LOGICALIS
Architects of Change

Responsible Business Report 2024

Delivering sustainable outcomes that matter for our people, our communities and our planet.

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FY24 Responsible Business highlights

Our people

Rollout of groupwide ESG training

Invested US$1.9 million in employees' career development, training, and accreditations

Successful pilot and launch of the new "Connected Leader Programme" designed to address the fundamental skills and capabilities required by Logicalis leaders

Launch of 'Living the Logicalis Values', a nomination process which recognises Logicalis employees living and embodying the values

Launch of the new global Employee Value Proposition across our three pillars of Belong, Grow and Thrive

Logicalis remains a "Great Place to Work" in nine countries

Our communities

18 education focused community projects implemented across operations worldwide

Invested over US$150 000 to support community organisations and projects

Over 200 employees volunteered their time to support worthwhile causes

Over 1400 beneficiaries reached in the community projects that Logicalis supported

Our planet

The SBTi validated Logicalis' science-based targets to reach net-zero emissions by 2050

Reduced the Group's overall Scope 1 emissions by 27%

11 operations have switched to renewable energy

Implemented policies such as the Sustainable Travel Policy and Environmental Policy

Completed a Climate-Scenario Analysis enabling Logicalis to complete our first Task Force on Climate Related Financial Disclosures report

About this report

Reporting scope, boundary and framework

This Logicalis Responsible Business report highlights the organisation's sustainability performance from 1 March 2023 to 29 February 2024. The report includes information from three of the regions that we operate in, namely APAC, EMEA and North America, and focuses on the material aspects of our business related to our Responsible Business strategy.

It has been prepared with reference to the Global Reporting Initiative (GRI) 2021. The GRI Standards' Index of indicators and the corresponding responses are included in Appendix A at the end of this report.

Message from the CEO

Bob Bailkoski
CEO Logicalis Group

When I became Logicalis Group CEO in 2020, I was driven by a vision centred on people, purpose and profit. These weren't mere buzzwords. They've become the heartbeat of our Responsible Business strategy.

Our mission is clear: to conduct business responsibly and sustainably, focusing on our people, communities and planet.

Four years on, I'm truly inspired by the global support from our team, the enthusiasm of our partners in accelerating this mission, and our customers' eagerness to actively contribute.

We're evolving into the Responsible Business we envisioned. As Architects of Change, our efforts are yielding impressive results:

- The SBTi has validated Logicalis' science-based targets to achieve net-zero emissions by 2050
- We've invested over US$150,000 to support community organisations and projects worldwide, impacting over 1400 beneficiaries
- We've allocated US$1.9 million towards our people's growth and development
- We maintain our 'Great Place to Work' status in nine countries

We're deeply committed to enhancing not just Logicalis, but the world we operate in. In the coming years, we'll continue to strive for better outcomes for all our stakeholders through increasingly Responsible Business practices.

I extend my heartfelt thanks to everyone who's worked tirelessly to make Logicalis a force for good.

I hope you enjoy reading this report and can take inspiration from our journey towards a more sustainable and responsible future.

Message from the Head of Responsible Business

Charissa Jaganath
Head of Resposible Business

The Environmental, Social, and Governance (ESG) landscape has been evolving rapidly. There is increasing pressure on corporate organisations to align with ever-changing regulatory frameworks and the interests and needs of key stakeholders, ranging from consumers and employees to shareholders and investors.

It can be daunting to embark on a strategic ESG (or, as we refer to it at Logicalis, Responsible Business) journey, so it was with a little apprehension and a lot of excitement that we stepped into ours as Logicalis just over three years ago.

Three things were immediately obvious to me at the time. The first was that we had a formidable task ahead of us. While pockets of incredible ESG work existed in varying forms across the business, the organisation needed a global, galvanising strategy that spoke to the heart of who we are and what we stand for.

What we stood for was the next heartening realisation. I had inherited a global team of Architects of Change, who believed in the power of creating shared value for our people, our communities and our planet. The collective enthusiasm for this work and what we were setting out to achieve was tangible and inspirational.

It was quickly evident where this culture originated, which was my third takeaway in those first months. It was very clearly from a leadership team that fully supported our "why".

As we navigate our formal Responsible Business journey and execute our global strategy, this inaugural Responsible Business report is a testament to our progress. While we've encountered setbacks and challenges, the unwavering support of our executive team and the remarkable dedication of our people have propelled us forward. We take pride in the meaningful strides we've made and the inspiring stories that unfold in this report.

Our road ahead is long, but we remain steadfast in our commitment to tread this path with integrity, dedication, and transparency, always aiming to create value for our people, communities, and planet.

Logicalis at a glance

About Logicalis and this report

At Logicalis we consider ourselves to be Architects of Change™. We help organisations succeed in a digital-first world. At Logicalis, we harness our collective technology expertise to help our clients build a blueprint for success, so they can deliver sustainable outcomes that matter.

Our lifecycle services across cloud, connectivity, collaboration, and security are designed to help optimise operations, reduce risk, and empower employees.

As a global technology service provider, we deliver next-generation digital managed services, to provide our customers with real-time visibility and actionable insights across the performance of their digital ecosystem including Reliability, User Experience, Security, Economic Performance and Sustainability.

Logicalis Group has 7,000+ Architects of Change and is present in 30 territories around the globe, helping our 10,000+ customers across a range of industry sectors to create sustainable outcomes through technology.

The scope of this report however is limited to those operations outside of Latin America. You can see the separate Responsible Business report of Logicalis Latin America FY23 by following [this link](#).

In this report, the term 'Logicalis' will be used to be refer to the operations in the Logicalis Group excluding Latin America.

Logicalis Group has annualised revenues of $1.8 billion, and is a division of Datatec Limited, listed on the Johannesburg Stock Exchange.

Our values

At Logicalis we harness our collective expertise to create sustainable outcomes that matter. Our employee value proposition (EVP) launched this year, brings our commitment to our employees to life, with our Global EVP statement of 'We do everything in our power to make sure that everyone can Belong, Grow, and Thrive'.

To further support and embed our EVP commitment we relaunched our Values, transitioning to a globally consistent adoption.

We have five **key values** that support our EVP as an organisation, shape our behaviours, and direct our actions:

Sustainable innovation

We create a blueprint for change that will last.

Integrity is intrinsic

The three pillars of our Employee Commitment - Belong, Grow and Thrive - are at the heart of what we do.

Excellence every day

We strive for excellence in everything we do, always looking for new ways to improve.

Better together

We work best when we work together, harnessing our collective expertise.

Everyone belongs

We do our best when we can be ourselves and embrace diverse perspectives.

Our global footprint

Logicalis operates in the following countries around the world:

The legal entities listed below all contributed to the creation of this report:

Australia	Logicalis Australia Pty Ltd
China	Logicalis Shanghai Limited Logicalis Shanghai Ltd Xiamen Branch Logicalis Shanghai Ltd Suzhou Branch
Germany	Logicalis GmbH ITUMA GmbH Orange Networks GmbH Siticom GmbH
Guernsey	Logicalis Guernsey Limited
Hong Kong	Logicalis Hong Kong Limited
Indonesia	PT Packet Systems Indonesia PT iZeno Teknologi Indonesia
Ireland	Logicalis Solutions Limited Logicalis Technology Limited
Jersey	Logicalis Jersey Limited
Malaysia	Logicalis Malaysia Sdn. Bhd. iZeno Sdn Bhd Logicalis Asia Pacific MSC Sdn. Bhd.
Portugal	Logicalis Portugal S.A
Philippines	iZeno Inc.
Singapore	Logicalis Singapore Pte. Ltd. iZeno Private Limited
South Africa	Logicalis SA Pty Ltd Mars Technologies Proprietary Limited
Spain	Logicalis Spain S.L. Audea Seguridad de la informacion, S.L. Risk4All, S.L.
Taiwan	Logicalis Singapore Pte Ltd – Taiwan Branch
Thailand	iZeno (Thailand) Company Limited
Vietnam	Logicalis Vietnam Company Limited
United Kingdom	Logicalis International Limited Logicalis UK Limited
USA	Logicalis Inc.

Our Responsible Business strategy

Our Responsible Business

Our strategy is rooted in understanding how we can support the social and environmental challenges that face the regions in which we operate, and as Responsible Business has come to life in recent years, we have incorporated sustainability and acting responsibly into the fabric of who we are and how we do business.

We have organised this thinking and activity into three pillars:

Our people

At Logicalis, we drive innovation by fostering diverse teams, recognising that collaboration among individuals from varied backgrounds enhances creativity and value creation. Our commitment is to build an engaged, collaborative workforce and increase representation of women and minority groups in the organisation.

Our community

Logicalis' social and community development goal is to improve education for the next generation and to support local charities in the communities that it operates in. Its focus is on supporting education in Science, Technology, Engineering, and Mathematics subjects (STEM), and enabling opportunities for women and minority groups around the world to enter and be supported within the ICT sector.

Our planet

At Logicalis, we want to make the world a better place, and our role as a global technology service provider provides both an opportunity and a responsibility to take the lead in contributing solutions for a sustainable future. We strive to improve our environmental performance and contribute to a cleaner, healthier planet and are working hard to position our organisation as a leading Responsible Business in this area.

Responsible Business governance

While ESG forms part of our 'Responsible Business' practices, Responsible Business is a broader concept that refers to a company's commitment to operating ethically and sustainably.

It's a way of holistically thinking about the environment, society, and the economy while considering the impact of Logicalis' decisions on its stakeholders, including suppliers, employees, customers, and the communities in which it operates. We believe a robust governance framework is essential for driving progress on Logicalis' Responsible Business strategy.

The role of the Logicalis Board of Directors and Board Committees

The Logicalis Board of Directors (the Board) plays a pivotal role in championing Responsible Business practices. Responsible Business practices are a core component of our business strategy, and the Board plays a crucial role in overseeing its integration across the organisation. The Board oversees the selection and appointment of all members of the highest governance committees.

The Board ensures that Logicalis operates responsibly and sustainably by identifying material sustainability issues, assessing associated risks and opportunities, and providing strategic guidance.

Board	Logicalis Board of Directors
Committee oversight	1. Audit, Risk and Compiance Committee 2. Social & Ethics Committee 3. Remuneration Committee
Governance bodies	1. Remuneration Committee Quarterly 2. Regional Business Reviews 3. Strategic Review Board 4. InfoSec (Cyber) Committee 5. CFOs monthly meetings 6. HR Working Groups

LOGICALIS
Architects of Change

The Board is ultimately accountable and responsible for the performance of and affairs of the company and is committed to upholding accepted principles of governance.

