



Environmental, Social, and Governance (ESG) Policy Statement

DATAHEAD is committed to conducting our business in a sustainable and responsible manner. We recognize the importance of Environmental, Social, and Governance (ESG) considerations, and our policy reflects our commitment to promoting ESG principles across our operations.

Environmental

We will strive to minimize our environmental impact by:

1. Reducing our carbon footprint by encouraging employees to use public transport, carpool or work from home when possible.
2. Promoting sustainable practices in the office, such as recycling and using energy-efficient appliances.
3. Reducing our paper usage by implementing digital processes where possible.

Social

We are committed to promoting a diverse, inclusive, and healthy workplace by:

1. Creating a workplace where all employees are treated with respect and equality.
2. Promoting a healthy work-life balance by offering flexible working hours and promoting mental and physical wellness initiatives.
3. Maintaining fair and transparent recruitment practices, ensuring that all candidates are treated equally regardless of their background.

Governance

We will maintain high ethical standards in our operations and ensure that we comply with all relevant laws and regulations by:

1. Ensuring that our company's values and policies are communicated clearly to all employees, clients, and stakeholders.
2. Regularly reviewing our ESG policies and practices and making necessary changes to ensure we are meeting our goals.
3. Reporting our ESG performance and progress to our stakeholders, including clients and investors, to ensure transparency and accountability.
4. We are committed to continuously improving our ESG practices and working towards a more sustainable and equitable future.

Signed:

Akram Uddin
Managing Director

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