



# ESG Report 2023



# ESG Practices

## Environmental

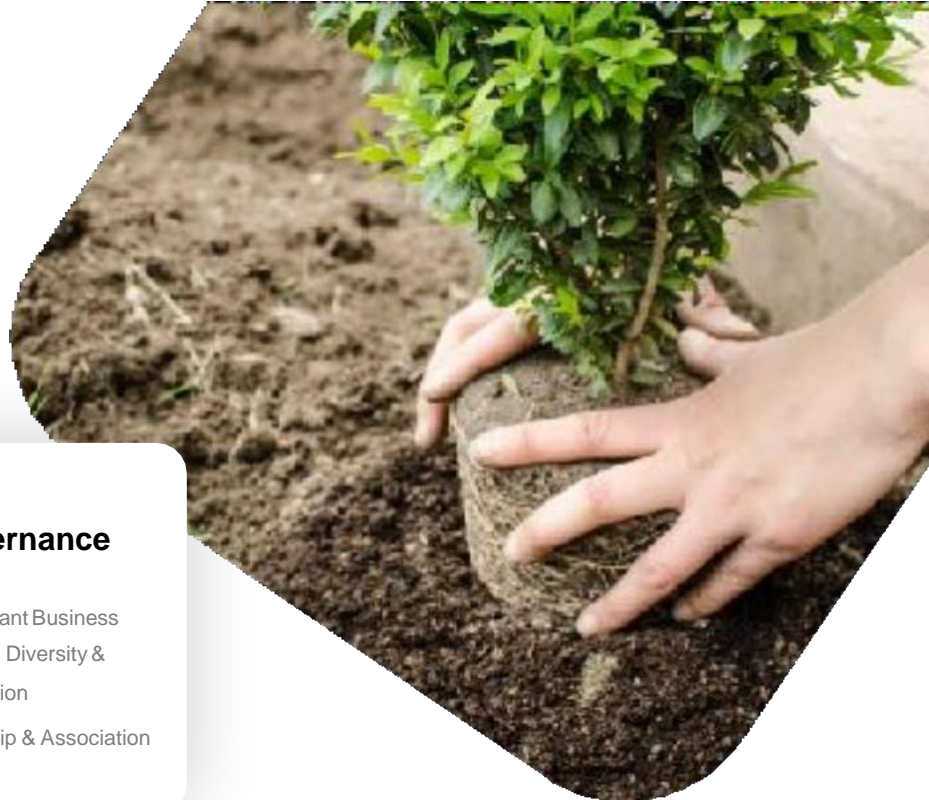
- Environmental Impact
- Climate Change
- Reduce, Re-use and Recycle

## Social

- Equality, Diversity & Inclusion
- Employee Impact
- Safety & Security
- Social Impact

## Governance

- Compliant Business
- Board Diversity & Inclusion
- Membership & Association





**65+**

Employee's working to  
do business the right  
way and to further our  
ESG aims.

# IMC/Bank Of Telecom Connecting the world in a responsible way.

IMC/Bank of Telecom has seen unprecedented growth in recent years and with this so does our responsibility as a company.

This report examines the social, environmental impact of the IMC/Bank of Telecom and sets out how our innovative marketplace supports and assist in modernising the industry, whilst also reducing the impact on the environment and reducing carbon emissions whilst helping connect the world.

# Environmental Impact: Our Employees

The changing landscape of communication has enabled an increase in awareness of environmental issues. Telecommunications can make a direct contribution to the implementation of environmental programs to educate and inspire change in communities. Consistent local initiatives help align global incentives to improve environmental quality and human health, we are also, all acutely aware of the need to reduce international travel and becoming aware of the environmental impact of technology.



# Environmental Impact: Our Marketplace

The Bank of Telecom marketplace connects 1,000's of Mobile operators and cPaaS service providers in over 110 markets worldwide enabling our customers to trade online without travel or the need to meet face to face.

In addition our aim is to connect every carrier with each other in the most effective connectivity chain possible reducing costs and improving service quality but in doing so using far less computer servers to connects calls and carry sms so reducing the associated carbon footprint by an order of magnitude.





# Texting is greener

Digital technologies represent 4% of greenhouse emissions

Internet emits 1.6 billion annual tons of greenhouse emissions

By 2025 communications industry will represent 20% of the world's electricity consumption

There are over 300 billion emails sent per day

A text message only produces 0.014 gCO<sub>2</sub> making SMS more sustainable than instant messages or emails





Darwin200 Plymouth August 2023



Guachez villages kids say thank you.

## Employee Impact

The company has formal policies in respect of reducing our environmental impact such as recycling paper and packaging waste and using specialist recyclers of IT equipment.

We make use of in-house collaboration tools within the Bank of Telecom marketplace so that our commercial staff can collaborate with partners by embedded video and chat messages reducing the need for travel whilst improving customer engagement.

The company donates its' old computer equipment to Chelmsford based charity Sanctus and is a proud sponsor of DARWIN200 project which is training 200 young conservationists and inspiring global nature and conservation efforts, by re-tracing Charles Darwin's famous journey on HMS Beagle. From 2023-2025 they will undertake his journey in on the Oosterschelde tall ship, creating the world's most exciting classroom.

In Guatemala, IMC is the proud supporter of Semilla de Amor a local charity that helps equip local children with rucksacks, pens, paper, pencils, calculators and erasers the necessary bare essential for their studies. We last helped 190 children in the hill village of Guachuz and we are on a mission to help village by village.

# Climate Change

Bank of Telecom fundamentally reduces the calls and sms connectivity chain so reducing the number of computer servers per call or sms so reducing server heat emissions and reducing our global carbon footprint.



## Environment





# Equality, Diversity And Inclusion

As a truly international business we are proud of our people - the core and strength of our business. Equality and diversity are part of our key priorities and we have a very diverse workforce and strive to promote equal opportunities and inclusion for everyone – regardless of gender, age, nationality, race, religion or political opinion. We are committed to creating a fun and inclusive culture while providing a safe and healthy working environment that helps people thrive. IMC were awarded 'The Best People and Culture Award 2023' at the GCCM global awards.



## We believe in Team

We believe in an inclusive culture  
and empowering our colleagues.

# Management Diversity & Structure

**56%**

Women

IMC has women at Board, Executive Management, Senior management and managers as well as general staff

**10%**

British

IMC is an international company and we employ staff from a truly talented diverse range of embraced ethnicities and cultures comprising 14 nationalities and 20 languages worldwide

The average age of IMC is 36



# Governance Practices

IMC has established governance committees including;

- ✓ Audit
- ✓ Nominations
- ✓ Remuneration
- ✓ Risk
- ✓ And ESG



# Governance Policies

IMC has strong governance policies in place covering:

- ✓ Modern Slavery Statement
- ✓ Code of Ethics Policy
- ✓ AB&C Compliance Policy
- ✓ Business Continuity Policy
- ✓ Data Breach Policy
- ✓ Data Protection Policy
- ✓ International Sanctions Policy
- ✓ IT Security Policy
- ✓ Network Security Policy
- ✓ Whistleblower Policy
- ✓ Employee Handbook
- ✓ Political Lobbying Policy
- ✓ Risk Management Policy



# The Bank of Telecom ® Marketplace for telecom trade

