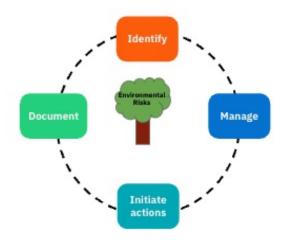# Policy Statement

Camunda recognizes its social responsibility to protect the environment and is committed to conducting its business operations to have a minimum environmental impact. Therefore, Camunda has adopted an Environmental Management Policy ("EMP") that manages and minimizes the negative environmental impact caused due to its business operations.

Camunda is working towards adopting sustainable practices in its day-to-day operations, contributing to a more sustainable future. Every and even a small initiative can make a big difference when it comes to sustainability!

Introduction

Camunda has implemented an EMP that provides a framework through which Camunda's environmental impacts are identified, managed, and documented. This EMP ensures that Camunda is addressing the environmental impact caused by its day-to-day operations in a systematic manner. The stages involve:

i) Identifying the activities in connection with Camunda's operation that causes a negative impact on the environment;

ii) Determining measures and action plans on how we can address those negative environmental impact;

iii) Collaborate and undertake cross-functional initiatives ("Camunda green initiatives") thereby tracking progress in an iterative manner;

iv) Document the measures taken and update the policy to foster awareness and to create accountability with the relevant stakeholders.

Relevance for Camunda

Given the core nature of Camunda's product, environmental impacts are not imminent, as software is an intangible product. Camunda is a hybrid solution for process automation and orchestration that runs as a SaaS product hosted by Camunda, or, alternatively, is offered as software for on-premises installations that are hosted on customers' servers. As such, the solution operates as a middleware technology that is integrated directly into the customer's end solution. The other key factors of Camunda's offering include software maintenance, support and consulting services.

Considering the intangible nature of our product, the direct environmental impact seems relatively low as compared to other industries, e.g., manufacturing - however, it is important to be aware that intangible products belonging to the Information and Communications Technology sector account for more than 2% of worldwide global emissions. The resources and energy consumed to build and power the software and power the data center holding information in the cloud contribute to carbon emissions. Therefore, effectively managing environmental impacts also holds relevance for Camunda.

As for the company's operations – Camunda is a remote and global company with currently around 380 employees worldwide. The Company operates internationally, with registered offices in the UK (London), the US (Delaware), Germany (Berlin), and Singapore. It maintains no physical offices and operates remotely. Despite Camunda being remote in nature, it hosts annual retreats, conferences, meetups, and other business engagements that contribute to causing carbon emissions.

Camunda has a social and ethical responsibility to comply with the international legal instruments, such as the United Nations Global Compact Principles, EU Climate Law, and UN Sustainable Development Goals. It also holds indirect responsibility imposed by its customers, shareholders, and partners to comply with the relevant national legislations such as the U.S. Pollution Prevention Policy, German Supply Chain Due Diligence Act, and UK Environmental Act.

An EMP can:

- Fulfill the environmental compliance requirements imposed on Camunda by third parties (customers, partners, resellers, and investors)

- Keep Camunda in conformity with the current or any future legislations and applicable regulations

- Fulfill the requirements in advance for the likely scenario that US/UK/EU or other applicable jurisdiction releases new, stricter environmental regulations

Scope and focus areas

As part of the EMP, environmentally sensitive activities related to Camunda's operations and its environmental impact are identified. Accordingly, measures and action plans are implemented in alignment with the relevant stakeholders to address the environmental impact. The below table provides an overview of such activities, measures, and action plans:

1. Reducing Co2 emissions

Activity	Environmental Impact	Action Plan
Annual retreats, meetups, business travels, travels to	Co2 emissions from flights	Encouraging employees through internal guidelines to take lower carbon-emitting flights and avoid taking flights where commuting

conferences, and customer engagement related travels		through trains is possible
	Co2 emissions from automobiles	We are looking to remove private transfers from the Retreat- Shuttles only
	Emissions from the stay	Hotel carbon footprints (promoting to get eco-hotels that don't change sheets/towels every day, use eco toiletries, etc.)
Business Operations	Emissions caused by an unsustainable sourcing of products	Sustainable purchasing- We try to get SWAG items that are organic, eco, or fair trade. E.g.: Camunda hoodie from Neutral, Insulated Bottles from 24Bottles in EU, a B Corporation & Carbon Neutral certified company)

