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Corporate Social Responsibility Statement





Introduction

As a global SaaS company, PFX is committed to integrating socially responsible and sustainable practices (referred to here together as “corporate social responsibility”) into all aspects of its operations. By integrating corporate social responsibility principles into its core operations, PFX strives to contribute to a more sustainable future, reduces environmental impacts, fosters a positive work environment and creates long-term value for stakeholders.

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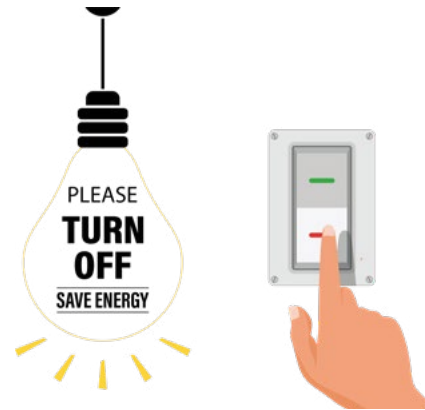


Environmental Sustainability



Energy efficiency and waste management:

PFX reduces its energy needs and actively contributes to a more sustainable environment by leveraging its office management, data centers, remote work and virtualization, hardware and software solutions, supply chain selection. PFX aims to minimize its consumption of natural resources by implementing practices that reduce energy and water usage, optimizes material consumption, and promotes waste reduction and recycling.



Office Management:

PFX adopts energy-efficient equipment and appliances, such as computers, printers, and lighting systems, and encourages employees to practice energy-saving behaviours like turning off lights and equipment when not in use. Furthermore, PFX is progressively saying goodbye to the ancient art of paper shuffling. To reduce paper usage and waste, all PFX processes and documentation (except the documentation required by law) are digitized. By adopting secure electronic signature solutions, PFX is streamlining document signing processes, eliminating the need for printing and storing physical documents, and contributing to a more sustainable office environment.

Waste Management

PFX strives to reduce, reuse, and recycle materials wherever possible. Each physical office includes appropriate containers for recycling applicable materials.

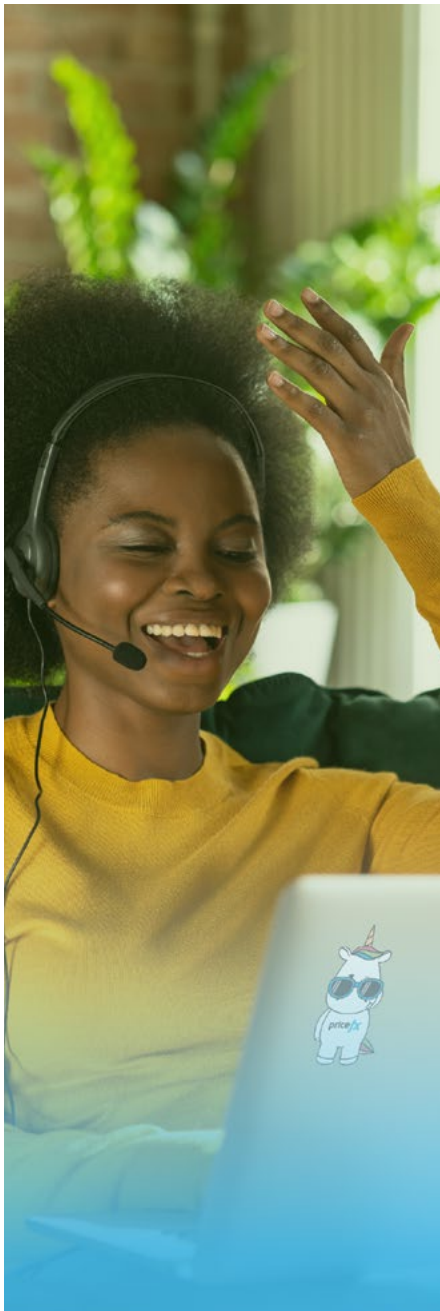


Additionally, PFX encourages its employees to adopt eco-friendly practices in their day-to-day activities.

Cloud Computing

PFX leverages cloud infrastructure to reduce the need for physical servers and on-site data centers. Cloud services often have more efficient energy management and can scale resources based on demand, resulting in reduced energy consumption and carbon footprint.

PFX works with cloud companies who take responsibility and are transparent about protecting the environment, positioning themselves at the forefront of sustainable innovation like integrating sustainability in their servers and data centers powered by hydroelectricity and windfarms and using water-cooling technology to optimize the use of energy. This technology allows them to operate data centers with no air conditioning and reducing energy consumption. Strictly testing all components from disassembled servers to give them a second life prolong their lifetime and thus avoid some manufacturing carbon emissions.



Virtualization and Consolidation

By virtualization and consolidation, PFX also contributes to sustainability by reducing the physical space required for data centers. As a SaaS company, we can promote sustainability by adopting cloud-based solutions that allow for scalability and resource allocation based on demand. By dynamically adjusting server capacity and allocating resources as needed, companies can minimize energy consumption during periods of low usage, optimizing efficiency and reducing waste.