The Board sets the tone for the Company through ethical leadership and is committed to maintaining the highest standards of ethics and business conduct.

The Board appreciates that these principles are essential for good governance and are important to successful stakeholder engagement.

The Social and Ethics Committee and senior executives develop and implement strategies, policies, and goals related to sustainable development. The Board and its committees convene regularly to assess the organisation's process effectiveness. The Board meets quarterly, while other committees meet at regular intervals.

Logicalis employs several processes within its highest governance body (the Board of Directors) to prevent and mitigate conflicts of interest, including the Logicalis Code of Ethics and Conduct, Annual Declarations, a non-executive director, Board Committees, Whistleblower Mechanism, External Review, and Training and Education.

Logicalis ensures that any conflicts of interest to stakeholders are disclosed.

Responsible Business leadership

Logicalis' approach to Responsible Business is underpinned by a robust governance structure that ensures strategic oversight and effective implementation.

Logicalis Environmental Council and the Global Inclusion Council

At the operational level, the Logicalis Environmental Council and the Global Inclusion Council focus on specific sustainability areas. These councils are critical in identifying key issues, setting priorities, and driving initiatives within their respective domains.

Their recommendations and insights are channeled through the Datatec Responsible Business Committee, which is tasked with consolidating and analysing information from the divisional committees. It provides a platform for cross-functional collaboration and ensures alignment with the Group's overall sustainability strategy.

The committee's recommendations and progress reports are presented to Datatec's Social and Ethics Committee (SE Committee).

The SE Committee

The SE Committee, a sub-committee of the Datatec Board, oversees the Group's sustainability performance. It provides strategic guidance, sets performance expectations, and monitors the implementation of Responsible Business initiatives.

The SE Committee regularly reports to the Datatec Board, keeping directors informed of material sustainability issues and the company's progress in addressing them. This hierarchical structure ensures that Responsible Business is embedded throughout the organisation.

Our people

Global Inclusion Council (GIC)

The GIC drives the creation of strategic accountability and actions to help deliver Diversity & Inclusion objectives, provide governance and oversight on diversity efforts, and promote company-wide communication on progress.

Our community

Creating a more diverse and innovative workforce

Our regional representatives have established regional social committees that coordinate the implementation of community initiatives in the region, guided by business-aligned programmes focused on driving STEM and Diversity in Technology.

Our planet

Logicalis Environmental Council

This central body acts as a forum for knowledge exchange and collaboration between regional Responsible Business Representatives and Champions.
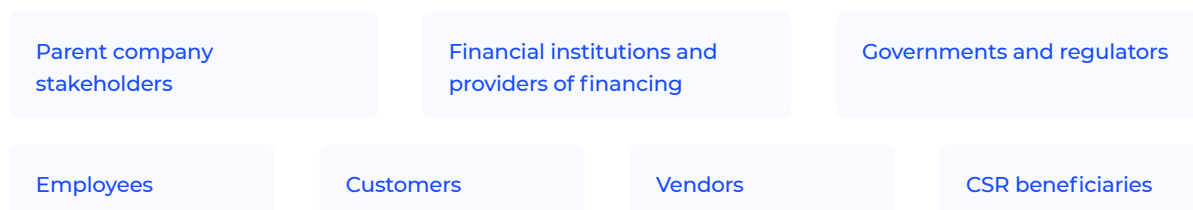
The council synthesises insights and reports from regional teams, fostering a unified approach to environmental sustainability across Logicalis' global footprint.

Engaging with stakeholders

Logicalis' stakeholder engagement aligns with the process of our parent company, Datatec. A collaborative approach allows us to comprehensively understand internal and external stakeholder perspectives, which were instrumental in informing our materiality assessment.

Logicalis has seven key stakeholder groups that may impact or be impacted by our business strategy, activities, and policies:

Parent company stakeholders	Financial institutions and providers of financing	Governments and regulators

Employees	Customers	Vendors	CSR beneficiaries

Our ability to create value is interdependent on the quality of our relationships with our key stakeholders, all of which are regarded as strong.

Materiality approach

Logicalis' reporting is guided by a materiality assessment conducted at the level of our parent company, Datatec. A double materiality lens guided the materiality assessment. By adopting this double materiality lens, we ensure our Responsible Business strategy addresses our impact on the world and the potential financial implications for our business.

The assessment involved engaging with key Logicalis stakeholders, as listed above in section 7.2, as well as Logicalis Executive and Management. Their perspectives were gathered on the most critical ESG issues through surveys, workshops, and interviews.

Our business operations were analysed internally, identifying potential ESG risks and opportunities and benchmarking and analysing sectoral trends. This assessment aligns with globally recognised frameworks, ensuring our reporting reflects the most relevant environmental, social, and governance (ESG) issues.

The assessment identified 27 key ESG topics relevant to the business's operations. Through a combined analysis of stakeholder importance and potential business impact, 13 of these topics emerged as the highest priority. These priority issues will continue to guide our Responsible Business strategy and future reporting efforts.

ESG Topic	ESG Pillar
Ethics and integrity	Governance
Systems protection and cyber security	Governance
Compliance and risk management (Including changes in regulations)	Governance
Disclosing carbon emissions data on their products	Environment
Reputational concerns	Governance
Responsible supply chain practices	Social
Carbon-neutral facilities	Environment
Supply chain management (Constraints)	Social
Customer satisfaction and experience	Social
Employee skills shortage	Social
Energy management	Environment
Waste management (ICT waste)	Environment
GHG emissions	Environment

The materiality assessment reaffirmed the direction and importance of Logicalis' Responsible Business strategy. The identified material topics align closely with our core focus areas of Our People, Our Communities, and Our Planet, underscoring the relevance of our sustainability commitments to our business and stakeholders.

Read more about the materiality assessment in Datatec's Integrated Report here.

Benchmarking Responsible Business performance

Logicalis is committed to transparency and accountability in our sustainability performance.

To benchmark our progress and demonstrate our commitment to best practice, we use several recognised reporting frameworks and rating standards:

Reporting Framework or standard	Logicalis action
Climate Disclosure Project (CDP)	Logicalis participates in the CDP climate change questionnaire through Datatec's group-wide response. Achieved a B-Management Band score in FY24.
Task Force on Climate-Related Financial Disclosures (TCFD)	Logicalis aligns its climate-related financial disclosures with the TCFD's recommendations which can be found on our parent company's website.
UN Global Compact	Logicalis endorses the ten principles of the UN Global Compact. These principles encompass human rights, labor, environment, and anti-corruption practices, serving as a guiding force for our Responsible Business strategy.
Ecovadis	Logicalis leverages the Ecovadis sustainability assessment to evaluate our environmental, social, and ethical performance across our global operations. In FY24, Logicalis had 8 countries (Australia, Germany, Channel Islands (Jersey), UK, South Africa, Spain, the US and China) complete the Ecovadis assessment. Logicalis Spain obtained a gold medal Logicalis US obtained a bronze medal Logicalis Australia obtained a bronze medal

ESG reporting regulatory landscape

The sustainability and ESG reporting landscape are changing rapidly due to increasing investor and stakeholder expectations and evolving regulatory requirements. To address these challenges and opportunities, Logicalis has taken steps to improve the accuracy and completeness of our sustainability data. This includes strengthening data collection processes, implementing robust data management systems, and investing in data analysis capabilities. These improvements will allow us to produce more reliable and transparent sustainability data, in line with the upcoming EU Corporate Sustainability Reporting Directive (CSRD) and other relevant standards.

Looking ahead to FY25, Logicalis plans to conduct a CSRD-aligned double materiality assessment, engage with stakeholders, and perform a comprehensive data gap analysis. These initiatives will guide our preparation for limited assurance on our Responsible Business report, ensuring our readiness to comply with the requirements of the CSRD in 2026.

External assurance

The sustainability and Responsible Business data presented in this report has not undergone external assurance or verification. While Logicalis has implemented internal controls to ensure data accuracy and completeness, this does not constitute an assurance or guarantee of the information provided. In line with the Corporate Sustainability Reporting Directive (CSRD) requirements, Logicalis plans to introduce external assurance on its sustainability reporting from FY26 onwards.

Our people

Creating a diverse workforce for the common good.

In this section

Highlights

We invested US$1.9 million in employees career development, training, and accreditations.

We successfully piloted our new "Connected Leader Programme" designed to address the fundamental skills and capabilities required by leaders.

We launched our new Logicalis Values called 'Living the Logicalis Values.' This included new values, including value behavior indicators and a new in country and global nomination process which celebrates employees who role model and embody the values.

We launched our new Employee Value Proposition to all countries and regions.

Our people commitment

Our people are critical to our ongoing success and together we can create an environment where everyone can belong, grow and thrive.

Logicalis has made a commitment to create an engaged, collaborative workforce and to increase the number of women and minority groups in the organisation.

Some areas that give us the focus to continuously improve and grow are:

Diversity, equity and inclusion activities

From our global inclusion council to unconscious bias training for all employees, we empower our employees to create an inclusive environment.

Living our values

The three pillars of our employee commitment - Belong, Grow and Thrive - are at the heart of what we do.

Wellbeing initiatives

We support our people on their physical, mental and emotional wellbeing journeys.

Continuous feedback and listening

Understanding what's important to our employees and how we can change.

Developing talent

Helping people to thrive in their careers.

Demographics profile of Logicalis

Our 4000+ 'Architects of Change' are based in 16 territories around the world, helping our 6000+ customers across a range of industry sectors to create sustainable outcomes through technology.

Total Employees

Gender	APAC	Germany	Group	Portugal	South Africa	Spain	UK&I	USA	Grand Total
Female	379	104	19	40	73	142	93	178	1028
Male	1050	312	27	152	154	602	235	508	3040
Non-Binary								1	1
Grand Total	1429	416	46	192	227	744	328	687	4069

Permanent Employees

Gender	APAC	Germany	Group	Portugal	South Africa	Spain	UK&I	USA	Grand Total
Female	355	101	19	32	69	141	88	176	981
Male	987	294	26	125	147	595	231	501	2906
Non-Binary								1	1
Grand Total	1342	395	45	157	216	736	319	678	3888

Temporary Employees

Gender	APAC	Germany	Group	Portugal	South Africa	Spain	UK&I	USA	Grand Total
Female	24	3		8	4	1	5	2	47
Male	63	18	1	27	7	7	4	7	134
Grand Total	87	21	1	35	11	8	9	9	181

Non-guaranteed hours

Gender	APAC	Germany	Group	Portugal	South Africa	Spain	UK&I	USA	Grand Total
Female							2		2
Male	2								2
Grand Total	2						2		4

Full Time Employees

Gender	APAC	Germany	Group	Portugal	South Africa	Spain	UK&I	USA	Grand Total
Female	377	73	15	40	73	130	73	176	957
Male	1046	297	27	150	154	595	230	502	3001
Non-Binary								1	1
Grand Total	1423	370	42	190	227	725	303	679	3959

Part Time Employees

Gender	APAC	Germany	Group	Portugal	South Africa	Spain	UK&I	USA	Grand Total
Female	2	31	4			12	18	2	69
Male	2	15		2		7	5	6	37
Grand Total	4	46	4	2		19	23	8	106

Notes:
- The data is based on headcount as of 29 February 2024
- Employee type is determined by the employee contract type:
    - Permanent – Regular, Permanent therefore no end date is assigned to the employee.
    - Temporary – Apprentice, Fixed term contracts, Interns, Student.

Living our values

At Logicalis we harness our collective expertise to create sustainable outcomes that matter. Whether that's helping our customers to build a blueprint for success, or working together to create a more sustainable organisation, we are united in making a difference for our customers and our people.

We strive to create a culture that focuses on creating equal opportunities for all employees, where individuals can show up as their true authentic selves and be seen, respected and valued as such. An environment that sustains an energetic collaborative focus. To this end we do everything in our power to ensure all our people Belong, Grow and Thrive.

Belong

At Logicalis, our culture is built on the spirit of inclusion. Every unique individual makes Logicalis the organisation it is today, and every voice is heard.

Grow

Our blueprint for success depends on all our brightest minds coming together and being the best they can be, to create a global ecosystem of people who can be inspired by each other to grow their careers with Logicalis.

Thrive

Our 4000+ Architects of Change are at the heart of our success. That is why we place significant emphasis on creating and sustaining an energetic, collaborative environment, where our people can achieve a happy, balanced work life and thrive in what they do.

To further enhance our inclusive culture, we have five values that speak directly to our mission where everyone can Belong, Grow and Thrive to help shape and focus our behaviors:

Sustainable innovation

We create a blueprint for change that will last.

Integrity is intrinsic

The three pillars of our Employee Commitment - Belong, Grow and Thrive - are at the heart of what we do.

Excellence every day

We strive for excellence in everything we do, always looking for new ways to improve.

Better together

We work best when we work together, harnessing our collective expertise.

Everyone belongs

We do our best when we can be ourselves and embrace diverse perspectives.

Talent development

At Logicalis, leadership teams work closely with strategic partners to ensure that employees are trained appropriately and have the necessary accreditations. In FY24, Logicalis invested US$1.9 million in employee career development, training, and accreditations.

Some of the main approaches to learning and development across the company include:

Global learning management system

Logicalis Learning Space (provided by 360Learning) is the new Learning Management System (LMS) designed to enhance employee training, development, and knowledge sharing experience. It provides an initiative learning space where employees can access function specific training, as well as group and country specific course to help them be the best they can be in their role today and in the future. Logicalis Learning Space will be available to all employees, delivering on our EVP statement.

ESG training

The mandatory Environmental, Social, and Governance (ESG) course for all Logicalis employees provides a better understanding of ESG principles as they relate specifically to Logicalis. The training covers a broad range of topics, starting with an overview of ESG and its significance within our organisation. It explains our specific ESG responsibilities and illustrates how these responsibilities are integrated into our Responsible Business practices. Beyond theoretical knowledge, the training provides practical, actionable steps that employees can take to contribute to our ESG goals and initiatives.

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In FY24 Logicalis invested US$1.9 million in employee career development, training, and accreditations.

Logicalis global leadership framework

After the design and launch of our Global Leadership Framework in 2023 it has quickly become an integral part in all leadership programme design, providing clarity and consistency in our approach to leadership development.

Connected leader programme

Following the pilot in 2023, we have gone on to deliver a virtual 'Train the facilitator' to support countries to deploy Connected Leader programmes locally.

High potential development programme

Logicalis runs a high potential development programme, carried out over six months to offer participants a broad range of experiences designed to enhance their development. It includes a combination of face-to-face modules, virtual learning sessions, and interactive team activities, all aimed at promoting a comprehensive learning environment.

Throughout the duration, participants engage in diverse and valuable experiences that not only build essential skills but also boost their confidence and expand their knowledge base. Additionally, the programme provides a valuable opportunity for participants to gain recognition for their achievements and growth. This comprehensive approach ensures a well-rounded development experience, preparing participants for future challenges and opportunities.

Internship and apprenticeship programmes

The internship programmes at Logicalis are managed at a country level, designed to provide students with valuable industry experience, network development, and promote professional growth. Through these programmes, each country aims to support and nurture the development of students and graduates into professionals, contributing to preparing them for successful careers in their chosen fields.

"

The purpose of bringing everyone together in these programmes is that we can grow our global network, build relationships, which helps us connect on business opportunities and deliver real efficiencies and successful opportunities for our customers.

Fiona Light, Group Talent Director

Employee wellbeing

Logicalis is committed to supporting its employees through every aspect of their wellbeing journeys. Through a combination of the Group "Revive and Thrive" programme and regional initiatives, we encourage and support the cultivation of good health habits, the achievement of clarity and balance, and provide opportunities to stay connected to each other and local communities.

Regional EAP programmes

The Employee Assistance Programmes (EAP) are unique to each Logicalis operation and provide professional support in areas such as emotional support, legal information, financial support, psychological support, medical information, wellbeing assessments, health and nutrition information.

Wellbeing webinar series

At Logicalis, we run a busy programme of webinars for colleagues to dial in live or access recordings after the event. FY24 topics have explored topics that have ranged from conscious inclusion for improved mental health to harnessing the power of nutrition to manage stress.

Logicalis Global All Hands

Global All Hands is one of the ways we keep all colleagues up to date on the latest news, initiatives, and success stories each quarter. Two live events are run on the day across time zones, both hosted by our CEO, Bob Bailkoski, with guest appearances from a wide range of colleagues across the business. Each event includes a Q&A session with an invitation for everyone to ask any question or make any comment anonymously.

Logicalis teams step around the world for charity

Case Study

In FY24, Logicalis Group's Revive and Thrive programme launched the second edition of the "Logicalis Global Movement Challenge" and resulted in US$31,260 raised for global charity organisation, Concern Worldwide.

Employees from 16 countries completed the Logicalis Movement Challenge in February 2024, covering over 53 million steps and 41,450km / 25,755 miles! Teams from Logicalis came together to walk, run, cycle, and swim as far as possible through the month.

Concern Worldwide

The funds raised supported the organisation's education programmes with a focus on increasing access to education, particularly in times of crisis.

> **"**
>
> At least 250 million school-age children worldwide currently do not know the basics in reading and mathematics.
>
> Thanks to the very generous support provided by Logicalis employees, Concern is in a stronger position to improve the lives of extremely poor children in a sustainable way, by increasing their access to quality primary education.
>
> Tiernan Reilly, Concern Worldwide

Diversity, Equality, and Inclusion

Logicalis teams around the world run a busy and growing programme of initiatives designed to support and promote Diversity, Equity, and Inclusion (DE&I).

Logicalis Global Inclusion Council

In 2021, Logicalis launched the Logicalis Global Inclusion Council (GIC), a team of global leaders who drive the creation of strategic accountability and actions to help deliver diversity and inclusion objectives, provide governance and oversight on diversity efforts, and promote company-wide communication on progress.

The GIC ensures that Logicalis continues to:

Create an inclusive work environment

Celebrate diversity

Engage and empower our people to thrive

Identify more opportunities for Logicalis to grow and enhance its culture so all employees feel valued and belong

DE&I calendar

Logicalis observes a calendar of DE&I days of celebration, solidarity, commemoration and awareness. Through recognising significant days such as World Mental Health Day, Pride Month, and International Women's Day, we aim to enhance our collective awareness and understanding while working to address unconscious bias. The FY24 DE&I calendar featured a variety of activities, including sharing stories of our employees and partners, hosting events and speakers.

Our DE&I initiatives

Logicalis implemented various DE&I initiatives across the operations worldwide. Some notable examples include the introduction of gender equity pledges and inclusive management training in Australia; empowerment sessions for women in Germany; and the launch of a four-year equity plan and updating of harassment prevention protocols in Spain. Additionally, we support various Employee Resource Groups (ERGs) and ongoing DE&I training.

Better listening with Peakon

To enable Logicalis to gain a comprehensive understanding of employees' thoughts and feelings about working for the organisation, Peakon - a continuous listening "Pulse" platform – was deployed. This platform provides business leaders access to real-time feedback and analytics from their teams, offering valuable insights into employee sentiments and workplace dynamics. Through making use of this data, Logicalis can identify areas of improvement within each operation, and development targeted action plans, considering inputs from managers and employees.

In FY24, Logicalis conducted a review of the questions used in Peakon and is investigating the frequency and type of questions to ensure that reliable data is generated from the platform.

Moving into FY25, Logicalis will finalise the review process along with the introduction of values aligned questions. This alignment will help to ensure that the feedback generated from the platform reflects employee experiences and supports the organisation's employee commitment.

A Great Place to Work

Great Place to Work certifications redefine the benchmark for exceptional employers, demonstrating their commitment to fostering positive workplace culture and creating an amazing employee experience. We're proud to have been awarded Best Workplaces recognition across 9 countries in FY24:

| Logicalis US | Logicalis UK&I | Logicalis Spain | Logicalis Portugal | Logicalis Taiwan | Logicalis Hong Kong | Logicalis Singapore |

Employee volunteering initiatives

Logicalis is committed to playing a positive part in the communities where we operate. As part of this, the organisation actively promotes a variety of volunteering initiatives, allowing employees to contribute and make a difference with their available time and efforts.

Here are eight examples:

1. The big Logicalis volunteer day in the UK & Ireland

In FY24, Logicalis UK & Ireland introduced the option for employees to take an additional one day off per calendar year to engage in community activities. This policy was launched to support and encourage employees to engage in voluntary work that supports the community. One of the initiatives for FY24 included helping clean the environment at a litter picking event at various beach sites in Jersey and Guernsey.

