



## **Environment, Social & Governance (ESG) Policy Statement**

Buchanan believes that commitment to ESG initiatives and sustainable business practices creates lasting results and opportunities benefitting people, customers, vendor partners, and other stakeholders. This commitment also enriches local communities where our offices are located and where people, customers, and vendor partners reside. We take pride in the positive impact we make in these communities.

Buchanan's commitment to ESG initiatives and sustainable business practices is not just about the environment and governance. It's about people. We are committed to diversity, equality, and inclusion, as well as empowering people to fulfill ESG responsibilities. These values are at the heart of our operations and our promise to our stakeholders.

Since its inception in 1988, Buchanan Technologies, Inc. has been unwavering in its mission to deliver exemplary information technology support services to customers. Over the past 35 years, this goal has remained unchanged. As employees' capabilities grew, so did the breadth and scope of services provided to a diverse customer base. The integration of talented people, sound business processes, and the latest technologies has allowed Buchanan to expand internationally as a managed service provider supporting global customers.

At Buchanan, people, customers, principles, and communities are foundational. These simple yet powerful principles guide the organization with the intention that every interaction matters. Engagements with employees, customers, vendor partners, and other stakeholders all reflect the values demonstrated by the organization since inception.

This ESG policy statement reflects Buchanan's dedication and promise to continually improve how business decisions and policies address sustainability opportunities. It is expected that this policy statement will be upheld by all employees, executives, and vendor partners. As

Buchanan looks to the future, increased transparency and focus on ESG initiatives will amplify its benefits.

## **Environmental Sustainability**

Buchanan Technology is committed to minimizing environmental impact by integrating sustainability practices across our operations. This includes initiatives focused on energy efficiency, waste reduction, recycling, and responsible resource management. We engage suppliers and clients to promote environmentally responsible actions by advocating for responsible sourcing, reducing waste, and adopting sustainable technologies. Below are some examples of how we are delivering on this commitment:

### **Energy Efficiency**

- As a managed service provider, Buchanan enables customers to reduce their technology infrastructure footprint by migrating solutions to centralized, off-premises, cloud-based environments. This significantly minimizes the need for on-site hardware that requires space, power, and cooling, positively impacting climate change.
- We strive to implement energy-efficient technologies across our data center and facility infrastructure. Some examples include automatic lighting controls and intelligent thermostats, which help optimize efficiency and performance.
- When selecting office facilities, Buchanan seeks buildings that are energy efficient, conserve water and natural resources, and support recycling programs. In some locations, centralized management of utility consumption through artificial intelligence dramatically improves efficiency and reduces costs. We work with facilities managers to implement recycling initiatives that minimize landfill waste.

### **Pollution/Waste Reduction**

- For customers and internally, Buchanan partners with electronic equipment recyclers that dispose of assets ethically and in compliance with local regulations, reducing the amount of this waste type in approved landfills. Disposals are certified to adhere to environmental standards, demonstrating our commitment to sustainability.

### **Reducing Carbon Emissions**

- Buchanan allows many employees to telework, reducing fossil fuel consumption from commuting. This also decreases office space needs and associated utility usage. On-site personnel follow all guidelines for efficient utility use and recycling at customer locations.

### **Use of Natural Resources**

- We encourage employee participation in community projects that benefit the local environment, such as building energy-efficient housing with Habitat for Humanity in Dallas, USA, replanting trees on a mountainside near Sofia, Bulgaria, and contributing technology support for clean-water initiatives in Mississauga, Canada. Buchanan will continue supporting such initiatives that preserve natural resources for future generations.

### **Environmental Opportunities**

- As an extension of its efforts towards environmental sustainability, Buchanan will look to utilize supply chain partners committed to sustainability. By considering environmental practices and influencing vendor awareness, we can further decrease our collective impact on the environment.

## **Social Responsibility**

At Buchanan, employee well-being is a top priority achieved through a safe, diverse, and inclusive work environment that promotes physical and mental health. Opportunities for professional growth and equitable compensation further contribute to overall well-being. Community engagement efforts actively support local initiatives and social/economic development through volunteering and philanthropic activities. Our commitment to social responsibility begins with cultivating a culture of diversity, inclusion, and belonging embedded in all aspects of our business operations and interactions.

### **Human Rights and Labor Practices**

- We are committed to ethical hiring practices that embrace diversity and inclusion. We aim to draw our talent from all communities in a manner that provides equitable pay, access to training and development, and opportunities for professional growth.

- As a responsible employer, Buchanan complies fully with applicable labour and wage laws and is an equal opportunity employer. We do not tolerate discrimination of any kind.

### **Workforce Development**

- Our employees are at the core of delivering exceptional service to our customers. The company strives to recognize the value that each individual brings.
- By fostering inclusion and collaboration, we unleash the power of diversity within our workforce. In addition to competitive pay, Buchanan provides a comprehensive benefits package at no cost to employees. This includes health, life, and disability insurance. We also offer affordable options for spouses and dependents.
- Paid time off, such as holidays, vacations, and sick leaves, allows our employees to recharge while balancing professional responsibilities with personal well-being.
- Buchanan contributes to retirement and health savings plans as well.
- Additional benefits like dental and vision coverage are also available.

### **Diversity, Equity, and Inclusion**

- As a socially responsible company, we acknowledge historical disparities in representation within our industry and workforce. The underrepresentation of women and people of color in leadership requires our continued attention.
- As a first step, we regularly assess the diversity of our workforce and report related metrics. This establishes a baseline for measuring progress. Our recruiting team actively seeks to increase applications and interviews from underrepresented groups for all roles.
- Retention and career development are equally important. We are committed to promoting an inclusive culture where every employee can fulfil their potential. Transparent reporting on our efforts will ensure accountability as we work to close gaps in representation across all levels of our organization.

*Learn more about our Diversity, Equity, and Inclusion initiatives [HERE](#).*

### **Corporate Governance**

The highest integrity, transparency, and accountability standards uphold all business dealings by complying with applicable laws, regulations, and industry best practices. Robust measures implement data privacy and security compliance while open dialog fosters stakeholder understanding and perspective incorporation.

### **Board independence**

- Buchanan's board of directors and senior management set the tone for and demand ethical business behavior and responsible corporate activity. This is best accomplished by creating a culture dedicated to these desired behaviors. This culture is built on one of our founding principles: *"Do the right thing at the right time, for the right reason."*

### **Corporate Ethics and Transparency**

- At Buchanan, we are accountable to our customers, vendor partners, and ourselves for conducting business transparently and ethically.
- To provide transparency and to assess the ethical business behavior of the company, Buchanan engages independent, external third-party auditors to conduct the following:
  - *Annual Financial and Accounting Audit*
  - *Annual SSAE Type 2 SOC2 Examination*
  - *Annual External Penetration Testing Audit*
- Each of the above reports are communicated directly to the board of directors in order to avoid any conflicts of interest and for maximum transparency.
- Buchanan's CEO, at the direction of the board of directors, oversees the implementation of and impact of our ESG initiatives and continuously strives to foster dialogue on these issues amongst our employees.

Through the above-mentioned sustainable practices, diversity and inclusion efforts, and community engagement, we aim to build an enduring legacy beyond our technological solutions. Moving forward, Buchanan will remain dedicated to thoughtfully integrating ESG considerations into all facets of our operations. This commitment illustrates our focus on cultivating lasting, constructive change for all those we serve.