



Carbon Reduction Plan

Supplier name: **EPAM Systems Ltd.**

Publication date: **26-03-2024**

Commitment to achieving Net Zero

EPAM Systems Ltd. is committed to achieving Net Zero emissions by 2050.

Baseline Emissions Footprint

Baseline emissions are a record of the greenhouse gases that have been produced in the past and were produced prior to the introduction of any strategies to reduce emissions. Baseline emissions are the reference point against which emissions reduction can be measured.

Baseline Year: 2021 (01/01/2021 – 31/12/2021)

Additional Details relating to the Baseline Emissions calculations.

EPAM has used its software engineering expertise to become a leading global provider of digital engineering, cloud and artificial intelligence-enabled transformation services, as well as a leading business and experience consulting partner for global enterprises and ambitious start-ups. We deliver business and technology transformation from start to finish, leveraging agile methodologies, proven customer collaboration frameworks, engineering excellence tools, multidisciplinary teams and our award-winning proprietary global delivery platform.

In this Carbon Reduction Plan, the focus will be primarily on the emissions data related to EPAM's operations in the UK, as opposed to EPAM's worldwide operations. Our evaluation period for reporting starts on January 1st and concludes on December 31st. We have set the fiscal year 2021 as our initial reference year for emissions. Therefore, the baseline reporting duration spans from January 1, 2021 to December 31, 2021. Additionally, fiscal year 2021 serves as the baseline year for our near-term Science-Based Target (SBT). This target aligns with a trajectory that limits global warming to 1.5 degrees Celsius above pre-industrial levels.

The compilation of carbon emissions has been carried out in compliance with the standards set forth by the Greenhouse Gas ("GHG") Protocol.



Baseline year emissions:	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	0
Scope 2	60 (market-based)
Scope 3	459
Total Emissions	519

Current Emissions Reporting

Reporting Year: 2022 (01/01/2022 – 31/12/2022)	
EMISSIONS	TOTAL (tCO₂e)
Scope 1	0
Scope 2	44 (market-based)
Scope 3	934
Total Emissions	978

Emissions reduction targets

EPAM Systems Ltd. pledges to achieve Net Zero emissions across our operations by the year 2050, underpinned by near-term goals set for 2030.

Carbon Reduction Projects

Since establishing our 2021 baseline, EPAM Systems Ltd. has undertaken several initiatives aimed at addressing climate change. These projects underline our commitment to environmentally sustainable practices and reducing our carbon footprint:

- One of our significant first steps was setting near-term targets in collaboration with the Science Based Targets initiative (SBTi). Our targets will be publically disclosed on 11th April 2024, marking our progress towards achieving Net Zero.



- To further our environmental commitment, we are poised to establish a long-term, science-based target to attain Net Zero Greenhouse Gas (GHG) emissions throughout our value chain by no later than 2050.
- We believe in transparency and hold ourselves accountable by annually reporting our GHG emissions through renowned platforms like CDP and EcoVadis.
- Consistently expanding the utilization of renewable energy has been a focus, and we are committed to continuing this practice.
- We are also operating a certified ISO 14001 environmental energy management system to effectively control our broader environmental impacts.
- As participants of the Energy Savings Opportunity Scheme (ESOS), EPAM regularly undergoes energy efficiency audits. We take the resulting assessments responsibly and attentively apply the suggested improvements to our operations.
- Our commitment extends to raising awareness about environmental concerns, which we do through frequent environmental awareness events aimed at educating our employees and their families.
- Additionally, we have developed a comprehensive ESG course designed to educate individuals on the fundamentals of ESG criteria, focusing on environmental aspects. This not only educates our staff but also helps draw public attention to environmental issues.
- In collaboration with EcoVadis, we evaluate the ESG efforts of our supply chain. This assessment promotes understanding and improvement of our suppliers' sustainability performance, thereby fostering transparency and sustainability within the supply chain.
- To further contribute to environmental mitigation, we are encouraging our suppliers to establish environmental reduction targets. We support them with an additional educational program, ensuring a holistic approach towards reducing environmental impact.
- In our offices, the use of recyclable materials significantly lowers our daily environmental footprint, and, at the same time, instills sustainable habits among our employees.
- Given our key operations in software engineering, managing electronic waste effectively is a primary focus for EPAM. We hold considerable emphasis on the responsible reuse and recycling of electronics at the end of their lifecycle.
- Moreover, our commitment to sustainability extends to other types of waste as well; we have dedicated waste collection containers in our offices for efficient sorting and management of various waste types. This initiative encourages recycling, helps reduce our overall environmental impact, and promotes green habits among employees.



- Our London office at EPAM is enhanced with passive infrared sensors (PIR sensors). These sensors contribute towards energy conservation by eliminating unnecessary energy usage.
- EPAM is a participant of Devonshire Square's green committee and actively advocates for its eco-friendly agenda. We work hand in hand with other tenants and landlords to support and uphold Environmental, Social, and Governance (ESG) best practices.
- To support our commitment to environmental stewardship, we've innovated an Emissions Digital Platform that accurately calculates our carbon footprint and provides detailed data visualizations for better understanding and analysis.



Declaration and Sign Off

This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard¹ and uses the appropriate Government emission conversion factors for greenhouse gas company reporting².

Scope 1 and Scope 2 emissions have been reported in accordance with SECR requirements, and the required subset of Scope 3 emissions have been reported in accordance with the published reporting standard for Carbon Reduction Plans and the Corporate Value Chain (Scope 3) Standard³.

This Carbon Reduction Plan has been reviewed and signed off by the board of directors (or equivalent management body).

Signed on behalf of the Supplier:

 Anita Rajdev, Director
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Date: 26/03/2024

¹ <https://ghgprotocol.org/corporate-standard>

² <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>

³ <https://ghgprotocol.org/standards/scope-3-standard>