2. Dutton farm volunteer day in the US

Logicalis US Volunteers volunteered Dutton farm supporting disabled people from local community in Michigan. The farm helps provide social structure, teaching skills, and a sense of responsibility. Logicalis volunteers supported the farm by painting, farm work, prepping for an event, and interacting with Dutton farm members and staff.

3. Pranten Elementary School –
travelling and teaching in Indonesia

Traveling and teaching are dual pursuits focused on both delivering education to elementary school children in remote areas of Indonesia and creating valuable experiences for Logicalis employees. Twenty-three employees who participated in the initiative worked with Yayasan 1000 Guru and Banyuwangi in East Java to reach 100 elementary students.

4. Polytechnics in Singapore

Recognising the prevailing dominance of men in the technology industry, Logicalis understands how this can affect women who aspire to pursue careers in this field. To combat this, Logicalis Singapore partners with Polytechnics through employees sharing their career experiences, with the goals of inspiring young girls and encouraging greater female participation in the technology industry.

5. Time2Give Charity - hiking in Taiwan

Logicalis Taiwan partnered with Cisco on a corporate social responsibility to organise a Time2Give Charity Hiking event, which is part of our commitment to giving back to the community. Logicalis Taiwan made donation of USD$1,550 to 5 disadvantaged groups, including Taipei Municipal School of Special Education, Chuang Foo Foundation, The Association of the Garden for Stray Animals, Down Syndrome Foundation Republic of China and Yu-Cheng Social Welfare Foundation.

6. Club Rainbow in Singapore

Club Rainbow is a non-profit organisation that aids children with chronic illnesses and their families by providing compassionate relevant services in their journey towards an enriching life. Volunteer activities included an upcycling workshop for children and a Robotic Workshop with Club Rainbow & Robothink.

7. The RUN FOR LIFE project in Singapore

The 2023 Run for Life Moonshot Challenge, led by Vajira Weerasekera in support of the Let Kids Fly Foundation in collaboration with Campus Impact and SPD charities, aims for participants to collectively cover 500, 000 kilometers over six months. This effort symbolises a unified commitment to empowering underprivileged children, with a particular emphasis on education. The initiative goes beyond physical achievements, seeking to raise awareness and foster a world where every child has the opportunity to thrive. A total of seventy-eight employees took part in this meaningful initiative.

8. Logicalis Australia and Grad Girls and Lucy Mentoring University of Technology

Grad Girls and Lucy Mentoring is an 8-month programme designed to support and empower feminine-identifying tertiary students by bridging the gap between their studies and their initial steps into a career in the technology industry. Logicalis sponsors these programmes, providing participants with mentoring, industry insights, networking opportunities, CV reviews, and interview assistance. Logicalis employees act as mentors, participate in events to facilitate networking, and contribute to promoting an inclusive workplace culture.

Riding across Ohio to beat cancer

Spotlight on volunteering

In this final Our People spotlight, we interview Susie Laurence, Partner Alliance Manager, at Logicalis United States and find out about her 12 years on the roads of Ohio to raise money for the American Cancer Society.

What motivated you to get involved with the American Cancer Society Pan Ohio Hope Ride (POHR.org)?

My boss enticed my husband & co-worker, who enjoys cycling, to the challenge of riding 328 miles over 4 days. So together, we raised the money so he could ride. At that time, I didn't volunteer, I just stopped by along the route to see what it was all about. I was simply amazed by the people who were not only riding in the event but volunteering. Everyone is affected by cancer whether by personal experience or through family and friends. Knowing our own family's history with having cancer, surviving cancer or succumbing to cancer, I knew I wanted to get involved.

How did you get involved with this organisation?

I'm a bit of a go-getter. If I put my mind on doing something, I go all in. When my husband signed up to ride the following year, I signed up adjacently to volunteer. My first year of volunteering put me in a SAG (Support and Gear) vehicle, following the cyclists each day, providing hydration, nutrition and any additional support along the way (think extra bike tubes, removing cut grass or broken glass from roadways, providing extra visibility in busy intersections, etc.). After cutting my teeth, I immediately signed up for the following year and joined the local market committee to help drive progress and evolution to the ride. After a few years, I was asked to co-lead all the SAGs on the road, providing leadership and direction before, during and after the event. I have been a SAG co-captain and POHR Executive Committee member ever since. 2024 will be my 12th year supporting POHR and my 9th year leading the SAG Vehicle Team.

What do you find most rewarding about your experience so far?

The People. The Pan Ohio Hope Ride raises money and visibility for the Hope Lodge programme offered through the American Cancer Society. There are over 30 Hope Lodges across the United States that provide complimentary housing to patients and their caregivers throughout the treatment process. If you ever visit or volunteer at a Hope Lodge (and I highly recommend you do), you will realize they are not just about providing a pillow and a roof, the rooms provide at home luxuries like private bathrooms, a sitting area, communal kitchens (yes, multiple stoves, fridges, sinks), laundry rooms and a large resource library full of information to help understand the ENTIRE cancer process from both a patient and caretaker POV. I am a member of the large community of emotional support for residents of the Hope Lodge. I am constantly impressed by their lust for life, their desire to overcome their medical hurdles and their ability to remain hopeful through it all.

What do you feel your biggest accomplishment has been from this experience?

My husband and I have personally fundraised over $40,000 towards the Hope Lodge programme. This translates to over 400 nights of free lodging – to put that into perspective, that is over one year's worth of free lodging for cancer patients and their caretakers. Our Cycling Team (which I am also co-captain and Team Mom of), Agents of Hope (formerly Team MCPc) has collectively raised over $1.3M in the past 14 years. The Pan Ohio Hope Ride is one of the Top 3 Endurance Fundraising Events in the Country for the American Cancer Society, bringing in around $1M each year!

What do you feel your biggest accomplishment has been from this experience?

My husband and I have personally fundraised over $40,000 towards the Hope Lodge programme. This translates to over 400 nights of free lodging – to put that into perspective, that is over one year's worth of free lodging for cancer patients and their caretakers. Our Cycling Team (which I am also co-captain and Team Mom of), Agents of Hope (formerly Team MCPc) has collectively raised over $1.3M in the past 14 years. The Pan Ohio Hope Ride is one of the Top 3 Endurance Fundraising Events in the Country for the American Cancer Society, bringing in around $1M each year!

What do you find most challenging about your volunteering journey?

Two things…the weather and the fact that cancer still takes lives. The weather during the 4-day journey across Ohio in July can be challenging. We've had beautiful days with perfect riding conditions. We've also had days where we overcame obstacles like tornado warnings and extreme heat warnings. I would love for nothing but perfect conditions for 4 days straight to complete our ride but fully understand one cannot appreciate those days unless they endure the not so perfect ones, too. The same train of thought goes for that battle against cancer. We cannot save everyone but for everyone we lose, we gain more knowledge and better technology to increase our odds of saving the next one diagnosed.

What recommendations to others would you have if they considered something similar?

I believe helping others soothes the soul. However, you choose to help others is still helping. No deed is too small – from helping your neighbor or a stranger at the grocery store to volunteering your time towards a cause meaningful to you. Money is nice but effort is everything. Just take the time to make the effort. Want to start now? Simply donate $10 to the Pan Ohio Hope Ride Today! Maybe we can get Logicalis to match all our donations!!

What came as a surprise to you that you did not anticipate?

My impact – As Dalai Lama once said, "Just as ripples spread out when a single pebble is dropped into water, the actions of individuals can have far-reaching effects."

Logicalis' plans for FY25 include

Enhanced employee experience through global LMS and talent management

Strengthen and invest in leadership succession pipeline

Continue to priorities the development in our leaders across the organisation

Heighten focus on employee wellbeing linked to EVP

Development of KPIs linked to the people strategy

Continued support of current DE&I and employee wellbeing initiatives across the operations, leverage ERGs and EAPs to strengthen employee wellbeing, and ongoing use of employee surveys to further inform the strategy and initiatives

Our communites

Building lives in Science, Technology, Engineering, and Mathematics.

In this section

Highlights

18
Community projects implemented across the group.

150 000+
US dollars invested to support community organisations and projects.

200+
Employees volunteered their time to support worthwhile causes.

1400+
People reached through Logicalis supported community projects.

A better world for everyone

Logicalis's social and community development goal is to improve education for the next generation and to support local charities in the communities that we operate in.

We believe that by combining regional and local efforts under a divisional strategy and structure, we can facilitate the creation of meaningful, sustainable impact, for both Logicalis and the world.

Our community programmes include:

Driving STEM

Supporting education in Science, Technology, Engineering, and Mathematics (STEM) to empower disadvantaged communities.

Diversity in technology

Intervening to increase the number of women and minority groups in the technology industry.

Skills for technology

Training and retraining adults to enter and be supported within the technology industry.

Driving STEM

Access to quality STEM education equips individuals with the critical skills and knowledge needed to thrive in today's technology-driven world. This not only opens numerous career opportunities but also fosters innovation and economic growth within these communities.

These are some of the initiatives that Logicalis operations supported over the last year to support education in Science, Technology, Engineering, and Mathematics.

IVT College in China

Logicalis China collaborated with IVT College Career Center to deliver an engaging session on career life, with the aim to shape their knowledge on the ICT industry and the job Logicalis engineers do. This initiative also provides Logicalis China with an opportunity to build up a talent pipeline for potential openings and to better understand the needs of younger job seekers.

Hacker School in Germany

The Hacker School is committed to teaching young people about programming. In doing so, they aim to overcome inequalities to make education accessible to everyone, regardless of gender or background. They see digital education as an assignment for society as a whole and organise their offerings in cooperation with companies and their employees. Employees from Logicalis Germany volunteer by presenting online courses on different IT topics for small groups in schools.

Logicalis Spain innovation challenge

Logicalis Spain recognises and rewards the best projects from students at leading universities in Spain through their participation in the Innovation Challenge. The top honors are awarded to projects that are the most innovative, feasible and with the greatest environmental or social impact. The panel of evaluators is made up of several representatives from the IT Sector.

Girls in technology programme in Hong Kong

This initiative supports female students from the Secondary School of Tung Wah Charity Group. The female students are encouraged to recognise that the digital world is all around us. Logicalis Hong Kong employees are invited to discuss "Digital in the Market" and "Digital in Careers," focusing on how digital tools can enhance work tasks, foster innovation, and support future career projects.

