

Logicalis

Responsible

Business

June 2022



Responsible Business

Corporate Responsibility refers to the way in which businesses regulate themselves to ensure that all of their activities positively affect society as a whole. Businesses should meet, and aim to exceed, any relevant legislation, and if legislation does not exist in an area, the company should ensure they carry out best practices anyway.

At Logicalis, we've recognised that to stand apart as a modern leader in business, our Responsible Business agenda needs to go beyond just run-of-the-mill philanthropic "social responsibility". We've committed to developing and executing a global Responsible Business strategy that includes consideration of our social and community development responsibilities, our environmental performance as an organisation, and our commitment to our people. We recognise that- executed well- a shared-value Responsible Business strategy has the potential to deliver impactful, sustainable value for the organisation, the communities in which we operate, and the planet.

This document aims to provide an overview of how we work ethically, consider human rights, and the social, economic and environmental impacts of what we do.

Who we are

Logicalis is an international solutions provider of digital services currently accelerating the digital transformation of its 10,000 customers around the world.

Through a globally connected network of specialist hubs, sector-leading experts and strategic partnerships, Logicalis has more than 6,500 employees focused on understanding customer priorities and enhancing their experience.

As Architects of Change, Logicalis' focus is to design, support, and execute customers' digital transformation by bringing together their vision with its technological expertise and industry insights. The company, through its deep knowledge in key IT industry drivers such as Security, Cloud, Data Management and IoT, can address customer priorities such as revenue and business growth, operational efficiency, innovation, risk and compliance, data governance and sustainability.

Applicability and Scope

This document applies to our company globally, and to all Responsible Business initiatives undertaken by Logicalis.

Policy Elements and Overview

Logicalis is committed to legality and the willingness to observe community values through compliance. We want to be a responsible business that meets the highest standards of ethics and professionalism.

Logicalis will:

- Respect the law
- Honour its internal policies
- Ensure that all its business operations are legitimate
- Keep every partnership and collaboration open and transparent

Logicalis further commits to conducting business with integrity and respect to human rights. We will promote:

- Safety and fair dealing
- Respect
- Anti-bribery and anti-corruption practices

We also subscribe to proactiveness to promote human rights, help communities and protect our natural environment.

The Logicalis Responsible Business agenda has been shaped by understanding who we are as a business, and which social and environmental challenges are important to our people and in the regions that we operate in. This has culminated in 3 Responsible Business strategic pillars or focus areas that make up the Logicalis Responsible Business Agenda.

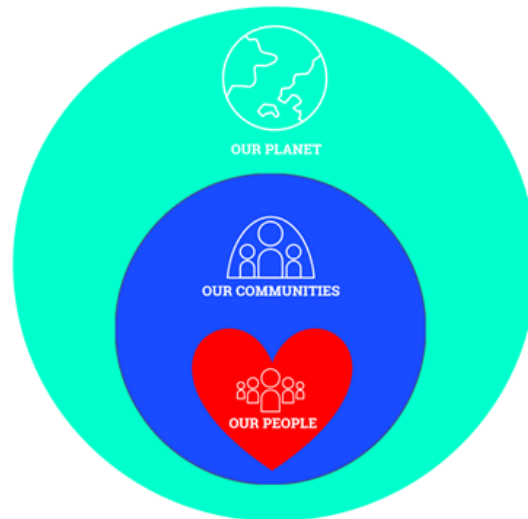


Figure 1. The Logicalis Responsible Business Focus Areas

All of the work that we seek to undertake is guided by one, simple principle: that as Logicalis, we are dedicated to conducting our business in a responsible and sustainable way. This commitment applies to our planet, our communities, and to our people in the continued creation of a Great Place to Work.

Our People

Diversity, Equity and Inclusion

At Logicalis, we've recognised that innovation drives the creation of value for our business and for the world; and that when people from diverse backgrounds work together, the more innovative and creative that team is likely to be. We have therefore made a commitment to increase the number of women and minority groups in our organisation to create more innovative, diverse teams; rooted in the belief that each Logicalis employee is accountable for the continued creation of a diverse, inclusive and high-performing culture.

