

A modern glass building with a green-tinted facade, partially obscured by lush green trees. The building's glass reflects the surrounding foliage and sky. A dark blue semi-transparent banner is overlaid on the left side of the image, containing the title text.

SUSTAINABILITY REPORT 2024

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LETTER FROM CEO

Dear Business Partners,

In today's world, sustainability is essential—not only to improve quality of life but also to ensure a positive future. At SNI, we recognize that our choices impact tomorrow. Sustainability isn't just an add-on; it's integral to our business model, benefiting our clients, community, and environment.

Our mission is to be socially and environmentally responsible in everything we do. From reducing our carbon footprint through digital solutions to partnering with eco-conscious vendors, we are committed to minimizing our environmental impact and maximizing positive change.

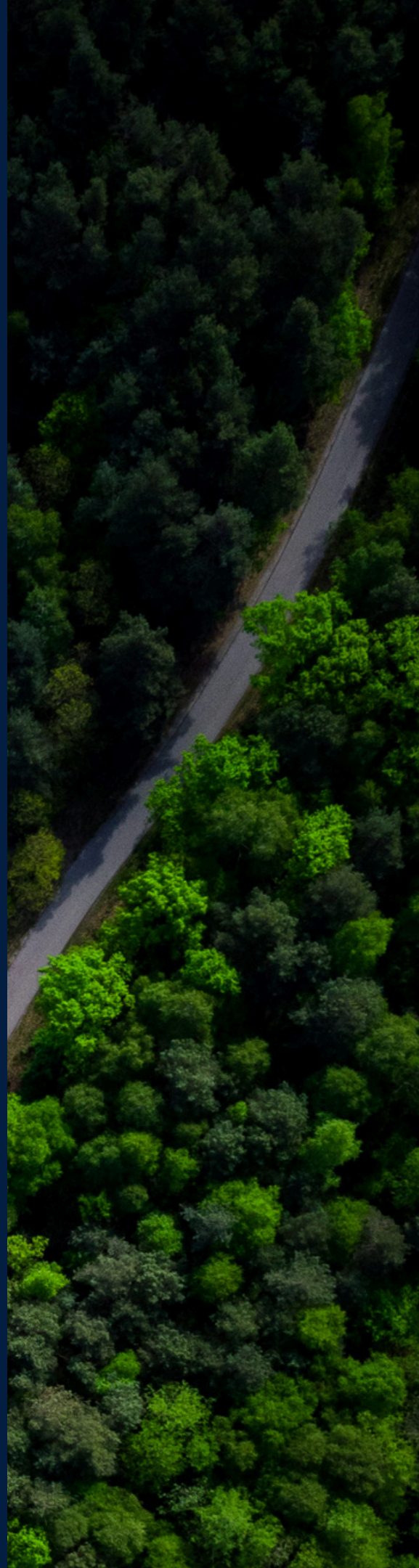
We've made strides in adopting a fully digital recruitment process and in selecting partners who share our values, from electronic waste reduction to supporting local green initiatives. This journey is about ensuring long-term success while contributing to a healthier society and planet.

I am proud of what we've achieved and excited for what lies ahead. Together, let's continue building a company we can all be proud of—a leader in social and environmental responsibility.

Thank you for your commitment to making SNI a responsible and conscientious partner.

Best regards,
Alper Gür

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PURPOSE OF THE SUSTAINABILITY REPORT

Our Sustainability Report serves several key purposes, all centered around transparency, accountability, and our commitment to creating a more sustainable and equitable future. Through our Sustainability Report, we reaffirm our dedication to conducting our business in a manner that achieves sustainable growth while fulfilling our social and environmental responsibilities. We believe that by doing so, we can contribute to a healthier, more equitable world while providing excellent service to our clients.

TRANSPARENCY

In this report, we share the efforts and progress we have made in our sustainability journey. We believe in being open about our successes, as well as the challenges we face. We feel it's essential for our clients, employees, partners, and the community to understand how we're working towards our sustainability goals and how these efforts impact our operations.

ACCOUNTABILITY

The Sustainability Report holds us accountable for the environmental and social commitments we have made. By documenting and sharing our performance against the set targets and objectives, we are promoting a culture of responsibility within our organization and among our stakeholders.

LEADERSHIP

By sharing our Sustainability Report, we aim to lead by example within the recruitment industry. We aspire to inspire other companies, big and small, to adopt sustainable practices and join us in taking action against the pressing environmental and social issues of our time.

BENCHMARKING & IMPROVEMENT

This report allows us to measure our performance against industry standards and our past performance. By doing so, we can identify areas of success and areas that need improvement. It enables us to strategize and implement more effective sustainability initiatives in the future.

STAKEHOLDER ENGAGEMENT

Our Sustainability Report is an excellent tool for engaging with our stakeholders. It provides insights into our commitment to sustainability, inviting feedback, suggestions, and collaborations that can further our sustainability goals.

ENVIRONMENT

We focus on sustainable development and the introduction of modern solutions to minimize the company's negative impact on the natural and social environment. During the entire development process, the company constantly strived to constantly observe, introduce and supervise the application of principles and processes that are aimed at reducing the negative impact on the environment.

One of the key elements of environmental awareness is, of course, waste segregation. It is an important tool that allows you to give a second life to many used products, contributes to the protection of the natural environment, and significantly reduces the costs of their storage and transport.

A significant step on the way to raising awareness was also moving to a new office in Gdański Business Center at the beginning of 2023, which is being built in accordance with the requirements of the BREEAM ecological certification system at the Excellent level. The rules adopted in the building, as well as those applicable to tenants, which are aimed at various types of savings, include:

- 🌱 lower energy and water consumption;
- 🌱 reducing the amount of waste and pollution generated by sorting and recycling waste, reducing printing - there are special spaces with separate bins for waste, allowing for a very intuitive approach to segregation;
- 🌱 energy saving, implementation of energy saving technologies and solutions;
- 🌱 efficient use of resources - for example, energy, water or printed paper;
- 🌱 social events involving employees of companies renting offices, for example plants exchange, free bike control etc.





GOING PAPERLESS

For supporting digitisation and digitalisation we use electronic platform DocuSign, which is a great place for sustainability improvements by reducing use of paper and other associated physical resources (such as those necessary for the transportation and shipping of paper documents). We have implemented a completely digital system for the recruitment process. This transition to a paperless office has eliminated the use of over 10,000 sheets of paper annually.

With a digital agreement platform, employees don't need to visit clients in person to complete a business transaction. Replacing manual paperwork processes with cloud-based interactions has proven to increase customer experience by providing an opportunity to digitize not just agreements, but end-to-end processes. A modern agreement platform gives us a suite of tools to make agreements faster, easier and more uniform, with a proper care for environment. Our office spaces are powered by green energy providers, contributing to a lower carbon footprint.

Our core product, the recruitment service, leverages digital platforms and technologies, which inherently have a low environmental impact. We further reduce our footprint by optimizing server use and choosing green web-hosting services.

CARBON NEUTRALITY GOAL

We have committed to becoming carbon neutral by 2030. We're on track to achieving this through a combination of in-house carbon reduction strategies. Therefore, we think it is necessary to keep up all the good practices from remote working. We support hybrid working model with the aim to reduce the need for travel and commute. We also encourage to leverage technologies such as the use of video conferencing instead of travel, when possible, use travel options that minimize emissions, leverage flexible working arrangements, and design meetings and events that use resources efficiently. For example, in-person meetings are mostly focused on occasions such as team building activities. Learning and development activities are not decreased but stay more wisely planned.

Having that in mind, SNI has implemented a hybrid-working model. We've incorporated a robust virtual meeting and interviewing structure, reducing the need for physical transportation and thus reducing our carbon emissions. We also utilize energy-efficient appliances and lighting in our offices, decreasing our overall energy consumption.

At SNI, we are committed to promoting sustainable practices both within our organization and in our wider community. As part of this commitment, we provide public transportation benefits for our employees. This initiative encourages the use of public transit, which significantly reduces the carbon footprint associated with commuting compared to individual car travel. By incentivizing public transportation, we are not only helping to decrease traffic congestion and air pollution in our city but also promoting a culture of sustainability among our employees. This proactive approach towards a greener commute is one of the many ways we at SNI are actively contributing to a more sustainable and environmentally-friendly future.

As part of our commitment to reducing environmental impact, we are proud to collaborate with DHL through their "Mission Zero Emission" initiative. This partnership aligns with our sustainability goals, as DHL's commitment to zero-emission logistics directly supports our efforts to minimize our carbon footprint across operations. By working together, we leverage innovative, eco-friendly logistics solutions that help reduce greenhouse gas emissions in our supply chain, advancing our shared mission of a more sustainable future.

GREEN PARTNERSHIPS

At SNI, we understand the importance of collective responsibility in driving sustainable change. This is why we choose to partner with vendors and suppliers who share our strong commitment to the environment. From the procurement of office supplies to the selection of digital platforms, we ensure that our partners uphold ethical and sustainable practices. We believe in supporting businesses that prioritize environmental responsibility, fostering a supply chain that respects natural resources, minimizes waste, and reduces carbon footprint.

This selection process not only helps us maintain our sustainability standards but also influences the broader market to adopt greener practices. Through these strategic partnerships, SNI is making a significant contribution to environmental conservation and promoting a culture of shared sustainability values in the business community.



COMMUNITY INITIATIVES

At SNI, we believe in giving back to the community and the power of businesses to drive meaningful societal change. Our charitable efforts are grounded in our values, encompassing initiatives that range from supporting local education to contributing to global humanitarian aid. We also foster a culture of employee volunteering, encouraging our team to participate in charity events and community service, aiming to make a positive impact that goes beyond our business.



Our commitment to corporate social responsibility extends locally and globally. Recently, we organized a collection drive to support earthquake victims, providing essential supplies and financial aid to assist in their recovery. Each Christmas, we uphold a tradition of gifting seniors in our community, bringing a bit of holiday warmth to those who might otherwise feel forgotten. Additionally, we are dedicated to supporting children facing serious illnesses by providing financial assistance to help ease the burdens on them and their families during difficult times.

These efforts reflect our holistic approach to corporate success—one that combines financial growth with a genuine commitment to societal well-being. At SNI, we strive not only to succeed in business but also to make a meaningful difference in the world.

**At SNI, we strive to do more than just succeed in business
- we aim to make a difference in the world.**



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