Spotlight on Logicalis Spain innovation challenge

The Logicalis Spain innovation challenge aims to support the next generation of digital innovators, and showcases the innovative and forward-thinking projects developed by students during their graduate and post-graduate degrees, particularly in the realm of Information and Communication Technologies.

University students enrolled in their 3rd or 4th year, Masters, or Postgraduate courses from leading universities in Spain are eligible to participate. Participants are required to present technological projects based on Information Technology (IT) that enhance efficiency in business management and processes or have a social impact by improving people's lives or addressing environmental or societal issues.

Innovation challenge winners

Fernando Bellido Pazos, from the Juan Carlos III University of Madrid, **was awarded €10,000 for ' BNumMet'**, an open-source academic implementation of numerical methods in Python, enhanced with interactive widgets.

Roger Pedros, from Pompeu Fabra University, **was awarded €5,000 for 'INCASÒL's biodiversity and heritage management'**, which addresses climate change by exploring the global CO_2 market using blockchain to manage forests.

Paula Canora , from the Rey Juan Carlos University, **was awarded €3,500 for 'Design and construction of a portable and low-cost electromyograph'**, which seeks to solve the problem of access to expensive and bulky EMGs used to measure muscle activity.

María Muñoz , from the Autonomous University of Madrid, **was awarded €1,500 for 'Design of a leaky-wave antenna on a printed guide for communications and radiolocation in the Ku band'.**

A distinguished jury evaluated the projects in the second edition of the innovation challenge based on the following criteria:

Innovation
Enhancement of an existing solution or development of something entirely new.

Feasibility
Both technical and economic viability.

Impact
The benefits the project brings to the industry and society.

Project development
Level of detail, specifications, planning, etc.

The Logicalis innovation challenge continues its objective to foster talent development in the IT sector. Generating interest through initiatives and projects such as this one encourages the interest and vocation of new generations towards this industry.

Through the innovation challenge, Logicalis plays its role in addressing one of the great challenges the IT Sector faces: finding tomorrow's leaders and ending the shortage of professionals.

Diversity in technology

Interventions to increase the number of women and minority groups in the technology industry involves implementing targeted initiatives aimed at fostering diversity and inclusion. These efforts address the systemic barriers often faced by women and minority groups, a representative workforce, and ultimately contribute to innovation and growth within the technology sector.

Invest in Women. Accelerate progress. #CountHerIn!

To address limited representation of women in the technology industry, Logicalis supports initiatives that accelerate progress for women in technology. Some notable FY24 initiatives include:

Apadrina TIC in Spain

The Apadrina TIC program is led by Cercle Tècnologic Foundation, and aims to support and mentor students in the field of technology and information systems. Logicalis Spain is proud to be one of the sponsors of this initiative.

"The intention of the programme is to reach as many women as possible with mentorships that help them start and grow their career by providing them with their first contact with the professional world in the IT sector."
Sandra Casanova, IHR & ESG Director, Logicalis Spain

Lucy Mentoring programme in Australia

The Lucy Mentoring Programme connects women studying engineering or information technology at the University of Technology Sydney with industry professionals for one-on-one mentoring over 6 months from March to September each year. This mentoring opportunity is open to all cis- and trans- women studying undergraduate degrees in their second year and above or masters by coursework.

"The entire mentoring experience has helped me develop my confidence, given me exposure to industry networks, access to role models and the confidence I needed to pursue a career in IT in Australia as an international student."
Akshaya Mohanlal, Masters in Interaction Design and Electronic Arts Graduate

Empower Women scholarship programme in USA

This scholarship programme provides financial support to individuals pursuing a career in STEM.

The programme is designed to empower females, transgender women, and individuals who identify as non-binary in their senior year of high school by encouraging them to pursue higher education. It highlights the transformative impact of technology on the world and guides participants towards exploring career opportunities within the technology sector

"In FY24, we maintained our support for the FY23 awardee, who achieved a straight-A average in her freshman year. As an organisation, we felt it was important to continue backing her academic progress and success."

Nancy Saltzman, Senior Vice President, General Counsel, Logicalis USA

The Grad Girl IT Programme in Australia

In 2023 Logicalis Australia started investing in the Grad Girl IT programme as a top tier sponsor, to accelerate women's progress in the Tech industry.

"Several companies with DE&I goals aimed at improving diversity within their teams recognise that broadening the pool of candidates is essential to shifting the existing dynamics."

Cheryl Yeoh, Program Lead, Grad Girls 2024

Spotlight on the Apadrina TIC program is led by Cercle Tècnologic Foundation in Spain

In the 2022-23 academic year, Logicalis Spain played a pivotal role in advancing STEM education through its support of three scholarships and mentorship opportunities for students from universities in Catalonia. These initiatives were facilitated in collaboration with the Apadrina TIC and Cercle Tècnologic Foundation, which selected participants based on their academic performance, economic background, and a cover letter detailing their motivation for joining the programme. As a leading sponsor, Logicalis Spain also contributed to the Evaluation Committee that assessed the candidates.

In the 2023-24 academic year, Logicalis Spain has expanded its involvement by committing to four new mentorships. This continued support highlights the company's dedication to nurturing future tech talent.

Programme progress and achievements

During the 2022-23 academic year, three Logicalis Spain volunteers provided mentorship to three students. Notably, one of these students, Oriol Estellers, is now interning in the Data and Analytics department at Logicalis Spain. Estellers is pursuing dual degrees in IT Engineering and Data Science at Universitat Pompeu Fabra and serves as a testament to the programme's success.

For the 2023-24 academic year, Logicalis Spain will increase its support with four volunteers mentoring four new students. A key event planned for the end of April will bring together all participating students. The event will feature a presentation by Logicalis Spain, a case study of the 2022-23 mentorships, and a workshop on professional development, including CV writing, cover letters, and LinkedIn profile optimisation, led by an HR colleague.

Overall, the 2022-23 edition of the programme positively impacted 46 students, with 2,200 hours dedicated to mentoring and €33,350 contributed by 16 sponsoring companies. The success story of Oriol Estellers highlights the significant impact of Logicalis Spain's commitment to advancing STEM education and professional development.

Spotlight on the Lucy Mentoring and Grad Girl IT programmes in Australia

Logicalis Australia has committed to advancing gender equality with three ambitious objectives: achieving gender representation parity, fostering a workplace that excels in respect and inclusion, and closing the gender pay gap. Recognising that these goals require a multifaceted approach and systemic change, the company has invested in programmes aimed at addressing the persistent gender diversity challenges within the tech sector.

Two key initiatives sponsored by Logicalis Australia are Lucy Mentoring, an initiative by the University of Technology Sydney, and Grad Girls, run by VIC ICT for Women in Melbourne. Both programmes are dedicated to bridging the gap for female and non-binary students in STEM and technology fields, offering professional development and industry connections.

Through its involvement with Lucy Mentoring, Logicalis Australia supported four students with one-on-one mentoring, CV reviews, interview preparation, and networking opportunities with both Logicalis employees and strategic partners such as DELL. This initiative provided mentees with valuable career connections and guidance outside of Logicalis.

In Melbourne, the Grad Girls programme benefited from Logicalis Australia's contributions, which included industry insights, CV reviews, interview tips, and mock interviews. The company also hosted 35 students in collaboration with partners HP and Fortinet, offering them a chance to meet industry leaders and engage in workshops such as "increasing emotional intelligence through effective questioning." Several attendees later participated in shadow days with HP and Fortinet and joined Fortinet's Codefest.

Inspired by the Grad Girls programme, a Logicalis customer became a sponsor and created an exclusive internship role for a Grad Girl participant. Feedback from both the Lucy Mentoring and Grad Girls programmes highlighted increased confidence among participants regarding job prospects and industry knowledge. Mentors also found the experience fulfilling, sharing their expertise and engaging in industry events.

Overall, Logicalis Australia gained valuable insights into the expectations of early career talent and reinforced its commitment to diversity and inclusion through collaborative efforts with strategic partners.

Skills for technology

Training and retraining adults to enter and be supported within the technology industry involves providing them with the essential skills and knowledge needed to succeed in this fast-paced field. This approach ensures that adults are not only ready to start new careers in technology but also receive ongoing support to help them thrive.

VIVITA in Singapore

VIVITA is an international organisation dedicated to equipping youths with 21st-century skills by offering them physical and digital environments for fearless exploration. Through this project sponsorship, it is estimated that more than 500 youths will benefit.

Logicalis Singapore is supporting VIVITA by providing site surveys, installation, and support services for the Meraki equipment listed for use at VIVITA's premises. Additionally, Logicalis Singapore will cover the licensing costs for Year 2 and Year 3 to ensure the Meraki infrastructure remains operational. Once connected to VIVITA's telco provider's router, the organisation will have a wireless network connection in their new premises.

Youth Employment Services (YES) programme and bursaries in South Africa
To provide financial assistance to previously disadvantaged communities to further their careers in obtaining a formal qualification and job placement to secure their future.

"

In FY24 we continued to support the initiative through sponsoring 22 young people from previously disadvantaged backgrounds to complete a formal qualification and to enable them for the job market." Patricia Adams, Compliance Officer, Logicalis South Africa.

Patricia Adams, Compliance Officer, Logicalis South Africa

Partnership with Heep Hong Society in Hong Kong

Logicalis Hong Kong has collaborated with Heep Hong Society to employ students with special educational needs (SEN). Heep Hong Society, an organisation dedicated to supporting individuals with disabilities in skill redevelopment and workforce reintegration, facilitated this partnership.

The SEN student employed through this initiative is responsible for managing daily operations as a Network Operator, supporting the Global Network Centre.

Logicalis Hong Kong has been honored with a recognition award for inclusive employment. This accolade acknowledges the company's partnership with Heep Hong Society and its involvement in the project, in collaboration with the HK Jockey Club.

Spotlight on the Youth Employment Services (YES) programme in South Africa

Logicalis and the YES programme, along with other companies, such as vendor-authorised training and certification solutions provider Torque IT, have hosted students over six-month periods starting in 2020 to the present day.

During this time, students are exposed to a variety of products, services and roles that Logicalis offers in the technical or digital transformation sectors.

"We drive the initiative of enriching women's lives and bringing them into the technology sector by predominantly focusing on improving education in the science, technology, engineering and mathematics fields," says Logicalis Chief Compliance Officer Patricia Adams.

There is a stereotype that women are not suited to the technology industry; walking into a boardroom for a meeting with a technology company, represented by only two or three women, while the rest of the attendees are all men, is commonplace, she asserts.

