



# Carbon Reduction Plan

Supplier name: **EPAM Systems Ltd.**

Publication date: **01-04-2025**

## Commitment to achieving Net Zero

EPAM Systems Ltd. commits to reach Net Zero greenhouse gas emissions by 2050.

## Baseline Emissions Footprint

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

<b>Baseline Year: 2021 (01/01/2021 – 31/12/2021)</b>
<b>Additional Details relating to the Baseline Emissions calculations.</b>
<p>EPAM is a leading global provider of digital engineering, cloud and artificial intelligence-enabled transformation services, as well as a leading business and experience consulting partner for multinational enterprises and ambitious start-ups. We deliver business and technology transformation from start to finish, leveraging agile methodologies, proven customer collaboration frameworks, engineering excellence tools, multidisciplinary teams and our award-winning proprietary global delivery platform.</p> <p>In this Carbon Reduction Plan, the focus will be primarily on the emissions data related to EPAM's operations in the UK, as opposed to EPAM's worldwide operations. Our evaluation period for reporting starts on 1 January and concludes on 31 December. We have set the fiscal year 2021 as our initial reference year for emissions. Therefore, the baseline reporting duration spans from 1 January 2021 to 31 December 2021.</p> <p>The compilation of carbon emissions has been carried out in compliance with the standards set forth by the Greenhouse Gas ("GHG") Protocol.</p>



Baseline year emissions:	
EMISSIONS	TOTAL (tCO <sub>2</sub> e)
Scope 1	0
Scope 2	60 (market-based)
Scope 3	459
Total Emissions	519

Current Emissions Reporting

Reporting Year: 2023 (01/01/2023 – 31/12/2023)	
EMISSIONS	TOTAL (tCO <sub>2</sub> e)
Scope 1	0
Scope 2	9 (market-based)
Scope 3	567
Total Emissions	576

Emissions reduction targets

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

Carbon Reduction Projects

Since establishing our baseline in 2021, EPAM Systems Ltd. has taken steps to address climate change and embed sustainable practices into every aspect of our operations. Our ongoing efforts demonstrate not only our dedication to reducing our carbon footprint but also our ambition to lead by example in creating a more sustainable future. Initiatives driving our environmental strategy are set out below:

- Science-Based Targets for a Sustainable Future: In collaboration with the Science Based Targets initiative (SBTi), we have set ambitious near-term goals that align with global climate science. These targets were publically disclosed on 11 April 2024.
- A Bold Vision for 2050: On 13 March 2025, EPAM formalised its commitment to achieving Net



Zero across the entire global EPAM Group by 2050, reinforcing our long-term responsibility to the planet.

- **Transparency Through Reporting:** Accountability is at the heart of our sustainability journey. We continue to report our greenhouse gas emissions annually through platforms such as CDP, EcoVadis and SEDEX, ensuring transparency and maintaining trust with stakeholders.
- **Scaling Renewable Energy Adoption:** Renewable energy remains a cornerstone of our sustainability strategy. By expanding the integration of renewable sources into our operations, we are actively reducing reliance on fossil fuels and advancing toward a cleaner energy future.
- **ISO14001 Certification for Environmental Excellence:** Our ISO14001-certified environmental management system ensures we maintain rigorous standards in managing our environmental impacts. This certification reflects our commitment to continuous improvement and operational excellence.
- **Energy Efficiency Through ESOS Compliance:** As active participant in the Energy Savings Opportunity Scheme (ESOS), we conduct regular energy audits of our UK and global operations and address their results respectfully.
- **Raising Awareness, Inspiring Action:** Education is a powerful tool for change. By organising environmental awareness campaigns, workshops and events, we empower our employees and their families to adopt sustainable habits and contribute to a greener world.
- **Sustainable Supply Chain Partnerships:** In collaboration with EcoVadis, we assess the environmental, social, and governance performance of our suppliers based in the UK and overseas. This evaluation promotes transparency, encourages best practices and strengthens the sustainability of our supply chain.
- **Supporting Supplier Sustainability Goals:** To amplify our impact, we actively encourage our UK and international suppliers to establish their own environmental reduction targets. Through tailored educational programs, we equip them with the tools and knowledge needed to succeed in their sustainability journeys.
- **Responsible E-Waste Management:** As leaders in software engineering, we recognise the importance of responsible electronic waste management. We prioritise the reuse and recycling of electronics, ensuring that end-of-life devices are handled sustainably and ethically.
- **Waste Sorting and Recycling Initiatives:** Across our offices including those in the UK, we have implemented dedicated waste collection systems to streamline sorting and recycling processes. These initiatives not only reduce waste but also inspire employees to adopt eco-conscious behaviors in their daily routines.
- **Smart Technology for Energy Conservation:** Our London office features advanced passive infrared (PIR) sensors that optimize energy use by detecting occupancy and adjusting lighting and HVAC systems accordingly. This innovative solution minimises unnecessary energy consumption and enhances efficiency.
- **Collaborative Green Advocacy:** As an active member of Devonshire Square's green committee,



we collaborate with fellow tenants and landlords to champion eco-friendly practices. Together, we promote Environmental, Social, and Governance principles and drive collective action for a sustainable workplace.

- Digital Tools for Carbon Tracking: To enhance accountability and understanding, we are using our own Emissions Digital Platform. This tool provides precise calculations of our carbon footprint and offers intuitive data visualisations, enabling us to analyse trends and refine our strategies.



## Declaration and Sign Off

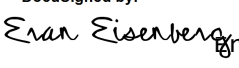
This Carbon Reduction Plan has been completed in accordance with PPN 06/21 and associated guidance and reporting standard for Carbon Reduction Plans.

Emissions have been reported and recorded in accordance with the published reporting standard for Carbon Reduction Plans and the GHG Reporting Protocol corporate standard<sup>1</sup> and uses the appropriate Government emission conversion factors for greenhouse gas company reporting<sup>2</sup>.

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

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

## Signed on behalf of the Supplier:

DocuSigned by:  
  
Eran Eisenberg Director  
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01 April 2025  
Date: .....

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

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

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