

Environmental, Social & Governance

Our commitment to Environmental, Social and Governance (ESG) principles is not just a responsibility, but a key driver of our long-term success.

Our ESG strategy is deeply integrated into our business model and corporate culture, guiding our actions and decisions. We are dedicated to minimising our environmental footprint, fostering a safe, diverse and inclusive workplace, and maintaining the highest standards of corporate governance.

Dicker Data is also committed to helping its partners further their impact through the use of new, advanced technologies, such as Artificial Intelligence.



Our People

High-performing, empowered people from diverse backgrounds who thrive in our inclusive environment build their own, and our Company's, success.



Our Operations

Taking positive steps to reduce our environmental impact and increase our environmental awareness with every decision we make.



Our Wider Impact

Enabling our staff and leveraging our success to increase the positive impact we're collectively making.

Our People



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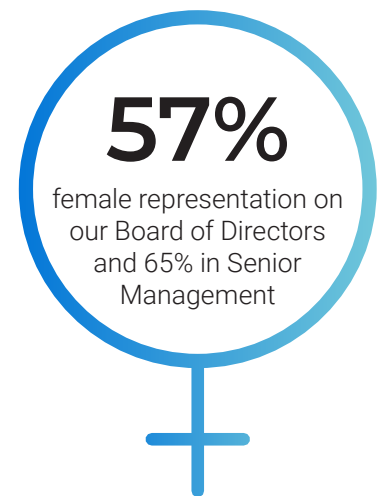
At Dicker Data, we prioritize the health and well-being of our staff, understanding it's crucial to our success. We offer services for healthier lifestyles and an Employee Assistance Program (EAP) for mental health concerns, including three company-funded confidential counselling sessions. Ahead of the government mandate, we provided 10 days of funded leave for domestic and family violence (DFV). In 2023, we introduced the Dicker Data Mentor Connect program for mentoring and cross-departmental connections, promoting knowledge sharing and continuous learning. Additionally, we included a Menopause support education pack in our Management Toolkit to support staff during menopause, aiming to destigmatize this life stage and encourage workforce participation.

Workforce Representation

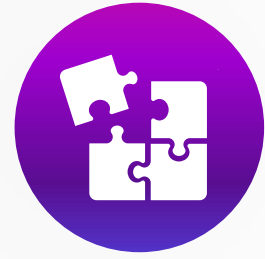
Dicker Data continues to be one of the best-performing Companies in the ASX300 with 57% female representation on our Board, which was stable year on year.

People Engagement

Each year, the Company provides an opportunity for staff to provide feedback across several areas via an anonymous staff survey. Pleasingly, 87% of staff across ANZ indicated that people treat one another with respect at Dicker Data.



Our Operations



As our operations expand in both size and scope, we maintain a keen awareness of the environmental implications of our business activities.

At Dicker Data, we actively bring a sustainability perspective into our decision-making processes, striving to embed sustainability as a fundamental principle within our operational framework. Our commitment to reducing the environmental impact of our operations continued in 2023, especially as our shipments across ANZ grow each year. In 2023, we further reduced our reliance on new boxes for outbound shipments and significantly cut down on single-use plastics, increasing our use of recycled materials. Our e-waste programs ensured decommissioned technology avoided landfill, and we continued separating bio waste at our Papatoetoe headquarters. To counter increased power consumption, we have installed 60 solar panels to power our New Zealand headquarters and top-up the grid.

Greenhouse Gas Emissions

The Company has commenced tracking its greenhouse gas emissions, aligning its reporting to the Greenhouse Gas Protocol, beginning with five key areas. They are:

- Scope One Emissions
- Scope Two Emissions
- Scope Three Emissions
 - Category 1: Purchased goods and services
 - Category 6: Business travel
 - Category 7: Employee commuting



Our Wider Impact



As our commercial achievements continue to grow, so does our commitment to using our resources and influence to make a positive difference.

Our corporate responsibility extends beyond core operations to support causes aligned with our values. In 2023, we worked with social pillar partners, enabling them to increase their impact using our resources.

Microsoft and Dicker Data

In March 2023, Dicker Data was chosen as Microsoft's go-to-market distributor for the NonProfit sector in Australia and New Zealand. This partnership provides significant support from Microsoft, enabling Dicker Data and its partners to assist Non-Profits with Microsoft's solutions. Since the launch, Dicker Data has collaborated with several technology partners to deliver impactful solutions to Non-Profits. The Company aims to expand these benefits further in 2024, enhancing the impact of Microsoft technology.

TechX Gives Back

Over the past years, Dicker Data has proudly partnered with a variety of New Zealand charities for our biennial TechX event. Our partners include **Trees That Count, KidsCan, SPCA, Starship,** and **St. Johns**. During the event, you can visit our charity kiosks to receive tokens, each representing a \$2 donation. Simply drop your tokens into the donation boxes, and at the end of TechX, Dicker Data will match the total number of tokens with an equivalent donation to each charity.

Trees That Count

Dicker Data has partnered with Trees That Count and are committed to helping Kiwis plant more native trees, of all species, to fight climate change, strengthen ecosystems and grow healthier communities everywhere. Our reseller partners have the opportunity to contribute and make a donation upon checkout when an online order with Dicker Data. When you place your next online order with Dicker Data you will have the option to: Donate **\$1** or **\$5** towards tree-planting initiatives or buy a native tree for \$10 that will be planted in an on your behalf.

Our Technology

The technology we distribute has consistently been at the forefront of innovation. We're pleased to see a surge in sustainability-focused innovation from our vendors. As sustainability factors increasingly influence technology buying decisions, we offer our IT partners and their client's innovative solutions that address these needs. From laptops with recycled ocean plastic components to refurbished technology, Dicker Data is dedicated to providing sustainable technology choices. Our role is to assist partners in designing solutions for their end-customers' challenges. We work with our partner ecosystem to demonstrate the commercial viability of sustainable technology. Improved transparency from our vendor community allows us to provide more insights, enabling informed technology decisions. Some vendors now offer pre-purchase environmental impact reports and end-of-life reporting to minimize the technology's environmental impact. We remain committed to sharing sustainability information and enhancing the visibility of sustainable solutions through various partner interaction channels.