



We Care | Endava's Approach to Sustainability & ESG

Endava PLC | October 2025

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1. Introduction

Endava plc (hereafter, 'Endava' or the 'Company') has a clear and continuous purpose to create an environment and culture that breeds success, enabling our people to be the best they can be. Endava's We Care principles guide our approach to sustainability and ESG across the Company in line with our Open, Thoughtful and Adaptable core values. These values make us distinctive and drive the way we operate as a business. By following these principles, we can build a sustainable business with strong growth, performance, and resilience on a long term basis.

2. Purpose

Endava aims to act ethically, sustainably, and responsibly at all times. We are committed to building the trust and respect of all of our stakeholders.

3. Scope

These principles apply to all directors, executives, employees, independent contractors, and any other person who performs services for, or on behalf of, Endava and its subsidiaries.

4. We Care approach & principles

Our [annual Sustainability Report](#) - details how we are advancing our We Care approach. In FY2025, guided by the findings of our Double Materiality Assessment (DMA), we introduced a revised **We Care framework with four areas of focus: Our People and Communities, Operating Responsibly, Environmental Impact and Accelerating Innovation**. The We Care principles guide the implementation and integration of sustainability and ESG into our working environment and business processes.

5. Environmental impact

We care about the impact we make on the world in which we live and work; we aim to follow sound environmental practices everywhere we operate and to reduce negative impacts of our operations. We recognise that day-to-day operations and services can have both a positive and negative impact on the environment. Endava aims to reduce the environmental impacts of all our activities by acting sustainably, ethically, and responsibly. We focus on following and promoting good corporate responsibility practices, and on helping our suppliers and customers do the same. This mindful way of operating aims to build a sustainable business with strong performance and resilience.

We impact the environment through the energy and materials we procure and consume, through the services we produce, and through the waste and greenhouse gas (GHG) emissions we generate directly and indirectly, as well as the energy and heat loss from our operations. As we commit to playing our part in protecting our environment, aiming to do more good than harm, our environmental policy sets the framework that will help us concentrate our efforts in the areas that we expect to have the greatest impact.

We take our environmental responsibilities seriously. We are committed to protecting the environment by complying with applicable laws, regulations, and codes of practice. These include GHG emission reduction and pollution prevention from Company operations, as well as reducing the use of all raw materials, energy, and supplies, and increasing the efficiency of resource use and energy consumption. In this regard, we require all our suppliers and contractors to adhere to the Standards of our Supplier Code of Conduct, and we expect similar environmental standards from them.

Moreover, we are committed to improving our environmental performance, accountability, and transparency, as well as building trust and respect with our stakeholders and to that end, have established an environmental management system in line with ISO 14001:2015 standard in Moldova and Romania. Progress made will be reviewed annually by the Board as we strive to constantly grow our achievements.

Endava has committed to set near- and long-term **group-wide emissions reduction targets in line with the Science Based Targets initiative (SBTi)**. Our proposed targets have undergone the SBTi's validation process and were approved by the SBTi in July 2024.

Overall Net-Zero Target

Endava plc commits to reach net-zero greenhouse gas emissions across the value chain by FY2050.

Near-Term Targets

Endava plc commits to reduce absolute scope 1 and 2 GHG emissions 42% by FY2030 from a FY2023 base year.

Endava plc also commits to reduce scope 3 GHG emissions from fuel and energy related activities and business travel 52% per full time employee (FTE) within the same timeframe.

Endava plc further commits that 64% of its suppliers by spend covering purchased goods and services and capital goods will have science-based targets by FY2028.

Long-Term Targets

Endava plc commits to reduce absolute scope 1 and 2 GHG emissions 90% by FY2050 from a FY2023 base year.

Endava plc also commits to reduce scope 3 GHG emissions 97% per full time employee (FTE) within the same timeframe.

Further information on our actions and reporting of progress made against the above targets will be included in our annual sustainability reports.

6. Social impact

6.1 Our people

Our people are at the heart of who we are and are the foundation of our long-term viability and success.

We are committed to fostering a **work environment** where Endavans feel supported, valued and empowered to perform at their best.

We believe that continuous learning is essential to enable people to thrive and adapt in a rapidly evolving world. Our approach to learning and development is grounded in building a future-ready workforce, accelerating professional growth, and fostering a culture of **inclusion** and performance at every level.

We are an equal opportunity employer committed to maintaining an inclusive workforce. Our Inclusion and Belonging Policy sets out our commitment to identifying and eliminating unfair biases, stereotypes or barriers that may limit people's full participation at work and their access to the opportunities to succeed.

Endava Wellbeing enables our people to grow and stay connected. The programme aims to bring together a wealth of tools and resources organised around four key pillars: Mind, Body, Home and Community.

We uphold international **human rights** standards across our operations and supply chain and comply with local labour laws and employment regulations.

We have a zero-tolerance policy towards slavery and human trafficking. Our [Modern Slavery Statement](#) demonstrates our commitment to preventing modern slavery and human trafficking within our business and our supply chains.

Endava's Group Health and Safety Statement outlines our commitment to maintaining safe and healthy workplace across all the countries and working models – including remote and hybrid teams.

6.2. Community engagement

We care about contributing to the societies and communities we are part of, and more broadly, the technology and services industry. We aim to connect, coordinate, and concentrate our sustainability and ESG activities to deliver greater impact.

Endava's Giving approach sets out the ways in which Endava gives back (time, materials and money) to causes we care about including:

- Health (digital solutions, access to medical services, supporting mental wellbeing);
- Education (equal access to education, digital solutions, mentoring, programmes to support IT in schools and colleges);
- Environment (conservation, carbon offsetting, eco-campaigns, environmental literacy and awareness, digital solutions); and
- Humanitarian Aid in the communities that we are part of in critical situations that impact welfare.

Donations are made throughout the financial year and requests are reviewed and approved by the Chief Integrity Officer, the Chief Financial Officer, and the ESG Giving Team.

7. Governance

7.1 Operating responsibly

We are committed to acting ethically and with the highest levels of integrity in everything we do. Consistent with our values, everyone at Endava must conduct themselves ethically, honestly, and fairly with our customers, partners, suppliers, colleagues, and others we do business with. Our Code of Business Conduct and Ethics Policy provides a comprehensive overview of Endava's values and how we embrace them in our daily interactions. It provides a framework for the way we conduct ourselves at work, with guidance on how to operate ethically in a range of business situations.

Our Speak Up Safely Policy aims to ensure that our people can speak up if they have concerns that we are not meeting the high standards we set for ourselves.

Endava's Board shares collective responsibility for the Company's long-term success with individual members undertaking clearly defined and documented activities on the Company's behalf. Further detail is included in our Corporate Governance Documents.

Our supply chain includes an international network of suppliers. We recognise the complexity of long supply chains and have a number of Group policies and procedures that reflect our commitment to operating fairly, ethically, and responsibly as a business, including:

- Anti-Bribery and Anti-Corruption Policy - which demonstrates our commitment to conducting business fairly, honestly, and openly. We have zero tolerance for bribery or corruption. We have implemented and continue to uphold a robust Anti-Bribery Management System that fully meets the requirements of ISO 37001.
- Code of Business Conduct and Ethics Policy - which sets out the legal and ethical standards that must be followed by everyone working for, with or on behalf of Endava and its subsidiaries.
- Anti-Fraud Policy – which provides a framework for controls aimed at the prevention and detection of fraud, including internal reporting procedures.
- Conflicts of Interest Policy – which is intended to ensure that all decisions are made in the best interest of the company and to promote honest and ethical conduct.
- Procurement Policy (including Supplier Code of Conduct - which sets out high-level expectations and acceptable practices for the procurement of goods and services on behalf of Endava.

7.2. Data privacy and information security

Data integrity is at the heart of every successful digital acceleration initiative, which is why we couple technical excellence with a commitment to protecting the assets that our customers, suppliers, business partners and employees trust us with.