In 2021, Logicalis launched the Logicalis Global Inclusion Council, a team of global leaders who drive the creation of strategic accountability and actions to help deliver diversity and inclusion objectives, provide governance and oversight on diversity efforts, and promote division-wide communication on progress. The council ensures that Logicalis continues to create an inclusive work environment, celebrate diversity, and engage and empower its people to reach their full potential.

In 2021, Logicalis were able to achieve a significant increase in female participation in High Potential programmes & leadership academies across the world. In Latin America, for example, a 55% male and 45% female participation in the HiPo programme was achieved. We've also recognised the importance of DE&I education to enable an inclusive culture for meaningful collaboration. In FY22, Logicalis rolled out organisation-wide trainings on unconscious bias and microbehaviors, as well as inclusive leadership training for over 200 leaders around the group. Encouragingly, the Logicalis overall female population grew by 5% in FY22 and the number of females in leadership roles grew by 8%.

Employee Wellbeing

Logicalis is committed to supporting our people through every aspect of their wellbeing journeys. We encourage and support the cultivation of good health habits, the achievement of clarity and balance, and opportunities to stay connected to each other and with our communities.

In FY23, Logicalis will be executing a Logicalis Wellbeing Programme, with a focus on supporting our people on their physical wellbeing, mental and emotional wellbeing, and community and social wellbeing journeys. The programme will be launched with a Logicalis Global Wellbeing Challenge in May 2022.

Our Communities

Logicalis' Social and Community Development goal is to improve education for the next generation and to support local charities in the communities that they operate in. We believe that by combining regional and local efforts under a group strategy and structure, we can facilitate the creation of meaningful, sustainable impact- for Logicalis and the World. We have made a commitment to support Education in the Community through the execution of 3 business-aligned community education programmes.

The execution of these programmes is underpinned by a strong stakeholder engagement directive, through which we

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will ensure that we are identifying, engaging and collaborating with key stakeholders through all stages of programme development and implementation so that our initiatives are targeting the most relevant groups, that our interventions are meaningful and impactful, and that we are able to communicate our intentions and expectations to ensure that our work is as collaborative and inclusive as possible. This includes our commitment to work and partner with organisations that are in line with our Responsible Business philosophy.

Our Education in the Community portfolio is represented in Figure 2, below. Programmes include:

- Driving STEM: Supporting education in Science, Technology, Engineering and Mathematics (STEM) to empower disadvantaged communities
- Diversity in Technology: Facilitating interventions to increase the number of women and minority groups in the technology industry
- Skills for Technology: Training and retraining of adults to enter and be supported within the technology industry

