Sustainability policy
Version 2

**REZOLVE.ai**

## Document Information

| Name of the document | Sustainability Policy |
|---|---|
| Release date | 21-May-2025 |
| Owned by | Aanchal Saini |
| Governed by | Neil Dattani |

## Revision History

| Version No | Version Date | Details of Change |
|---|---|---|
| 1 | 23-Dec-2024 | Initially Drafted |
| 2 | 06-Jan-2025 | Final |

## Reviewer and Approver

| Name | Title | Comments | Date Reviewed |
|---|---|---|---|
| Mr.Udaya Bhaskar Reddy | Co-Founder & CTO | Approved | 19-May-2025 |
| Mr, Neil Dattani | Chief of Staff | Approved | 19-May-2025 |

Contents

## 1. Purpose

At Rezolve.ai, we are committed to driving innovation while operating responsibly and sustainably. As a cloud-based software company, we recognize the importance of minimizing our environmental footprint, supporting inclusive growth, and ensuring ethical governance across our operations.

## 2. Scope

This policy applies to all employees and business units globally, as well as to our vendors and partners where applicable.

## 3. Our Sustainability Principles

**Environmental Responsibility**

- Operate cloud infrastructure in partnership with providers committed to renewable energy.
- Minimize our carbon footprint by reducing travel, promoting remote work, and optimizing our data usage.
- Implement digital-first strategies to reduce paper and physical waste.

**Social Responsibility**

- Foster a diverse and inclusive workplace.
- Support employee health, wellness, and continuous learning.
- Engage with local communities through volunteerism and philanthropic programs.

**Ethical Governance**

- Uphold data privacy, security, and compliance with international regulations.
- Ensure ethical sourcing and vendor practices.
- Practice financial integrity and transparent reporting.

## 4. Focus Areas and Commitments

**Cloud Infrastructure & Energy Use**

- Partner with cloud providers that commit to 100% renewable energy.
- Monitor data center efficiency and leverage serverless or low-impact compute strategies where possible.

**Remote Work & Carbon Reduction**

- Support hybrid/remote work to reduce commuting emissions.
- Offset corporate travel through verified carbon offset programs.

**Digital Waste Reduction**

- Encourage the use of sustainable design and minimal data storage in product development.
- Promote efficient coding and systems that lower compute demands.

**Sustainable Procurement**

- Work with vendors who follow sustainable, fair labor, and ethical business practices.
- Review supplier sustainability certifications as part of our vendor selection process.

## 5. Objectives & KPIs (Reviewed Annually)
- **Work toward reducing the carbon footprint of internal operations over the coming years.**
- **Aim to align our strategic vendors with sustainability and ethical sourcing principles, where feasible.**
- **Strive to improve representation and inclusivity across the organization, with a focus on underrepresented groups.**

## 6. Roles and Responsibilities
- **Executive Sponsor, Neil Dattani:** Oversees policy execution and ensures alignment with corporate strategy. Tracks initiatives, compliance, and reporting.
- **All Employees**: Expected to understand and incorporate sustainable practices in their day-to-day work.

## 7. Monitoring & Reporting
- Annual ESG report published on our website.
- Semi-annual review of KPIs and policy updates.
- Participation in industry sustainability benchmarks (e.g., CDP, EcoVadis, B Corp, etc.).

## 8. Continuous Improvement
We commit to continuously evolving our sustainability practices through employee feedback, emerging best practices, and technological advancements.

## 9. Communication & Engagement
- Policy shared via onboarding, internal intranet, and company all-hands.
- Ongoing sustainability awareness campaigns and training.

**NOTE** – Next review cycle for this policy is **March 2026**.
Management can review the policy at any time and can make changes depending on the situation.

*All documents related to policies and procedures - any reference to Actionable Science is as good as Rezolve.ai.*