

As a consumer of resources, Bitmax recognizes its responsibility to future generations. Acknowledging its contribution to the growing global environmental burden, it will follow business practices that promote sustainable development.

Compliance with legislation is the minimum standard to which the Company shall adhere. The Company shall also endeavor to follow best practice with due regard for its business needs, in line with the requirements of ISO14001:2015 and the expectations of all interested parties. The objectives for the Company under this policy are to:

1. Reduce the carbon footprint of the business.
2. Reduce energy consumption.
3. Minimize the production of all types of waste, especially paper. Encourage reuse, recycling and the disposal of other waste that cannot be avoided, in a responsible manner.

Environmental Management

All Directors will be responsible for communicating and implementing this Policy and will ensure that:

1. Employees and contractors are encouraged to be receptive to the personal impact they can have on this policy and to report areas of concern.
2. Training is provided as part of staff development taking into account responsibilities.
3. Efforts are made to minimize travel by maximizing IT systems.
4. Electronic storage and compute processes are centralized as to not be duplicated and, where it is beneficial, cloud services are utilized.
5. Favor the use of suppliers who are committed to environmental good practice.
6. Favor the use of products that have the least possible environmental impact;
7. Waste will be minimized through a commitment to re-use, recover or recycle and comply with the Waste Management Plans and Policies of our clients;
8. Carbon offsetting is implemented, that as a minimum, is commensurate to the level of the business travel.
9. Pollution is prevented in all forms, especially from redundant electrical equipment.
10. Potential accidents are minimized by identifying, preventing and mitigating against accidents that could result in an environmental impact.
11. All incidents detrimental to the environment are reported, investigated and action taken to prevent reoccurrence.
12. Our environmental performance regularly monitored and reviewed to promote continual improvement.

Sustainability

All Directors will be responsible for encouraging employees and contractors to adopt the following EMA Green Seal sustainability practices as an effort to promote sustainability:

1. Use digital technology to replace paper wherever possible, and use printers less.



2. Utilize recycling bins for white paper, mixed paper/junk mail, magazines, newspapers, bottles, and cans.
3. Carry a reusable water bottle instead of a plastic water bottle.
4. Eat with and drink from reusable kitchenware, mugs, and straws (no disposable paper, plastic, or Styrofoam).
5. Eat plant-based or meatless lunches.
6. Run clothing donation drives where they donate or recycle old professional clothing.
7. Avoid plastic packaging for snacks.
8. Bring food from home in reusable containers.
9. Carpool to work in an alternative fuel vehicle, bike, or use public transportation.
10. Work in offices surrounded by plants and natural lighting from windows.
11. Turn off lights, computers, and equipment when not in use.
12. Petition the office to upgrade to energy-efficient equipment with EPA's Energy Star label.
13. Go outdoors, and encourage coworkers to go outdoors, on breaks or company retreats.
14. Use chemical-free, non-toxic fertilizers for plants.
15. Encourage employees to telecommute or work from home, if possible.
16. Use eco-friendly cleaning products.
17. Donate old computer software, hardware, and office furniture to schools, children's organizations, and/or nonprofits.
18. Use laptops, not desktops.
19. Take the stairs, not the elevator.