Our Cyber Security Policy seeks to ensure the confidentiality, integrity and availability of information owned by or in the custody of Endava as well as compliance with applicable data protection laws and regulations in jurisdictions where we operate.

Our Information Security Policy demonstrates our commitment to preserving the confidentiality, integrity and availability of all physical and electronic information assets under our care, including individuals' personal data privacy. We are actively expanding Information Security Management System (ISMS) in alignment with the ISO 27001 standard across our global delivery locations.

We manage our data privacy policies at the group level to ensure consistency and compliance

with rapidly evolving global privacy laws.

Our Global Internal Privacy Policy outlines our commitment to protecting personal data throughout our global operations. We comply with relevant data protection laws, including the GDPR, UK GDPR and other applicable legislation in the jurisdictions where we operate.

Additionally, our Privacy Notice communicates how we collect, use and store personal data on our website, while our marketing policies and practices adhere to GDPR.

We have an established Business Continuity Management System, in line with the international standard for business continuity, ISO 22301:2019.

8. Accelerating innovation

In our sustainability approach we also give consideration to two company-specific material topics identified in our Double Materiality Assessment (DMA): **business innovation and customer satisfaction** – which are central to our strategy and long-term value creation.

At Endava, we combine world-class engineering, deep industry expertise and a people-centric mindset to deliver transformative digital solutions. Acting as both consultant and partner, we work closely with our clients to drive innovation that enhances agility, competitiveness and growth.

Our Dava.X initiative is focused on helping our clients explore and adopt emerging technologies rapidly and at scale. Dava.X Sustainability enables organisations to embed sustainability into core operations using advances technologies and our offering supports clients in measuring and tracking for visibility and reporting, taking action to reduce emissions and embedding sustainability across the full value chain.

Our customer satisfaction (CSAT) programme plays a critical role in reinforcing our client-centric approach. Conducted biannually, our CSAT campaigns provide us with structured, actionable feedback that helps ensure continuous service improvement. This feedback loop is key to remaining agile, responsive and aligned with the evolving expectations of those we serve.

9. Working practices

Endava's We Care principles are at the heart of everything we do and are incorporated into our working practices. To this end:

- We have established a programme of continual improvement that sets goals and commitments and which we share with our stakeholders.
- Our people are encouraged to understand these practices and support Endava in executing them, including participating in appropriate activities.
- We run mandatory training for our people on key sustainability topics such as business conduct and information security. Additionally, we provide training, as needed, based on responsibilities, on a wide range of topics from data privacy to wellbeing. We also offer online training on a variety of topics from inclusion and belonging to environmental responsibility.
- Our sustainability and ESG approach and progress will be reviewed annually by the Board as we strive to continually build on our achievements.

10. Governance and oversight

The ESG core team and the Group Head of ESG are responsible for reviewing and updating this Policy annually, recommending final approval of the Policy, including significant revisions, to the Controls & Policy Committee.

11. Revision history

Revision	Date	Description of update	Approved By
1.0	05.04.2020	Initial version	Endava plc Board
2.0	06.09.2021	The Charity Donations policy is now incorporated into this policy including guidance on types of giving, eligibility, and exclusions The charity donations policy is now obsolete	Controls and Policy Committee
3.0	25.01.2022	Updated to fully align with the We Care & ESG approach and principles	Controls and Policy Committee
4.0	09.02.2022	Minor revision to statements in environmental section relating to net zero/net positive emissions	n/a
5.0	30.05.2023	Annual Review & Update	Controls and Policy Committee
6.0	25.01.2024	Redesign as per new brand format	n/a
7.0	21.06.2024	Updated to include EU CSRD requirements, revised Environmental Impact section and updated Giving section.	Controls and Policy Committee
8.0	22.05.2025	Updated to remove the section on CSRD reporting and to include details of approved SBTi targets, added governance and oversight section, as well as wording to sync with revised Inclusion and Belonging policy	Controls and Policy Committee
9.0	23.10.2025	Updated to reflect revised We Care approach with 4 pillars based on changes made in the FY2025 sustainability report	Controls and Policy Committee