

Sustainability within the Company



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1 Mission Statement

We see ourselves as a sustainable company and integrate considerations of environmental impact, social aspects and governance into all our corporate decisions. Global climate change is demonstrably one of the greatest challenges facing our society today. A responsible approach to the environment is therefore a matter of course for us.

We are committed to a sustainable future and to improving the social, environmental and economic well-being of the global community. That is why we are actively committed to making corresponding improvements in the society in which we operate. In all our activities, we take responsibility and pursue the goal of reducing our CO2 emissions and making an active contribution to climate neutrality.

2 Sustainability Strategy

2.1 Responsibility for the environment and the people who live in it

We strive to achieve climate neutrality and make a positive contribution to CO2 emissions. We develop new talent and thus our own young talents. At the same time, we offer our employees workplaces in bright and modern offices and support a healthy work-life balance.

2.2 Responsible action

We want to be a partner on whom our customers can rely at all times and under all circumstances, because we strive for long-term partnerships characterized by mutual trust. We work according to ethical and ecological principles and principles and rely on clear and transparent communication.

We operate our internal IT infrastructure and that of our customers in a CO2-neutral data center. We also use IT hardware that is as CO2-free as possible with our «refurbished» approach.

3 Concrete Measures

Our strategic corporate decisions are made with ecological and sustainable business practices in mind. We view sustainability as an ongoing process and therefore strive to continuously expand our catalog of measures to promote sustainability.

3.1 Ecological measures and objectives

The Datalynx Group has set itself the following goal:

1. to use at least 95% renewable energy in our data centers by the end of 2028
2. at least 80% of all hardware orders to be delivered collectively instead of individually by the end of 2025

In addition, the following measures and targets are pursued in daily operations:

- CO2 reduction through remote maintenance of our customers' ICT systems
- The power consumption of our racks is optimized by means of a managed PDU (Power Distribution Unit). We achieve this by switching off systems that are not required.
- We use a modern and sustainable data center in the immediate vicinity. The operation is energy-efficient and CO2-neutral; our servers are also powered by green electricity.
- Whenever possible, we use public transportation to travel to our customers and suppliers.
- Where possible, we use refurbished hardware to reduce our ecological footprint.
- The energy-saving functions are activated on all our devices and computers. They switch to standby after a short time when not in use.
- We use energy-saving lighting.
- Our coffee machine is switched off automatically after work and does not heat up again and again throughout the night.
- We work largely paperless.
- We all work with notebooks/laptops, which consume 70% less power than desktop PCs.
- Our offices in Basel are in the Davidoff building, which meets the «Minergie» standard.

- Thanks to our ideal location near the SBB train station, our employees can use public transport to get to work.
- We offer our employees coffee, water, seasonal fruit and «Znüni» (snacks), all purchased locally and with organic/fair trade labels where possible.
- We drink tap water and use a water dispenser.
- We strive to reduce waste and packaging.
- We attach great importance to recycling and provide the necessary collection points internally.

3.2 Social measures

- We sensitize all our employees to exemplary ecological and sustainable behaviour.
- We are always open to new product ideas or suggestions for improvement from our employees. They have the opportunity to submit ideas at any time.
- We inform our employees via the intranet about ways to contribute to sustainability (e.g. instructions to always switch off lights and electronic devices in the meeting room at the end of meetings).
- We organize regular communication events (summer party, winter event, happy hours, etc.). In this way, we strengthen internal communication and trust within the team.
- Flat hierarchies and a great deal of personal responsibility and decision-making authority are part of our corporate culture and increase employee motivation.