Although the technology industry is still a male-dominated industry, it is evolving, similar to the evolution in technology.

"Anyone can do anything when they set their mind to it, despite challenges they might face along the way. A challenge I faced was being the only female technician at the time, and I found that I had to prove myself more often than my peers," notes Adams.

However, with the necessary knowledge, skills and education, women should see challenges as steppingstones to future opportunities.

Adams adds that there is an initiative within Logicalis – called Driving Your Own Career – where employees work with their managers to chart out their career paths based on their current positions by exploring the opportunities and positions that an individual can grow towards as they progress. "We invest quite a bit in the development of our employees, enabling them to grow to higher positions while increasing the number of women in more senior positions."

She suggested that women foster a balance between standard intelligence and emotional intelligence to allow for the best possible performance while they evaluate opportunities for career growth. She further explains that women need to persevere and look at their challenges as opportunities to improve, collaborate with others for success and be the role models for future generations.

"Success is not measured by the position that you hold but in overcoming challenges, improving yourself as an individual and adding value to the lives of others," Adams concludes.

Communities focus and plan for FY25

In FY25, Logicalis will continue to pursue its long-term strategic goals and aims to pilot the launch of a global communities ERG.

Regional plans include the following:

Logicalis Germany

Aims to expand their partnership with Hacker School to include an educational program with the school for German Girls and Boys' Day.

Logicalis Spain

Will launch the third round of the "Logicalis Innovation Challenge". Its target is to increase participation and continue supporting students at Cercle Technologic with sponsorship and mentorship.

Logicalis South Africa

Will continue to provide financial assistance to beneficiaries to pursue a formal qualification and opportunities for work experience.

Logicalis Australia

Plans to continue supporting existing initiatives which include the Lucy Mentoring programme, a professional mentoring programme benefiting students from the University of Technology Sydney and the CEO Sleepout to support people experiencing homelessness. It will also explore the possibility of introducing a paid internship or a graduate opportunity for the mentees from the Lucy Mentoring programme.

Logicalis US

Plans to continue supporting the scholarship program by making scholarship awards to deserving females pursing a qualification in STEM.

Logicalis Asia

Some of **Logicalis Asia**'s plans include their continued support to VIVITA Singapore to provide licensing cost support for the next two years, as well as their continued partnership with Club Rainbow. Logicalis Hong Kong, Singapore and Taiwan will also continue to support Girls and Women in Technology programmes to encourage the increase of female participation in technology qualifications and careers.

Our planet

Making the world a better place for us all.

In this section

Our mission

At Logicalis, we want to make the world a better place, and our role as a global technology service provider provides both an opportunity and a responsibility to take the lead in contributing solutions for a sustainable future. We strive to improve our environmental performance and contribute to a cleaner, healthier planet and are working hard to position our organisation as a leading Responsible Business

"

With the right strategy and proactive mindset, being a Responsible Business has the power to benefit everone and deliver impactful, yet sustainable value for all involved.

Charissa Jaganath, Head of Responsible Business

Our sustainability pledges

At Logicalis, we are determined to make the world a better place. Our role as a global technology service provider gives us both an opportunity, and a responsibility, to take the lead in contributing solutions for a sustainable future.

We will set a clear sustainability agenda and be transparent about how we are moving towards it through our company's actions and messaging.

We have set a science-based carbon reduction goal that will get us to net zero, which has been validated by SBTi.

We will transparently report on our scope one, scope two and scope three emissions as a global organisation.

We will help our customers identify ways to incorporate environmental sustainability practices into their business.

We will partner and collaborate with others within our orbit (including customers, partners and competitors) to promote and support better sustainability practices.

We will encourage low-carbon alternatives for commuting through our new travel policy.

We will work towards sustainable workplaces that make Logicalis a great place to work and support our employee actions that reduce their individual and our company's carbon footprint.

We will continue to champion local in-country sustainability projects through our annual sustainability challenge.

We will provide our managed services customers with an environmental impact score to help them understand their IT emissions, alongside recommendations on how to improve.

To provide objective evidence of the above commitments being met.

Reporting and commitments

SBTi

In April 2024 we announced a significant milestone that our net-zero science-based targets had been validated and approved by global body, Science Based Targets initiative (SBTi). The recognition comes after we committed to the SBTi Corporate Net Zero Standard in early 2023, the world's first framework for corporate net zero target setting in line with climate science.

Through this commitment, Logicalis joins the world's largest group of companies actively driving the reduction in global emissions and further demonstrates our commitment to being carbon neutral by 2025.

Logicalis SBTi carbon reduction targets are:

Overall Net-Zero Target	**Near-Term Targets**	**Long-Term Targets**
Logicalis Group Limited commits to reach net-zero greenhouse gas emissions across the value chain by FY50.	Logicalis Group Limited commits to reduce absolute scope 1 and 2 GHG emissions 50% by FY30 from a FY22 base year. Logicalis Group Limited also commits that 85% of suppliers by spend covering purchased goods and services will have science-based targets by FY28.	Logicalis Group Limited commits to reduce absolute scope 1 and 2 GHG emissions 90% by FY50 from a FY22 base year. Logicalis Group Limited also commits to reduce absolute scope 3 GHG emissions 90% within the same timeframe.

→ **Find out more**

SCIENCE BASED TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

Additionally, Logicalis has committed to be carbon neutral on scope 1 and scope 2 emissions by FY25. This goal will be achieved through the purchase of carbon offsets via the United Nations Offset Platform. These offsets support UNFCCC-certified projects in developing countries that reduce, avoid, or remove greenhouse gas emissions.

These ambitious targets demonstrate Logicalis' commitment to accelerating progress towards a sustainable future.

⟶ **Find out more**

Carbon Disclosure Project

Following many years of work with the CDP, we have deepened the scope of our reporting to better understand our current greenhouse emissions baseline.

We now have a view of our total carbon emissions as a global organisation, across scope one, two and three emissions

⟶ **Find out more**

Engaging EcoVadis

We've engaged with global rating organisation, EcoVadis to give us a holistic understanding of our ESG performance across areas such as labour and human rights, ethics, and sustainable procurement.

This rating enables us to demonstrate how sustainable and responsible we are as a global organisation.

⟶ **Find out more**

Our short-term targets and policies

e-Waste

We have launched an e-waste policy and regional plans as a step toward our commitment to divert a minimum of 50% of the waste generated by our operations from landfill. As part of this commitment, Logicalis has achieved a significant milestone, with at least 99% of its operations now featuring an ICT inventory. We are also developing a general waste plan and policy, due to be implemented from 2025.

Global travel

Partnering with climate group RouteZero we've piloted a new sustainable travel platform, geared to help us make smarter travel choices and reduce our overall Scope 3 emissions. The pilot led to a 42% reduction in travel emissions, despite 23% more travel taking place. *The figures represent a pilot group of 50 employees.

Renewable energy

Our commitment is to continue to have our operations switch to renewable energy each year, with all of Logicalis operating off renewable energy by 2030.

Environmental policy

We recently launched our Environmental Policy, establishing a clear and comprehensive framework for Logicalis' commitment to environmental sustainability.

Sustainable procurement policy and questionnaire

Integrating sustainable practices into all our operations, products and services, we now have a framework and associated questionnaire that allows us to fulfil demand for products and services that minimises environmental impact.

Our strategic partnerships

Cisco Powered

Logicalis was recently awarded the inaugural Cisco Global Sustainability Partner of the Year award 2023.

We're also proud to be part of Cisco's global initiative to responsibly repurpose and recycle end-of-use products. We currently hold the Cisco environmental sustainability specialisation in all available 15 countries across the world.

And in March 2024 we become the first partner globally to achieve Cisco's Sustainable Campus Access Add-On specialisation, recognising our expanding capabilities in sustainability managed services. We're passionate to be playing our part in driving the circular economy.

→ **Find out more**

Huawei Power-S

Logicalis South Africa (LSA) has partnered with Huawei Digital Power, a leading global provider of digital power solutions, to provide the groundbreaking integrated Huawei Power-S system. The Huawei Power S - a seamless integrated power solution that can support multiple power sources - in South Africa. This marks the first-ever deployment of the Huawei Power S system in the region, a significant milestone in providing cost effective, flexible, and scalable smart power systems for businesses and communities.

→ **Find out more**

Supporting our customers' sustainability

Introducing the Digital Fabric Platform

When it comes to the environmental impact of digital services, it's a major focus for our customers but many are struggling to know where they are today, let alone how to move forward.

In response to these customer pain points, in 2023 Logicalis launched the AIOps-powered Digital Fabric Platform (DFP), to give CIOs a real-time view of how their entire digital ecosystem is performing across key metrics, including environmental impact.
The DFP underpins digital managed services across cloud, connectivity, security and workplace so we can help our customers turn environmental visibility into action and support them in achieving their ESG goals.

The DFP can calculate a customer's current carbon usage within their infrastructure and precisely assess the carbon in their current devices. It gives customers a score for sustainability and insights and recommendations on how to improve their score by reducing carbon impact. The report captures progress over time so customers can report to stakeholders.

We currently have over 250 global managed services customers using the platform and have already identified total carbon savings of 106,944kg! That's the equivalent of driving 19 times around the earth. So, with over 6,000 customers, imagine the impact! We intend to drive significant industry-wide environmental change and are immensely proud of this.

→ **Find out more**
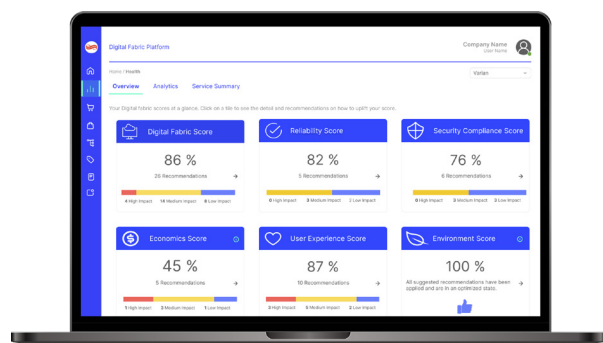
Carbon emissions performance

To provide a comprehensive picture of our progress, emissions for the past three fiscal years are set out below.

