

Environmental Policy

Policy statement

Two Hat Software Ltd is committed to reducing the environmental impact of its work. We comply with the environmental laws that apply to us, and we look for practical ways to keep improving.

Scope

This policy applies to the company's director, to any employees we may take on, and to any substitutes and subcontractors. It covers our own operations and the software and infrastructure we build for clients.

Our main impacts

As a small, remote-first software consultancy, our main environmental impacts are:

- the energy used by our computers and by the cloud services we and our clients use
- the manufacture and disposal of electronic equipment
- business travel

What we do

- **Remote-first working.** We work remotely by default and meet online where that works as well as meeting in person. This avoids most commuting and business travel.
- **Travel.** When travel is needed, we prefer rail and public transport to driving or flying.
- **Equipment.** We keep equipment in use for as long as it remains secure and fit for purpose. We consider refurbished equipment, and we recycle electronic waste through approved schemes under the Waste Electrical and Electronic Equipment (WEEE) Regulations.
- **Energy.** We choose energy-efficient equipment, turn it off when it is not in use, and keep heating and lighting in our workspace to what is needed.
- **Efficient software.** We design systems to use only the computing resources they need. This means right-sizing infrastructure, using serverless and on-demand services where suitable, turning off unused environments, and caching content close to users.
- **Cloud providers.** We prefer cloud providers and regions with strong commitments to renewable energy, and we can help clients take environmental impact into account in their

architecture decisions.

- **Paper.** We work digitally and print only when there is no reasonable alternative.

Responsibility and review

The director, George Dennington, is responsible for this policy. We review it, and our progress against it, at least once a year. It took effect on 3 October 2026.

Two Hat Software Ltd is registered in England and Wales, company number 17490460.

Registered office: Apartment 6, 89 Parade, Leamington Spa, England, CV32 4NL.

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