



GreeneDIH
Digital Innovation Hub

”Green eDIH” Green Digital Innovation HUB Corporate Social Responsibility (CSR)

Green Digital Innovation HUB (GeDIH)

Administered by Green Technology CLUSTER (GTC) as GeDIH Governor and Green Technology Association (GTA) as CLUSTER Legal Management Entity, Registration no. 114/ 05.12.2019, fiscal code: 42055400
Headquarter: 3rd District, 13-15 Matei Basarab Street, Hub Design building, 4th floor, Bucharest, ROMANIA



1. Introduction

At **Green eDIH**, we understand that our role as a leader in digital transformation comes with the responsibility to drive positive change for both society and the environment. Our CSR policy reflects this commitment by ensuring that our technological innovations promote sustainability, inclusivity, and ethical practices. We aim to integrate social, environmental, and economic considerations into all aspects of our digital solutions and partnerships to help create a better future for all.

2. Purpose

The purpose of this policy is to provide a framework that embeds CSR into **Green eDIH**'s core operations, ensuring that our digital innovation efforts contribute to sustainable and socially responsible outcomes. We seek to engage stakeholders, including startups, academic institutions, and corporate partners, in initiatives that not only advance technology but also drive positive social and environmental impact.

3. Scope and Applicability

This policy applies to all employees, members, partners, and stakeholders of **Green eDIH**. It covers the entire scope of our activities, from research and technology development to collaborative partnerships and community outreach. Through this policy, Green eDIH promotes a culture of responsibility, digital innovation, and sustainability at every level of the organization.

4. Core Areas of CSR

4.1. Environmental Sustainability

Green eDIH is committed to minimizing our digital footprint by optimizing the use of energy in data centers and other digital infrastructure. We will



reduce energy consumption by 30% by 2028 through the adoption of energy-efficient servers and cloud-based solutions. We are also dedicated to reducing electronic waste by promoting the reuse and recycling of digital devices and equipment.

4.2. Sustainable Digital Innovation

We are committed to driving digital transformation that supports environmental sustainability. By investing in research and development focused on energy-efficient digital solutions, we aim to reduce the carbon footprint of the technologies we develop. Our goal is to ensure that 15% of our annual R&D budget is dedicated to green digital innovation by 2028.

4.3. Right to Repair

As part of our commitment to the circular economy, **Green eDIH** supports the Right to Repair movement. We encourage the development of digital devices and technologies that are repairable, durable, and designed to have extended lifecycles. By providing resources for repairability and collaborating with partners, we aim to reduce electronic waste and promote responsible consumption.

4.4. Social Responsibility

Employee well-being is at the heart of our CSR strategy. We prioritize flexible working arrangements, mental health support, and comprehensive wellness programs. By 2028, we will implement mental wellness initiatives as a model for all partner organizations. Additionally, **Green eDIH** is dedicated to empowering communities through educational programs on digital literacy, sustainable technologies, and cybersecurity awareness.



4.5. Diversity and Inclusion

Green eDIH values diversity and inclusion in all aspects of our operations. We are working to create a more inclusive work environment by fostering gender equality and ensuring opportunities for underrepresented groups in tech. Our goal is to achieve gender parity in leadership roles by 2028.

4.6. Ethical Business Practices

We conduct all operations with integrity and transparency, ensuring that ethical principles guide every business decision. **Green eDIH** will publish an annual ethics report to maintain transparency and accountability in our business practices. We are also committed to compliance with the latest environmental and social regulations, regularly updating our policies to meet evolving standards.

4.7. Economic Responsibility

Green eDIH supports economic development by fostering digital entrepreneurship and innovation. Our goal is to support 10 new startups annually, contributing to the growth of the digital and green technology ecosystem. We ensure that our partnerships and supply chains uphold fair trade and ethical labor practices, reinforcing our commitment to social responsibility.

4.8. Implementation and Monitoring

Green eDIH has established a dedicated CSR committee to oversee the execution of this policy. The committee will regularly track key performance indicators, such as energy consumption, diversity metrics, and community engagement activities. Progress will be reviewed annually, and results will be communicated to all stakeholders through an annual CSR report.

5. Reporting and Transparency

Green eDIH will publish an annual CSR report to provide a transparent account of our progress toward meeting our sustainability and social responsibility goals. This report will highlight the impact of our initiatives and outline new strategies for continuous improvement. We will also regularly engage with stakeholders to ensure that our CSR efforts remain relevant and aligned with the needs of the communities we serve.

5.1. Review and Updates

This CSR policy will undergo an annual review to ensure its continued relevance and effectiveness. The CSR committee will make necessary adjustments based on feedback from stakeholders and changes in societal and technological priorities. Green eDIH is committed to continuously improving our CSR efforts to remain a leader in sustainable digital transformation.

on behalf of **Green Digital Innovation HUB (GeDIH)**

on behalf of **GeDIH Governor: Green Technology CLUSTER (GTC)**

Date: 8th of January 2024

Name and title: Gabriel Munteanu - **GTA President**

Signature:

