



Sustainability in Action: OASIS ESG Commitments and Impact.

Sustainable. Secure. Responsible. Advancing a Fairer Future Together.



OASIS ESG Commitment

Our Environmental, Social, and Governance (ESG) strategy is central to everything we do. Guided by our OASIS Impact Charter, we are dedicated to delivering sustainable, responsible, and secure services that support both our own ESG objectives and those of our clients. Our approach aligns with European and UK government regulations, ensuring compliance for both ourselves and clients in who's supply chain we work, while demonstrating leadership in environmental and social responsibility. This framework underpins our operations, enabling us to deliver measurable impact while upholding the highest standards of information security.

A Clear and Transparent ESG Contribution

Our ESG commitment goes beyond compliance. It is a key driver of positive change. As part of working in partnership, we ask that clients contribute to this mission through an ESG charge, which directly supports the environmental and social initiatives embedded within our service delivery. By working with OASIS, clients not only secure their information but also play an active role in creating a fairer, greener, more responsible future, fully aligned with their own ESG ambitions.

Sustainable Operations and Environmental Responsibility

Improving energy efficiency across our operations is a key priority in the Environmental section of our sustainability strategy. Through optimised fleet management, advanced logistics, and proactive maintenance, we minimise our environmental footprint while enhancing operational efficiency. Examples include:

- **Fleet Management:** Our fleet meets Euro 5 or above emission standards. It includes both Euro 6 and electric vehicles, helping reduce fuel consumption and improving air quality.
- **Route Planning:** Advanced route scheduling aims to minimise travel distances, thus reducing fuel usage and cutting emissions.
- **Energy & Maintenance Efficiency:** Regular fleet and asset servicing ensures operational safety while minimising environmental impact. Infrastructure upgrades, including LED lighting in our Record Centre and offices, are expected to reduce energy consumption (per upgraded site) by approx. 115,000 kWh annually. We are improving energy efficiency across all locations in Belgium and The Netherlands by enhancing insulation in buildings and heating systems and upgrading to more energy-efficient equipment installations.
- **Solar Power Generation:** Our Almere Record Centre features 322 solar panels, generating at least 171,615 kWh of clean energy per annum. In the UK, discussions are underway with both Landlords and vendors concerning future installations.



Investing in Cleaner, Greener Transport

We are committed to lowering carbon emissions through strategic investments in sustainable fleet solutions. This includes the transition to electric vehicles and the phased retirement of less efficient models. Over the past four years, we have removed 167 high-emission vehicles from our operations, reinforcing our commitment to decarbonisation.

Recycling and Waste Management

Resource efficiency is at the heart of our sustainability efforts. Our secure destruction and recycling services comply with BS EN 15713 standards, ensuring responsible disposal of confidential materials. By repurposing shredded paper into tissue products, we help save approximately 13 trees per tonne recycled. Our partnerships further support sustainability, with contributions to reforestation initiatives for every tonne of paper shredded.

Sustainable Procurement

We prioritise environmentally responsible sourcing to align with circular economy principles. Our renewable, recyclable flatpack boxes are naturally biodegrade, reducing waste. We work closely with suppliers who share our sustainability values, ensuring annual ESG compliance audits and responsible sourcing practices.

Continuous Monitoring and Improvement

Continuous improvement is at the core of our ESG strategy. We take a proactive approach to monitoring our environmental performance, leveraging data-driven insights to refine our sustainability practices. We track key metrics, identify areas for improvement or enhancement, and aim to implement best practice across our estate and operations. We, and therefore you, in regard to your supply chain, can demonstrate that we consistently reduce waste, lower carbon emissions, and meet our ESG commitments.

Certifications and Standards Compliance

We recognise the importance of robust governance in driving sustainability and transparency. By integrating ISO standards into our corporate compliance framework, our clients can have greater trust in our ESG disclosures. This is vital for those undertaking the journey of GHG scope 3 emissions mapping and reporting. We adhere to internationally recognised certifications, that reinforce our commitment to environmental responsibility and quality service delivery:

- **ISO 14001:** Certified Environmental Management System ensuring best-in-class sustainability practices.
- **ISO 9001 & ISO 27001:** Quality and information security certifications supporting secure, responsible operations.



Corporate Sustainability Reporting Directive (CSRD): In line with our commitment to external standards, we are actively working towards adopting the Corporate Sustainability Reporting Directive and will formally report on our FY26 results.

OASIS ESG Governance and Carbon Neutral Commitment

We acknowledge the global climate challenge and have committed to taking meaningful action. ESG principles are embedded into our business model, ensuring we align with the highest environmental and social standards.

- **Net Zero and Carbon Neutral Goals:** We are committed to setting science-based targets by the end of 2025, with a clear roadmap towards achieving carbon neutrality by 2035.
- **ESG Leadership and Accountability:** Our ESG Committee, comprising representatives from Compliance, Facilities, HR, Procurement, and Operations, ensures our sustainability strategy remains aligned, accountable, and effective.
- **The OASIS Impact Charter:** Our formalised ESG roadmap outlines our key environmental and social value commitments, fostering transparency and driving meaningful change across the business.

Collaborations for a Greener Future

Sustainability is a collective effort, and at OASIS, we partner with industry experts, academic institutions, and certified organisations to deliver our ESG goals.

