

Environmental policy

Bango is committed to reducing the impact of its activities on the environment. Bango recognizes that it has a responsibility to the environment beyond just the legal and regulatory requirements. It is committed to reducing its environmental impact and continually improving its environmental performance as an integral part of its business strategy and operating processes.

Aside from what Bango “has” to do, it strives to increase sustainability in everything it does by constantly challenging itself to find ways in which it can use its business and people, to influence and drive change.

Policy aims

Bango complies with or exceeds all relevant regulatory requirements. In addition, Bango strives to:

- Continually improve and monitor environmental performance.
- Continually improve and reduce its impact on the environment
- Incorporate environmental factors into business decisions.
- Increase employee awareness and training.

Data Centers

As a platform provider power and cooling required for data centers is a significant contributor to Bango's environmental footprint. Bango limits the impact by: -

- Ensuring all Bango data centers source 100% of their energy from renewable sources.
- Ensuring all equipment is recycled rather than being disposed of. When recycling is not possible all equipment is disposed of through electrical recycling specialists.
- Looking to consolidate and decommission hardware where possible. Bango decommissioned over 60% of its infrastructure over the last three years using modern computing to provide more capacity with a lower footprint.
- Seeking to maximize power efficiency when purchasing new equipment.
- Intelligently managing capacity ensuring at low traffic times unused hardware enters power saving mode wherever possible.
- Using AWS to host all new services. AWS is recognized as being up to 3.6 times more energy efficient than the median of most US enterprise data centers. AWS is working to achieve Amazon's goal of 100% renewable energy by 2025.

To further improve Bango will:

- Continue with the migration to use AWS where possible

Paper

As a digital business much of Bango is already paperless. When paper is required employees limit the environmental impact by: -

- Using only recycled and recyclable paper products.
- Reuse and recycle all paper where possible.
- Encourage suppliers to use electronic not paper invoices and contracts
- Encourage shareholders to accept documents such as annual reports electronically

To further improve Bango will strive to:

- Complete the move to a fully paperless finance system
- Migrate the Bango share option scheme to a paperless online system
- Migrate all shareholder documentation to an electronic format

Office

Bango is focused on reducing the environmental impact of its office spaces by:

- Using signage and training to ensure Bango staff:
 - Switch off lights and electrical equipment when not in use.
 - Adjust heating with energy consumption in mind.
 - Recycle using the provided recycling options
- Taking energy consumption and efficiency of new products into account when purchasing them.
- Providing every member of the team with a re-usable water bottle and coffee cup
- Use cleaning materials that are as environmentally friendly as possible.
- Use materials in any office refurbishment that are as environmentally friendly as possible.
- Employing fewer, higher skill employees and eliminating or robotizing other tasks

To further improve Bango will:

- Relocate the Bango HQ to a more environmentally friendly building.

Transportation

Bango recognizes the impact of travel on the environment and take the following actions to reduce the impact:

- Reducing the need to travel, restricting to necessity trips only.
- Promoting the use of travel alternatives such as e-mail or video/phone conferencing.
- Promoting and encouraging the use of public transport where possible.
- Using economy travel in the most efficient planes available on each route and look to fill empty seats on underused flights.
- Offering employees a cycle-to-work scheme and an electric car leasing program
- Carbon offsetting where possible.
The Executive Chairman personally carbon offsets all his business and personal travel.
- Allowing employees to work from home a proportion of their time creating a reduction in commuting, with the use of the Bango bendi-time policy.

Culture

Bango will:

- Comply with all relevant regulatory requirements.
- Continually improve and monitor environmental performance.
- Continually improve and reduce our environmental impact.
- Incorporate environmental factors into business decisions.
- Increase employee awareness through training.
- Review this policy and any related business issues at monthly management meetings.
- Update this policy at least once per year

- Involve individuals in the implementation of this policy, for greater commitment and improved performance.
- Provide employees with relevant environmental training.

August 2020

Next Review Date Aug 2021