Remote Work and Virtual Meetings:

PFX promotes remote work of employees to reduce commuting and office-related energy consumption. To encourage employees to work from home, PFX has set up an Allowance Policy providing guidelines, conditions and requirements for home office allowances. Offering flexible remote work options to employees not only promotes work-life balance but also reduces carbon emissions associated with daily transportation. By leveraging technology to connect employees and customers across different locations and using benefits of virtual meeting and conferences, helps to reduce the need for business travel, leading to lower carbon emissions and a smaller ecological footprint.

Sustainable Supply Chain:

PFX works with suppliers and vendors who share similar sustainability values and follow responsible environmental practices. PFX considers factors such as green packaging, eco-friendly materials, and ethical sourcing when selecting suppliers.



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Social Responsibility & Ethical Business Practices

PFX prioritizes health, safety, and well-being of its employees by providing a safe and inclusive work environment, promoting work-life balance, and offering resources and programs that support physical and mental well-being. PFX is committed to positively impacting society and addressing the needs and concerns of various stakeholders by taking actions and participating in initiatives aimed at promoting social well-being, fostering community engagement, and upholding ethical and fair practices within the company's operations and interactions with its stakeholders.

Diversity and Inclusion

PFX fosters a diverse and inclusive workplace that values and respects individuals of all backgrounds, cultures, and identities. Equality and fairness are two of PFX's guiding principles, and PFX stands against discrimination, harassment, and any form of unfair treatment. **PFX's Code of Conduct** sets the standard for how PFX conducts itself, ensuring a respectful and supportive workplace for all.



Community Impact:

PFX recognizes its role in the community and seeks to make a positive impact. It supports community development initiatives, philanthropic activities, and volunteer programs that address social needs and contribute to the betterment of the communities in which it operates. In the spirit of giving back, PFX is offering 2 additional paid days off per year during which so employees may volunteer for a good cause of their own choice during the work hours.

PFX is home to many passionate fitness enthusiasts, so PFX created a club on STRAVA App and everybody is welcome to join the club and actively participate in walking/jogging/running and/or cycling activities. PFX thereafter donates financial means to charities based on the kilometres cycled, walked or ran by the employees.

Ethical Business Practices

PFX operates its business with integrity, transparency, and accountability, ensuring sound financial management and responsible governance. Ethics are ingrained in every aspect of PFX's business practices. PFX upholds the highest standards and is committed to fair competition, respecting intellectual property rights, responsible marketing, and compliance with all applicable laws and regulations. PFX conducts itself with integrity, treating its stakeholders, customers, and partners with honesty, transparency, and respect. PFX's international trade policy reflects its dedication to conducting business in a responsible and ethical manner, upholding PFX's values while contributing to the growth and success of its global community.



A man and a woman are looking at a laptop screen together. The man is on the left, wearing a light blue button-down shirt, and the woman is on the right, wearing a light orange turtleneck. They are both looking intently at the laptop. The background is a bright, out-of-focus office setting.

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Continuous Improvement



Engagement with its stakeholders is vital to PFX's sustainability journey. PFX values the perspectives of its employees, clients and stakeholders. By actively listening to their concerns, seeking feedback, and collaborating on initiatives, PFX aims to generate shared value and creates a positive impact that extends beyond our organization.

Compliance with national and international laws and regulations

In all aspects of its operations, PFX prioritizes compliance with applicable national and international environmental, social, and governance laws, regulations and standards in all countries in which it operates. PFX also promotes adopting complementary international rules and guidelines such as those established by the OECD and International Labor Organization (ILO) agreements, wherever there is not a sufficient or appropriate legal framework. PFX understands the importance of upholding these guidelines and actively works towards meeting them.

Corporate Governance

PFX strives to maintain corporate governance practices based on ethics, business transparency and diversity: respecting the rules of the free market and free competition, and rejecting any illegal or fraudulent practice contrary to the rules of good governance and in accordance with the guidelines of the Code of Conduct, in order to accrue business benefits.

Training and education

By educating its employees about sustainable practices PFX inspires them to adopt environmentally friendly behaviours both at work and in their personal lives. By fostering a culture of sustainability, PFX creates a collective impact that extends beyond the workplace. PFX recognizes that corporate social responsibility with all its aspects is an ongoing journey, and PFX is committed to continuously improving our sustainability practices.



Conclusion

At PFX, everyone understands that corporate social responsibility is not just a choice but an imperative for the well-being of its business, communities, the planet, and future generations. Together, with its employees, clients, shareholders, and communities, PFX will strive making a positive difference and building a sustainable and inclusive future leveraging our resources, expertise, and partnerships to make a positive impact. Collectively, PFX can drive meaningful change and inspire others to join us on this journey towards a better world.

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The End