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Corporate Social Responsibility / ESG





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Cado Security's passion and purpose does not end with our goal to secure the cloud, we are also dedicated to caring for people and the planet and weaving the values we stand for into our business objectives. As an innovative business, we continually seek to make a positive impact on the world as well as conducting business with honesty, transparency and respect. These values aim to inspire our team, communities and peers to care for one another and consider social and environmental implications in all areas of our business operations.

Cado Security will:

- Respect the law
- Honour its internal policies
- Ensure that all its business operations are legitimate
- Keep every partnership and collaboration open and transparent

Business Ethics

We'll always conduct business with integrity and, through supply chain management, will strive to identify any risk or impact to human rights and fundamental freedoms, on people's health and safety and on the environment.

Cado Security's corporate social responsibility policy is broken down into three key areas:

- People
- Environment
- Health and Safety



People

Our employees are our most valuable resource and a key factor in the success of our mission: to empower security teams with a smarter and faster way to investigate and respond to cyber incidents in the cloud. The calibre of the people that make up our teams differentiates us. As such, we work hard to recruit, develop and retain the best talent in the industry.

We are committed to giving every employee an equal opportunity to succeed, to be heard, to exchange ideas openly, to build lasting relationships and engage in exciting and meaningful work in an environment where being your authentic self is encouraged. We are also committed to helping employees maintain a healthy balance between their fulfilling careers and their personal lives by offering flexible and remote working.

We understand that managers have a tremendous impact on the wellbeing of their team, as such we ensure that annual appraisals are conducted with all employees, allowing quality one-to-one time to discuss performance, establish new objectives and determine training and development opportunities to help achieve personal and professional goals.

Cado Security knows that having a diverse team and an inclusive working environment helps us achieve better business results. We see diversity as all the characteristics and experiences that define each of us as individuals; it includes all the ways in which we are similar and all the ways in which we are different. As such we welcome different perspectives that reflect a broad range of characteristics including personal experiences, geography, age, background, gender identity, race or ethnicity, sexual orientation, language, disability, religion, culture and many others. We believe in the power of diversity and work together to create a workplace where employees' authentic selves are welcomed, accepted and included. Inclusion happens when you value both the differences and the commonalities of others.

When our people thrive, our customers benefit and our business succeeds.



Environment

As we continue to grow, we recognise that our day-to-day business operations may have an impact on the environment. We are committed to minimising this impact by making business decisions proactively that protect the environment, some examples include:

- Offer flexible working to reduce the environmental footprint of long commutes.
- Provide sustainable shared working spaces that promote energy and water efficiency and subsequently minimise the impact of operating a large office space.
- Operate paperless processes and technologies.
- Provide adequate recycling points in all office spaces.
- Identify, measure and offset our carbon footprint impact through business travel.
- Establish environmental targets for the future and ways we can continuously improve.
- Prioritise vendors and partners who share the same environmental goals and values as us.
- Strive to meet or exceed all applicable environmental laws and regulations

Health and Safety

We are committed to providing a healthy and safe workplace that enables all work activities to be carried out safely, along with taking all possible measures to remove and / or reduce risks to the welfare of our employees, contractors, vendors and authorised visitors. As such, we will:

- Undertake risk assessments, implement relevant measures and ensure safe work spaces.
- Provide and maintain a safe and healthy working environment
- Provide relevant information, training and supervision to enable employees to perform their work safely.
- Promote a positive culture where health, safety and wellbeing are a priority.



- Take steps to exchange information related to health and safety to any contractors, vendors or visitors.
- Be prepared for emergencies such as fire and medical emergencies.
- Investigate all incidents of injury or ill health.
- Set and monitor health and safety objectives.

Overall, the focus of Cado's Corporate Social Responsibility policy is to encourage best practices and to future-proof our business. We are always open to suggestions and listen carefully to ideas. Cado is always looking for ways to improve the way it operates and wants to learn from past experiences to create a non-judgmental working environment.