





## Environmental

### CubeMatch aims to reduce the effect of our operations on the environment:

- Heightening employee awareness and culture of environmental issues (yearly staff charity challenge centred on the environment e.g.: Earth Month and several CSR awareness days throughout the year etc.).
- Embedding ESG criteria within our procurement Policies.
- ESG certifications: Silver Standard Medal with EcoVadis (obtained in June 2023), next target: obtaining the B Corp certification.
- Reducing our carbon footprint with: Bike to work scheme, Work from Home and travel only when necessary for Business policies.
- In our offices, we use energy saving devices and techniques, recycled cups and cutlery, we also have set up recycling areas and strict “print only when necessary” rule.
- Recycled notebooks, totebags and water bottles are given to all staff members.



## Social

### CubeMatch holds itself to the highest possible standards of governance:

- Equal opportunity employer.
- High Cyber Security and Data Security standards.
- Diverse and Inclusive environment with Fair & Inclusive hiring and promotional processes.
- Collaborative decision making alongside clear internal communications.
- Policies, procedures and training implemented to ensure ESG is embedded across the entire company.
- CubeMatch are trusted by some of the world’s leading financial institutes to ensure that they meet regulatory requirements in Sustainable Finance.



## Corporate Governance

### Supporting our local community:

- Employee Supported Volunteering Programme.
- Multiple charity donations each year.

### Strong Corporate Culture and Employee Experience:

- Supportive network in place (managers, mentors, training and CubeMatch Academy, PDP and 360 reviews in place for each employee)
- Flat management structure (every idea is valued equally).
- Quarterly staff events for all to meet, chat and learn about the latest company news and successes, alongside Sports and Social Club events for team bonding.
- 2 wellness event a year (National Workplace Wellbeing Day initiative and Nourishing November staff challenge).
- HR Duo and Spectrum life EAP in place.
- Latest initiative: CubeMatch Group Employees Wellbeing Event series.