Scopes	Category	FY24 (tCO2e)	FY23 (tCO2e)	FY22 (tCO2e)
Scope 1	Mobile Combustion	820	927	1114
	Product Use: Refrigerant Gases	14	0	37
	Stationary Combustion	20	231	15
	Total Scope 1 emissions	**854**	**1158**	**1166**
Scope 2	Heat and Steam	31	0	10
	Purchased Electricity	3141	2903	2771
	Purchased Electricity: Vehicles	2	0	0
	Total Scope 2 (market-based)	**2582**	**2893**	**3105**
	Total Scope 2 (location-based)	**3174**	**2903**	**2781**
Scope 3		**118 416**	**118 891**	**463**
Scope 1,2 & 3 (market-based)		**121 852**	**122 942**	**4734**
Scope 1,2 & 3 (location-based)		**122 444**	**122 952**	**4410**

Note: The carbon emissions data presented in the table has not been audited and should not be considered as an assurance of the accuracy and completeness of such information.

Year-on-year trends

Scope 1 emissions

The decrease in Scope 1 emissions is primarily due to reduced natural gas usage across our facilities.

Scope 2 emissions

Scope 2 emissions decreased in FY23 due to the energy reductions initiatives. However, in FY24, consumption increased due to the inclusion of additional properties not accounted for in the previous year. This expansion has led to a rise in location-based emissions. The market-based emissions decreased due to underlying emission factors.

The Greenhouse Gas (GHG) Emissions Inventory in this report was compiled according to the GHG Protocol Corporate Standard. The GHG inventory aligns with the requirements set by the Science Based Targets initiative (SBTi) for transparent reporting on progress towards our science-based targets.

Notes:

The emissions were calculated using actual consumption data where available. In instances where direct measurement data was limited, an estimation methodology based on spend and gross lease area was employed.

The emissions data may differ from the figures presented in our parent company, the Datatec Group's Annual and Integrated Reports and the Logicalis Environmental Statement in prior years due to improvements in data quality and the inclusion of previously unreported sites and properties which have been restated.

Scope 1 and 2 initiatives

We have a range of initiatives to target our scope 1 and 2 emissions starting from this year including:

Energy reduction target of 2% for all Europe operations.

Energy reduction target of 5% for South Africa, North America, Australian and Asia operations.

A target to continue our switch to renewable energy with all operations achieving the switch by 2030.

Scope 1 and 2 initiatives

Project	Impementation year	Completion year	Proposed CO2 savings
Energy Efficiency	2023	Continous	74
Renewable Energy (inclunding PPAs)	2023	Varied per country	2419
Fleet electrification	2023	Continous in EU and UK only	206

Scope 1 and 2 initiatives table:

- 2024: Spain, UK
- 2025: Portugal, Ireland, Germany, Channel Islands
- 2027: Singapore
- 2028: USA, Indonesia, Malaysia, Australia

• For operations with mobile fleets (European operations) we have made a commitment to switch to electric or biodiesel fuel at a rate of 6% per year.

• Progress our waste management journey by extending the scope of our management plans and policy from e-waste to general waste.

• Responsible Business training rolled out for all employees in 2024.

Scope 1 and 2 emission reduction initiatives
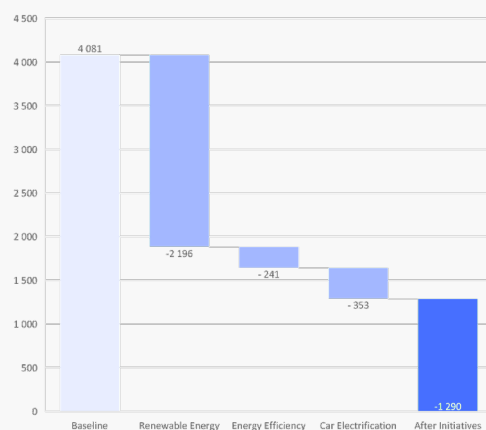
Sustainable travel to reduce emissions and costs with RouteZero

Case Study

Business travel enables collaboration and drives business growth. But traditional travel booking methods do not make the environmental impact of travel choices clear, and managing travel expenses across a geographically dispersed workforce can be complex.

In March 2023, Logicalis launched its partnership with RouteZero - a leading sustainable travel management platform - to boost our comprehensive Logicalis Sustainable Travel Policy.

The aim was to streamline our travel booking process and empower employees to choose more sustainable travel plans. RouteZero's innovative platform provides users with real-time carbon emission estimates for various travel options, allowing them to select the most eco-friendly route while considering cost and time efficiency. The RouteZero platform underwent a pilot phase with a subgroup of less than 50 Logicalis employees. The goal is to expand the platform's use across Logicalis operations to reduce business travel emissions.

The results

33%
Decresead
Total number of trips

30%
Decresead
Total distance travelled (miles)

61%
Decresead
Total spend (£)

42%
Decresead
Total emissions (tonnes CO2e)

Period	01.05.22 - 01.05.23	01.05.23 - 01.05.24
Total number of trips	112	75
Total distance travelled (miles)	637587	447804
Total spend £	£324 301	£127 763
Total emissions (tonnes CO2e)	**554**	**318**

> As a major emissions source, Logicalis aimed to make radical, proactive changes to the way they travelled to enable them to meet their Net Zero goals. Deploying RouteZero, members of their Group Team reached 26% decarbonisation within six months, yet travelled more miles to meet more customers during that time. Adding additional sustainability "interventions" they have reached 42% decarbonisation within one year, whilst balancing existing budgets. Sustainability leadership means setting science-based reductions, aligning executive pay with sustainability goals, making tough choices that are backed-up with data and leading from the top of the organisation. Decarbonization is possible if we work together.
>
> Dan Brown, Co-Founder & CEO, RouteZero.com

Energy efficiency

Energy efficiency is a critical component of tackling climate change. Logicalis is committed to continuously improving our energy performance and transitioning to renewable energy sources where possible to lower GHG emissions and minimise our environmental footprint.

Energy efficiency performance

Energy use	Unit of Measurement	FY24	FY23	FY22
Total energy use	MWh	9 292	10 404	11 111
Total non-renewable energy	MWh	7 648	9 918	11 065
Grid electricity	MWh	4 653	5 571	6 749
Diesel	MWh	1 625	2 519	2 862
Petrol	MWh	1 184	786	1 340
Natural gas	MWh	14	1 027	6
Burning oil	MWh	0	15	48
Heat and steam	MWh	171	0	61
Lubricants	MWh	1	0	0
Total renewable energy use (purchased renewable electricity)	MWh	1 644	486	45
% of Renewable energy use	%	18%	5%	0.41%

Year-on-year trends

1. The overall reduction in energy consumption can be attributed to the implementation of energy reduction initiatives outlined in Section 7 of this report.
2. A significant contributor to this reduction is the substantial decrease in natural gas usage from 9.87% in FY23 to 0.15% in FY24.

Logicalis has increased its renewable energy sources. In FY22, renewable energy accounted for 0.41% of total energy consumption. This figure increased to 18% in FY24. While this progress is commendable, the pace of this increase needs to accelerate significantly to reach the 100% target by 2030.

Regional energy efficiency performance

In FY24, Logicalis made good progress towards having 75% of its operations powered by renewable energy sources by 2025. Currently, 11 out of 65 operations (approximately 17%) across four regions are powered by renewable energy. This represents a positive step, but significant acceleration is required to achieve the ambitious target within the remaining timeframe.

Logicalis has established specific regional targets with buy-in from both regional teams and our Executive leadership:

Target	Region	FY22	FY23	FY24	% Change	Progress against Target
Emission reduction target of 5%	Africa	111	343	522	52%	Not Achieved
	APAC	1663	3250	3720	14%	Not Achieved
Emission reduction target of 2%	North America	1744	743	635	-15%	Achieved
	Europe	4097	4319	2899	-33%	Achieved
	UK	3436	1749	1344	-23%	Achieved

Notes:

Africa: South Africa did not achieve its FY24 emission reduction target of 5% due to continued load-shedding. Relying on diesel generators for backup power during these outages increased the country's overall energy consumption.

APAC: While Australia achieved the 5% energy reduction target, the overall APAC region fell short due to increased energy consumption in China, Indonesia, Taiwan, and Vietnam.

Europe: Of the four countries in the region (Spain, Germany, Ireland, and Portugal), only Portugal did not meet its energy reduction target.

UK: While the UK achieved the 2% energy reduction target, the Channel Islands did not meet this goal.

These regional targets demonstrate our commitment to tailored strategies that address each location's unique energy landscape. Furthermore, Logicalis has committed to completely switching to renewable energy across all operations by 2030.

We are here				Target
2024	2025	2027	2028	2030
Spain UK	Portugal Ireland Germany Channel Islands	Singapore	USA Indonesia Malaysia Australia	All operations

Progress at the end of FY24

100% of Spain's operations switched to renewable energy at the end of FY24

30% of UK operations switched to renewable energy at the end of FY24

Energy efficiency - Spain leading the way

Case Study

Logicalis Spain has demonstrated a strong commitment to sustainability by achieving carbon neutrality in its office operations. The company has successfully transitioned to 100% renewable energy through strategic partnerships and internal initiatives, reducing its carbon footprint and enhancing its competitive position.

Key achievements

100% renewable energy adoption

Logicalis Spain has switched to a renewable energy supplier, offsetting all indirect emissions from office energy consumption.

Energy efficiency improvements

LED lighting upgrades have resulted in a 14.1% decrease in energy consumption in FY24 compared to the previous year.

Carbon offset initiatives

Logicalis Spain has offset 441 tCO2e and is committed to ongoing carbon footprint reduction.

Employee engagement

Sustainability awareness campaigns have been implemented to encourage energy-efficient practices among employees.

Driving forces and challenges

Logicalis Spain's sustainability journey is motivated by environmental responsibility, competitive advantage, and alignment with UN Sustainable Development Goals. Logicalis Spain has faced challenges such as energy price fluctuations but has successfully navigated these obstacles through strategic planning and expert guidance.

Competitive advantage

By embracing renewable energy and implementing energy-saving measures, Logicalis Spain has positioned itself as a market leader in sustainability. This has enabled the company to meet the growing demand for environmentally responsible solutions and secure contracts with environmentally conscious clients, particularly in the public sector.

Lessons learned

Logicalis Spain's experience highlights the importance of strategic partnerships, energy management expertise, and employee engagement in achieving sustainability goals. The company's success demonstrates that transitioning to renewable energy is not only environmentally beneficial but also financially viable and strategically advantageous.

Waste management

We are committed to developing a comprehensive waste management strategy. This will establish our baseline for waste generation, allowing us to track progress towards reducing waste sent to landfills.