2. Waste Management and Recycling

Activity	Environmental Impact	Action Plan
Retreat	Use of single-use SWAG and reduction of using productions made from plastics	Reduction and recycling of retreat SWAG products and reduction of the use of plastic

3. Energy Conservation

Activity	Environmental Impact	Action Plan
Camunda's product	Emissions by consumption of electricity (non-renewable energy) by servers, data, computing unit, and networks	Using carbon neutral serves, hosting, and data centers
Data Management	Emissions by consumption of electricity (non-renewable energy) by instances running in background	Deletion of Camunda Saas data
		Inquire our sub-processors AWS and GCP
		Deletion of unnecessary e-mails
Review of Sub-Processors	Potentially, Sub-Processors have environmental programs that offer energy savings or relying on more renewable energies. This could impact Camunda's ecological footprint.	Enquire Camunda's sub-processor to have environmentally efficient programs that Camunda could prescribe to. If yes and potential additional costs are adequate, change Camunda's subscription plan.

Camunda Green Initiatives

For the year 2023-2024, Camunda has set up the following objectives:

- Reduction of carbon emissions

- Reducing energy consumption

- Enhance the measures around waste management and recycling

From 2024, Camunda will begin offsetting its carbon emissions caused in relation to its business operations.

Currently, the environmental (green) initiatives that contribute toward meeting the set-out objectives are as follows:

Activity	Environmental objective	Addressing Measures
Contributions to Causes and Charities	Meeting the objective of net-zero by 2030	Financial contribution towards the accredited environmental charities and investing in carbon removal from 2024
Carbon removal	Becoming carbon neutral	Investing in removal of carbon from 2024
Remote Working	Remote work has been linked to improved air quality and reductions in greenhouse gas emissions, fossil fuel usage, and water pollution	Camunda has entirely become a "remote" company starting June 30, 2023.
Product	Reduction of carbon footprint by lower electricity consumption	Purging of clusters where fewer than 5 process instances have been started every 72 hours. The clusters are automatically deleted in 4 days.
Digital Measures	Reduction of paper waste	Going paperless with digital documents and e-signatures to cut down on waste. For e.g, sending documents through Docusign
	Using only the required cloud resources	Infrateam uses cloud resources that they really need, do autoscaling based on demand to reduce AWS cost and transitively energy. Autoscaling means automatically using more or less cloud resources based on the demand. For example, if your website has more visitors than usual, new virtual machines to serve it will be created to ensure the users have a good experience (no slow loading of pages). Conversely, if you have fewer visitors (e.g., at night), the virtual machine count is automatically reduced to avoid paying for idle computational resources.
	Using Slack for internal communication	All internal, transient communication is done on Slack which reduces the emission caused by sending e-mails.
Awareness	Creating consciousness	We have a dedicated environmental week at Camunda that creates awareness around various topics.

		among the Camundi	
Retreat	Contributing towards reducing the carbon footprints	Working with local contractors and suppliers on-site and collaborating with eco-hotels in the future	
SWAG	Contributing towards reducing the carbon footprints	Our SWAG is partially produced in the country where our warehouses are located.	
		Most of Camunda's SWAG is managed and shipped by Reachdesk. Their global warehouse network allows customers to send locally instead of overseas, reducing overall shipping distances and emissions. They are furthermore involved in offsetting carbon emissions.	
		Camunda's external event team has transitioned to a swag-free approach for promotional SWAG. Instead of spending the budget on SWAG, they donate funds they'd have used for promotional items to non-profit organizations, reducing the carbon footprint of their events.	
Hardware equipment	Recycling of hardware and hazardous waste contributes to landfills and largely towards climate change, and land and air pollution.	The employees are offered to retain the old laptops. We also properly recycle laptops and any other hardware that is past repair. Whenever possible, we also donate usable hardware to schools to support learning.	

Monitoring and Review

Camunda is committed to continually improving its environmental performance as reasonably practicable. It recognizes that the set environmental objectives cannot be achieved alone through a one-time effort but rather collectively and iteratively. Thereby, the Ethics team will regularly review and evaluate Camunda's environmental performance, set targets for improvement, and update progress accordingly.

Suggestions are welcome at compliance@camunda.com. Please feel free to provide any suggestions (no matter how big or small) that Camunda could undertake to meet the objectives of sustainability.