- **Anthesis – Sustainability Consultants:** Supporting our decarbonisation and ESG strategies with expert guidance on regulations and their application to real world scenarios.
- **Academic Partnership – Digital Decarbonisation:** Exploring innovative solutions to minimise our and our clients' carbon footprint through digital advancements.
- **Certified Waste Collection and Recycling:** Ensuring responsible material destruction and recycling through our recognised waste collection permit.

Through these partnerships and strategic initiatives, OASIS is driving long-term, sustainable impact while upholding the highest ESG standards.



Living Wage: Our Commitment to ESG and Fair Pay

At OASIS, we believe ethical business practices are key to long-term success. As part of our commitment to the Social element of ESG principles, we are proud to pay above the National Living Wage and maintain a fair pay differential between frontline colleagues and supervisors.

This commitment is more than a policy; it is a strategic investment in our people, our business, and the services we provide. By ensuring fair pay and other social considerations, such as prioritising colleague well-being, we foster an engaged, loyal, and high-performing workforce. This directly enhances service quality, strengthens security, and boosts our and therefore our client's business resilience.

How This Benefits Our People, Clients, and Business

- **Employee Retention & Stability:** Fair wages lead to greater job satisfaction, the attraction of top talent and lower employee turnover. This results in a more experienced workforce delivering seamless service thus building stronger, more trusted client relationships
- **Service Quality & Security:** A stable, skilled workforce delivers greater quality of information management, enhanced data protection, and compliance with industry regulations. Fewer operational errors increase trust and reliability for our clients.
- **Employee Engagement & Productivity:** Fair pay creates a positive work environment, increasing motivation, accountability, and service excellence. A workforce that takes pride in doing a job well delivers better client service and proactive problem-solving while reducing absenteeism.
- **Business Resilience & Reputation:** Our ethical stance also helps clients meet their own corporate ESG objectives. Corporate policies regarding modern slavery, bribery & corruption and Sanctions controlled trading and inclusion ensure that clients are never compromised by the behaviour of OASIS within their supply chain.

A Commitment That Benefits Everyone

We recognise that a motivated, fairly compensated workforce delivers outstanding service. Our commitment to fair pay strengthens our business and ensures our clients receive reliable, high-quality, and secure information management solutions.

By putting people first, we are building a stronger, more sustainable future – for our colleagues, our clients, and the wider community.



Diversity, Equity, and Inclusion (DEI) at OASIS

At OASIS, we recognise that diversity, equity, and inclusion (DEI) are essential to creating a thriving workplace where everyone feels valued, respected, and empowered. These values form the basis of our culture and business strategy, driving innovation, strengthening our workforce, and enhancing the service we provide to our clients and communities.

Our Guiding Principles

Our commitment is shaped and demonstrated by our core values: Performance Driven, Agility and Pace, Safety and Security, Talent Focused, Client Obsessed, and Honesty and Integrity. These principles guide our efforts to promote fairness, respect, and equal opportunities for all employees. We are dedicated to fostering a safe and inclusive environment, free from discrimination, bullying, and harassment, where everyone can thrive. To support this, we provide guidelines and training for all employees and managers, ensuring clarity at every level. Our recruitment process is fully transparent and merit-based, ensuring equal access to opportunities.

Building an Inclusive Workplace

We actively invest in our employees' success by providing fair treatment, reasonable adjustments, and career development opportunities via our inhouse dedicated talent team. While our performance and learning management tools promote open communication, ensuring every employee's voice is heard and valued.

Employee wellbeing is a cornerstone of our cultural efforts. We provide comprehensive support through return-to-work programmes, an Employee Assistance Programme, and occupational health services to ensure our people feel supported in every aspect of their professional journey.

We also actively promote our **Speak Up policy**, empowering employees to report any concerns regarding fraudulent or unethical conduct that may violate the OASIS Code of Conduct, policies, procedures, or the law. This includes raising serious concerns about service delivery or the actions of employees and representatives of OASIS that fall below professional standards or could be deemed improper. Every report is treated with the utmost seriousness, reinforcing our commitment to integrity, transparency, and a culture of accountability.

Additionally, we uphold international human rights principles, aligning with the Universal Declaration of Human Rights and International Labour Organisation standards.



Engaging with Communities

Our commitment to DEI goes beyond our workplace—it extends into the communities we serve. We aspire to support local initiatives through volunteering, charitable projects, and apprenticeship programmes, encouraging our employees to make a meaningful impact. We also prioritise working with diverse suppliers to foster inclusive economic growth.

A Lasting Commitment

At OASIS, we see our culture as an ongoing journey—one that requires continuous effort, strategic initiatives, and meaningful partnerships. We remain dedicated to building a workplace and society where diversity is celebrated, equity is ensured, and inclusion is a shared responsibility.

Investing in a Sustainable Future - Our Promise

We hope you feel the positive impact of everything we have done and everything we are still committed to doing on our ESG journey. At OASIS, sustainability, security, and compliance are not just obligations; they are the foundation of our long-term vision and the driving force behind our investments.

To strengthen this commitment, we have invested in FY24 and will invest in FY25 up to 25% of our total capital expenditure in ESG-focused initiatives, including energy efficiency, secure data management (ISO 27001), and waste reduction. These efforts are designed not only to enhance our own operations but also to support our clients in meeting evolving compliance requirements, mitigating risks, and advancing their own sustainability goals.

By contributing to these initiatives, our clients play a vital role in shaping a more ethical, sustainable, and resilient future for all.