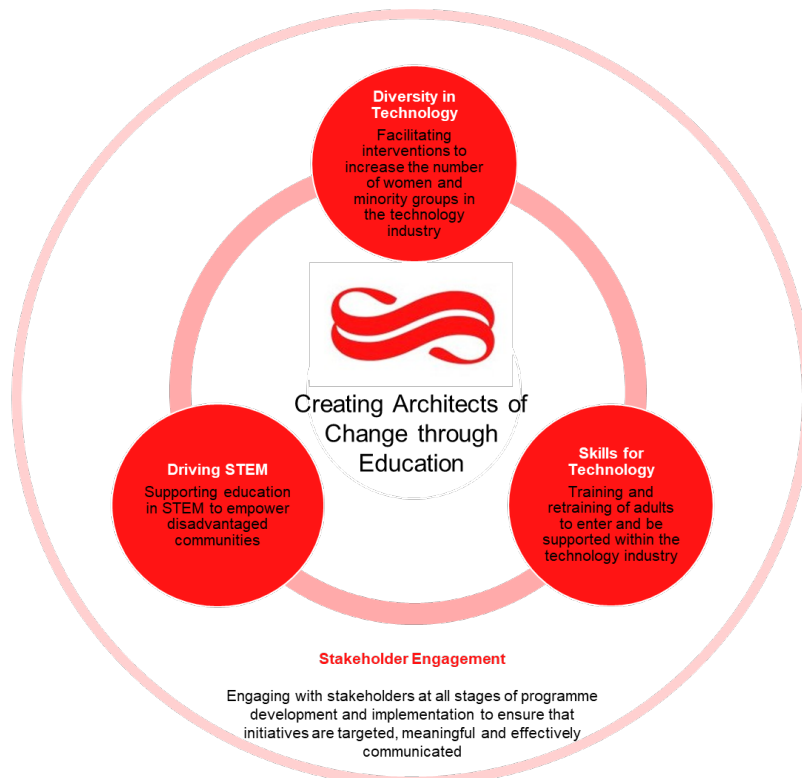


Figure 2. Our Education in the Community Focus Areas

Logicalis strongly drove the Education in the Community strategy in FY22, exceeding a target to successfully execute a minimum of 5 strategic education projects around the world. Dedicated to creating Architects of Change through Education, Logicalis recognises the power and value of investing in communities, and growing STEM capabilities for women, minority groups and disadvantaged communities in all five of its operating regions.

In FY23, Logicalis has committed to identifying and implementing 2 strategic education projects per region, while ensuring that a minimum of 50% of project beneficiaries are female and are representative of regional ethnic minorities. Projects will continue to provide opportunities for employee volunteerism, empowering employees to connect to and directly influence the success of education programmes.

In the longer term, Logicalis has committed to implementing a minimum of 30 strategic education projects across the Group by FY25- that's at least one in every country! These projects will provide access to STEM learning resources and support to hundreds of young people across the world, and we will be measuring our impact through tracking improvement in STEM subject scores; through the creation of opportunities in technology through learnerships, apprenticeships and internships; and the creation of primary jobs based on skills training for beneficiaries across the world.

Our Planet

Logicalis have made a commitment to improve our environmental performance across the Group and to contribute to a cleaner, healthier planet. Logicalis dedicated FY22 to building an understanding of the Group's environmental performance, and establishing an ambitious roadmap for improving the organisation's impact on the planet. The year saw an increase in the number of sustainability initiatives implemented worldwide, and more consistent reporting

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across sustainability platforms such as EcoVadis.

In FY23, Logicalis will have every region reporting into the Carbon Disclosure Project for the first time, which will provide insight to and a baseline of their carbon emissions across operations worldwide. In the coming year, the organisation will implement at least one environmental project in every country that Logicalis operates in, equating to 27 new environmental projects to help reduce emissions, or water use, or waste generation, as examples. And as part of this shift, Logicalis commits to having a minimum of 25% of global operations powered by renewable energy in the coming year.

By FY25, Logicalis intends to report to global sustainability benchmarks such as the Global Reporting Initiative and has a target to recycle a minimum of 50% of the waste generated by our operations and have 75% of our operations powered by renewable energy. Additionally, Logicalis has committed to being a Scope 1 and Scope 2 carbon neutral global organisation by 2025.

As part of our commitment to carbon reduction, Logicalis will perform a Scope 3 assessment in FY23, and the associated development of carbon reduction plans aligned to the Science Based Target Initiative (SBTi), with a view to becoming a global net zero organisation by 2050.

Apart from legal obligations, Logicalis will proactively protect the environment. Stewardship will play an important role, and we will strive to follow best practice with respect to:

- Disposing of waste products and using dangerous substances
- Recycling
- Conserving energy
- Managing e-waste
- Using environmentally friendly technologies

Governance

Logicalis' Responsible Business governance and communication framework was developed with consideration to the World Economic Forum guidelines, which recommends metrics that are aligned to the Sustainable Development Goals (SDGs) and principal Environmental, Social and Corporate Governance (ESG) domains of Governance, Planet, People and Prosperity. ISO2600 standards for social responsibility are also being built into this framework. This will ultimately serve to enable us to effectively identify, execute and monitor our Responsible Business initiatives.

Together, these have informed the policies and guidelines documents that make up our ESG way of working at Logicalis. These include due diligence frameworks and monitoring and evaluation frameworks, so that while measuring and monitoring our real impact, we are working to create meaningful, impactful stories of change which can then be effectively communicated internally and externally through a marketing and communication action plan.

In September 2021, the first ever Datatec Responsible Business committee was convened, which included representatives from Westcon, Logicalis and Analysys Mason. It will continue to be a platform for sharing, and importantly, for ensuring that all of Datatec is aligned and driving a single Responsible Business agenda.