

INTO SUSTAINABILITY POLICY

June 2023

International education is evolving, and our environment is constantly changing. At INTO, our mission is to bridge world-class universities with exceptional global talent, aiming to **transform** students' **academic success** in an **ethical** manner while actively promoting **environmental and social justice**.

We are devoted to fostering **meaningful partnerships** between universities and international students, ensuring that education is **accessible** to all while upholding the highest **ethical** standards and advancing sustainability. Our commitment lies in creating a supportive and inclusive environment that fosters **academic growth, cultural understanding, and social responsibility**.

At INTO, conducting business **responsibly, honestly, and with integrity** is integral to our approach, including our unwavering dedication to sustainability. We aspire to improve across environmental, social, and governance aspects, consistently striving for positive outcomes for INTO, our students, partners, and employees.

A key part of our culture is our belief in operating with **transparency** and are committed to providing **clear** and **open** communication about our sustainability practices, progress, and challenges. Transparency is essential in building trust with our stakeholders, including students, universities, and employees. We strive to **share** relevant information openly, ensuring that our stakeholders are well-informed about our sustainability initiatives, achievements, and areas for improvement.

We have identified five **key priority areas** which underpin our sustainability strategy and commitments:

1. Health and Wellbeing

- Maximise the benefits of building health, and improve resources to support the health and wellbeing of our students, employees and guests.

2. Inclusivity and Community

- Foster an inclusive and thriving community by promoting social value, social mobility, diversity and inclusion, and providing equitable treatment and opportunities for employees.

3. Sustainable Technology and Innovation

- Support technological innovation to improve our sustainability agenda with improvements to data collection, strengthening our operational delivery, our global partnerships and networks and driving positive change within our organisation.

4. Governance and Compliance

- To help meet our sustainability ambitions in a manner that goes beyond legal compliance and maintains our core values of the business.

5. Climate Resilience

- Minimise our consumption of non-renewable energy and improve energy efficiency, maximise opportunities for adaptation to climate change and support climate-conscious travel.

These environmental, social and governance commitments apply to our directors and employees and we will work with our value chain to further the development of ESG into their activities. Our sustainability strategy sets out in full detail our commitments and targets.