Waste management is crucial to reduce our environmental footprint, particularly Scope 3 emissions (Category 5). By effectively managing waste, we can significantly contribute to achieving our ambitious Scope 3 emission reduction targets.

Our current plans are as follows:

E-waste management

As a first step, Logicalis has implemented a Global E-waste Policy to ensure the proper disposal of electronic waste generated across our global operations. As part of its commitment to responsible e-waste disposal, Logicalis has achieved a significant milestone, with at least 99% of its operations now featuring an ICT inventory. This comprehensive inventory is crucial in tracking all electronic equipment throughout its lifecycle, from initial acquisition to eventual designation as waste.

General waste management

We are expanding the waste management programme to encompass general waste and aim to report baseline data on general waste in our next Responsible Business Report. By establishing a comprehensive strategy and implementing practical solutions, we can minimise our environmental impact and contribute to a more sustainable future.

Change is challenging, but we are still striding ahead

In 2022, Logicalis announced an ambitious target to reduce waste sent to landfill by 50% by 2025. However, Logicalis is reviewing this target after carefully considering several factors, including the lack of a centralised data collection tool for waste data, which has resulted in delays in tracking this information across all operations.
Once comprehensive waste data is collected during the FY25 reporting period, we will revise and announce a new, data-driven waste reduction target that reflects our ongoing commitment to environmental responsibility.

Our global sustainability challenge

Case Study

Logicalis recognises that significant progress on sustainability requires a collective effort. That is why we launched the annual global sustainability challenge in FY23. This challenge empowers employees across all regions (EMEA, USA, and APAC) to submit impactful projects that demonstrably reduce our greenhouse gas footprint.

Winning projects in each region are eligible for funding to support the implementation of their carbon reduction initiatives. The Our global sustainability challenge is a testament to our commitment to employee engagement and continuous improvement in environmental performance.

The winning initiatives of the FY24 sustainability challenge were announced at the close of the fiscal year and will be implemented throughout FY25. The winning initiatives in FY24 were:

Green kitchens
(US)

A project to reduce the use of plastic by providing water stations and reusable cutlery and cups for all staff.

### Recycle original equipment manufacturing
(US)

LED lighting upgrades have resulted in a 30% decrease in energy consumption in FY24 compared to the previous year.

LED lighting with proximity sensor and smart systems change
(Indonesia)

Changing the lighting system to achieve greater energy efficiency.

Digitalisation of name cards
(Hong Kong)

Sustainability awareness campaigns have been implemented to encourage energy-efficient practices among employees.
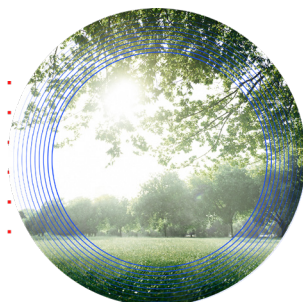
Supply chain responsibility

Logicalis recognises that our environmental impact extends beyond our direct operations. Scope 3 emissions, which account for 99% of our total footprint, originate from our value chain, including our suppliers.

Collaborating with suppliers to tackle these emissions is crucial for achieving our ambitious climate change mitigation goals. That's why our commitment to science-based targets (SBTi) extends beyond our operations. We are dedicated to working with our suppliers to reduce their emissions significantly. As part of this commitment, we have set a target to support 85% of our suppliers, measured by spending on purchased goods and services, to establish their own SBTi targets by 2028.

We understand the importance of proactive engagement with our suppliers on sustainability issues. To this end, we have developed a comprehensive engagement plan to encourage and support our suppliers in setting their SBTi targets. This plan will involve collaborative workshops, knowledge-sharing sessions, and ongoing communication to ensure a clear understanding of the requirements and benefits of SBTi participation.

Logicalis is committed to integrating sustainability into every aspect of our business, including our procurement practices. To achieve this, we have established a robust framework that includes:

Sustainable procurement policy

This policy outlines our commitment to integrating sustainable practices into our sourcing decisions. It guides our procurement teams towards selecting suppliers who share our commitment to environmental and social responsibility.

Supplier sustainability questionnaire

This comprehensive questionnaire provides valuable insights into our suppliers' sustainability strategies, practices, and associated risks. Collecting this data can identify collaboration opportunities and prioritise engagement with suppliers who require additional support in their sustainability journeys.

85% **The percentage of suppliers we aim to help establish their own SBTi targets by 2028.**

Logicalis Germany's phone recycling programme

Case Study

Logicalis Germany (GmbH) is leading the way in sustainable business practices. By partnering with Deutsche Telekom, they've set up an easy way for employees to recycle old mobile phones. This initiative not only helps the environment but also shows Logicalis' commitment to social responsibility. In FY24, Logicalis Germany recycled 137 mobile phones, from which 1233 grams of copper, 20.55 grams of silver, and 3.425 grams of gold was recovered. The proceeds from this initiative went towards supporting Zoo Frankfurt.

Logicalis Germany's e-waste recycling initiative serves as an exemplary model for other organisations seeking to address environmental challenges and contribute to a sustainable future. By combining employee engagement, strategic partnerships, and a focus on social responsibility, Logicalis Germany has achieved significant results in reducing e-waste and supporting a worthy cause.

Appendix A: GRI Index

GRI Disclosure	Location (page number)	Note
General 2021		
2-1 Organisational details		Logicalis International Limited Registered Office: Building 8 Ground Floor, Foundation Park, Roxborough Way, Maidenhead England, SL6 3UD
2-2 Entities included in the organisation's sustainability reporting	9	The report covers all the entities under Logicalis excluding Logicalis Latin America operations.
2-3 Reporting period, frequency and contact point		01 March 2023 - 28 February 2024 Annual disclosures info@logicalis.com
2-4 Restatements of information		This is Logicalis' first standalone Responsible Business Report. The company has previously reported on Responsible Business performance within our parent company, the Datatec Group's Annual and Integrated Reports, and the Logicalis Environmental Statement. Historical Responsible Business performance data may differ from prior years due to improvements in data quality and the inclusion of previously unreported sites and properties, which have been restated.
2-5 External assurance	17	No external assurance was conducted.
2-6 Activities, value chain and other business relationships	7	Logicalis is a global provider of technology services and solutions in the Information Technology sector. In FY23, Logicalis Group underwent a strategic reorganisation, dividing into two distinct entities: Logicalis International and Logicalis Latin America.
2-7 Employees	21	
2-8 Workers who are not employees		Logicalis Asia, Germany, Spain, and the UK&I include contractors in headcount, while the rest of the regions do not.
2-9 Governance structure and composition	11	
2-10 Nomination and selection of the highest governance body		Datatec's highest governance body, the Board of Directors, follows a structured nomination and selection process. This includes a dedicated Nomination Committee, comprising primarily independent directors, which identifies and evaluates potential candidates for Logicalis International's Board membership. Logicalis International's Board of Directors oversees the selection and appointment of all members of the highest governance committees.
2-11 Chair of the highest governance body		Jens Montanana is the Chairman of Logicalis International's Board and Executive Committee and does not have full-time executive duties.
2-12 Role of the highest governance body in overseeing the management of impacts	11	
2-13 Delegation of responsibility for managing impacts	11	
2-14 Role of the highest governance body in sustainability reporting	11	
2-15 Conflicts of interest	12	
2-16 Communication of critical concerns	12	
2-17 Collective knowledge of the highest governance body		The CEO, as a member of the board and responsible for sustainability, reports on the company's initiatives to the board.

2-19 Remuneration policies 2-20 Process to determine remuneration		The compensation for Logicalis International's Chief Executive Officer (CEO) and Chief Financial Officer (CFO) is determined by the Datatec Remuneration Committee (Remco). The Chief People Officer (CPO) position is shared with Datatec, and the decision is made jointly by Datatec Remco and Logicalis International's CEO. The Datatec Remco must approve any changes to base pay and variable pay. Logicalis International determines the salary increases for other executives. Termination payments are based on how the employee leaves the business and the country they are based in. Each financial year's CEO/CFO has targets linked to business targets, including carbon emission reduction targets in FY25.
2-22 Statement on sustainable development strategy	6	
2-23 Policy commitments		Logicalis Code of Conduct
2-24 Embedding policy commitments		Logicalis employees are required to complete an annual online training on our Code of Conduct, including a test. The training covers identifying and reporting potential breaches of our anti-slavery policies and includes details of our independent whistleblowing hotline. Logicalis International did not have any reports of non-compliance with laws or regulations during FY24. However, there is a process as part of the Audit, Risk and Compliance Committee (ARCC) to disclose any non-compliance bi-annually.
2-25 Processes to remediate negative impacts		The Logicalis Code of Conduct includes whistleblowing procedures for reporting potential breaches, including modern slavery concerns. Regular reporting of any breaches of the Code of Conduct is completed by Logicalis Group, including any non-compliance with modern slavery legislative requirements. Any reported breaches will be advised to Logicalis, Datatec ARCC, and the remedial actions undertaken. In addition, the Logicalis Group Social and Ethics Committee continues to monitor the Group's social and economic development activities, good corporate citizenship, labour and employment, and the environment, health, and public safety.
2-26 Mechanisms for seeking advice and raising concerns		https://secure.ethicspoint.eu/domain/media/en/gui/107780/index.html
2-27 Compliance with laws and regulations		Logicalis International did not receive any reports of non-compliance with laws or regulations during FY24. However, the ARCC has a process for disclosing any non-compliance bi-annually so that the ARCC can assess and evaluate.
2-28 Membership associations		Technology & Services Industry Association (TSIA)
2-29 Approach to stakeholder engagement	14	
2-30 Collective bargaining agreements		In Australia, 20% of employees are covered by federal awards and must adhere to the National Employment Standard. In Portugal and Spain, all employees are covered by collective bargaining agreements. However, collective bargaining agreements do not cover employees in Asia, Germany, South Africa, the UK & Ireland, the USA, and the Group.
3: Material Topics 2021		
3-1 Process to determine material topics	14	
3-2 List of material topics	15	
3-3 Management of material topics	15	
302: Energy 2016		
302-1 Energy consumption within the organisation	62	
302-4 Reduction of energy consumption	63	
305: Emissions 2016		
305-1 Direct (Scope 1) GHG emissions	59	
305-2 Energy indirect (Scope 2) GHG emissions	59	
305-3 Other indirect (Scope 3) GHG emissions	59	
305-5 Reduction of GHG emissions	60	