

As a provider of dedicated software development services with offices in the USA, Eastern Europe, Lithuania, and Costa Rica, we acknowledge our significant responsibility in promoting sustainability within the technology industry. Our company is fully dedicated to minimizing our environmental footprint and championing sustainable practices across all business operations. As a responsible corporate citizen, we acknowledge the urgent nature of the global climate crisis and the need for prompt and decisive action. As a socially responsible company, we pledge to uphold the following commitments:

1.

Achieving CO2 Neutrality by 2025: We pledged to attain CO2 neutrality in our operations by 2025. This will be accomplished by implementing energy-efficient practices and planting trees to reduce CO2 emissions

2.

Sustainable Software Development: We are committed to designing and developing environmentally sustainable software throughout its entire lifecycle. To achieve this, we will prioritize utilizing efficient and sustainable coding practices, minimize the carbon footprint of our hosting and data centres, and optimize software performance to reduce environmental impact. This commitment encompasses but is not limited to:

- **Code Optimization:** Developing clean and efficient code that requires less processing power, thus reducing hardware's energy consumption
- **Efficient Algorithm Selection:** Prioritizing algorithms that require less computational power and resources
- **Cloud Computing:** Utilizing cloud computing and virtualization technologies to minimize the energy consumption of server infrastructure
- **Environmentally friendly Data Storage:** Storing data on energy-efficient and sustainable data storage devices such as solid-state drives (SSDs)
- **Sustainable Software Design:** Designing software with sustainability in mind, for example, by minimizing the number of server requests, using caching techniques, and reducing the size of files transferred over the network

3.

Responsible Supply Chain: We are dedicated to collaborating with suppliers who share our commitment to sustainability and responsible business practices. We will force our suppliers to comply with environmental regulations, reduce carbon emissions, and respect human rights

4.

Employee Engagement: We are committed to engaging our employees in our sustainability endeavours by providing them with the requisite tools and training to promote sustainable practices at work and at home

5.

Transparency and Reporting: We will ensure transparency in our sustainability performance and report our progress at our sites towards our sustainability goals. We will also interact with our stakeholders to seek feedback and input on our sustainability strategy

6.

Use of Renewable and Recyclable Materials: We will prioritize using renewable and recyclable materials and implement best practices to minimize waste generation in our offices, including transitioning to electronic document flow

We acknowledge that realizing our sustainability goals necessitates collaboration and partnership with our stakeholders. We are eager to work together to create a sustainable future for everyone.