

Sustainability policy

Version 4



Document Information

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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
3	18-June-2025	Document information updated
4	07-May-2026	Reviewed and no change

Reviewer and Approver

Name	Title	Comments	Date Reviewed
Mr.Udaya Bhaskar Reddy	Co-Founder & CTO	Approved	13-May-2026

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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.
- Reduce internal travel-related carbon emissions year-on-year
- Ensure strategic vendors have been assessed against sustainability criteria

6. Roles and Responsibilities

- **Executive Sponsor, Neil Dattani:** Oversees policy execution and ensures alignment with corporate strategy. Tracks initiatives, compliance, and reporting.
- **Sustainability Lead, Aanchal Saini:** Responsible for day-to-day tracking of sustainability initiatives, diversity metrics, and vendor compliance.
- **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.
- 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.
- Employees who observe any breach of this policy by colleagues, vendors, or partners are encouraged to raise concerns through the company's Whistleblowing Policy

NOTE – Next review cycle for this policy is **March 2027**.

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.