IMMERSIVELABS

Cyber Workforce Optimization

Environmental, Social and Governance (ESG) Policy

Introduction

At Immersive Labs, we believe we have an obligation to operate our business sustainably for our planet, communities, employees, and customers.

Our commitment to our people, the environment, and some of society's material issues is embedded in our culture and captured in the following principles:

Our people
To create an inclusive, healthy, collaborative, and innovative working environment

Our environment
To reduce our operational footprint and carbon emissions

Our customers
To continue developing technology and content that helps businesses to increase and evidence human capability in their cybersecurity

Our communities
To partner with communities globally to address gaps in technology and to inspire the next generation of innovators

Resilience
you can prove.

Readiness
you can measure.

Confidence
you can trust.

Specifically, we will continue working hard to:

- Create an environment where the best people can do their best work in an environment that's diverse, collaborative, and inspiring
- Provide flexible and remote ways of working to support a positive work-life balance
- Offer employees a range of benefits to support their mental and physical health
- Reduce our environmental impact and demonstrate our commitment to halving our emissions and reaching net zero by 2030 through our partnership with Tech Zero
- Encourage employees to use public transport and reduce employee travel
- Deliver hands-on, challenge-based skill experiences, providing businesses with evidence of human expertise and readiness in cybersecurity
- Provide a free version of our platform for users in higher education worldwide
- Upskill ex-service personnel via TechVets
- Support individual organizations to address the gender diversity gap in technology
- Encourage applications from all qualified candidates, regardless of their ethnicity, race, gender, religous beliefs, sexual orientation, age, marital status, or disability
- Continue to guide and share best practices with our suppliers, as documented in our Supplier Code of Conduct
- Support local communities and instill pride by encouraging employees to donate their time and energy to those in need, providing each staff member with two days of paid volunteer time per year

Governance

Good governance is a fundamental principle at Immersive Labs. We work hard to ensure we adopt best practices and maintain the highest standards of compliance with laws, regulations, and ethical practices, demonstrated through internal policies and procedures and accredited through certification of our management system.