

Biodiversity Policy

Our approach towards sustainability

2023



Introduction

Iress Limited (**Iress**) and companies within its group (together, the **Iress Group**) are committed to protecting and conserving biodiversity through a global environmental, social & governance (ESG) strategy. Biodiversity relates to ‘the variability among living organisms from all sources, this includes diversity within species, between species and of ecosystems’.¹ Iress recognises that biodiversity is negatively impacted by human activity. Taking sustainable action within its business operations and supply chains is of great importance and Iress is aware that its corporate choices can directly and indirectly impact nature. Iress aims to protect nature by integrating its environmental commitments into Iress’ operations, products and services, and supply chains.

Our key environmental achievements in 2022:

- **Establishing our emissions reductions:** Iress is committed to reduce its Scope 1 and 2 emissions by 46.2% in 2030 and Scope 3 emissions by 18.5%.*
- **Disclosure transparency:** Developed our inaugural response to the Task Force on Climate-related Financial Disclosures (TCFD) and established a 2022–2024 climate-related risk and opportunity roadmap to improve disclosure over time.
- **Transitioning to the cloud:** Continuing our transition to a cloud-based technology architecture, 5,700+ services to the cloud and retired 320+ physical servers by working with AWS that is committed to reaching 100% renewable electricity by 2025.
- **Employee environmental participation:** Environmental volunteering opportunities to our people located in our UK and Singapore offices.

Our commitment and actions:

- 1. Compliance with laws and regulations**
Iress is committed to complying with all relevant laws and regulations that our business operates in.
- 2. Partnering with sustainable suppliers**
Iress will increase its awareness of environmental impacts when selecting suppliers and ensure new suppliers meet its Supplier Code of Ethics and Sustainable Procurement Policy.
- 3. Continued accuracy in our sustainable reporting**
Iress will drive towards continued accuracy with its Scope 1, 2 and 3 emissions reporting.
- 4. Review of nature-related risks**
Iress will review the relevance of biodiversity considerations in our business operations including functions across procurement, compliance, risk and ESG.
- 5. Training our people**
Iress will provide its people with environmental awareness information to increase the effectiveness of sustainability initiatives.

¹The Convention on Biological Diversity (1992) [Article 2](#), pg. 3.

*Our baseline year of 2019.