environment and encourage our clients, suppliers and other stakeholders to do the same. Good corporate citizenship and sustainable business practices go hand-in-hand with our mission; “Enabling better customer and employee experiences through a unified communications platform and AI-enabled technology”. As a leader and innovator in cloud-native UCaaS and CCaaS, we have embraced sustainable business practices from our inception and strive to have a positive impact on the environment and in our communities.

8x8 UK Ltd. is committed to achieving Net Zero greenhouse gas emissions by 2050. To begin this journey we have calculated our baseline carbon footprint in fiscal year 2020 (ended March 31, 2020) and an annual measurement of our emissions is now an embedded business process. We have included all seven Kyoto Protocol Greenhouse Gas groups in our emissions calculations and our methodology comes from the Greenhouse Gas Protocol and UK Government conversion factors.

An Environmental Management System (EMS) has been implemented in our operations and facilities and is externally accredited with ISO 14001. The system has enabled us to streamline our processes, improving our environmental performance through increased oversight by the Environment Manager and Senior Leadership Team. With stronger measurement controls we are



better able to efficiently use resources and reduce waste. The EMS emphasises the importance of continuous improvement; this culture of ongoing assessment and enhancement will help us progress with our long-term sustainability goals.

We are passionate about improving communications for people and businesses, and are equally committed to giving back to the larger community. Our Corporate Giving and Social Value strategy has a focus on addressing the digital divide and utilises the expertise of our workforce to deliver support and volunteering on the ground. 8x8 supports non-profit organisations that help to erase digital inequality with in-kind technology donations, financial assistance and employee activities with a charitable focus. We place a strong emphasis on targeting socio-economically disadvantaged and marginalised groups to ensure delivery is impactful.

We believe in delivering more than a great product that connects people worldwide, we want to ensure our footprint on the planet is a positive one.