

GREEN ICT POLICY

1 Introduction

This policy ensures sustainable business practices as Startecon Oy's ("**Startecon**") products and services are mainly focused on IT consulting, SaaS and data solutions. This policy outlines environmental aspects of Startecon's key functions and processes.

This policy is based on a guides produced by Finnish Green ICT -ekosysteemi^{1,2} (Green ICT ecosystem) which is co-funded by the European Union. The publication is available in Finnish language.

This version determines the baseline key performance indicators, principles and targets. This policy is updated as often as needed but the latest a year from publication (10/2026).

2 Purpose

This policy applies to all interns, employees and contractors ("**Employees**"), all ICT-operations financially or otherwise controlled by Startecon. This policy's purpose is to minimize the environmental impact of computing, Information and Communication Technology ("**ICT**") operations while supporting efficient and secure digital infrastructures and technology-related activities.

3 Efficiency

Electricity usage and efficiency consists of multiple components which create total consumption numbers. Some components have direct effects, while others are more difficult to pinpoint. Startecon has pinpointed specific ICT-related consumption which should be reduced to minimize total electricity consumption.

Efficiency is important while creating code and technical debt should be avoided to decrease energy consumption. Code should be designed to be streamlined and efficient, fit for purpose.

4 Procurement

This policy defines sustainable procurement principles for all electronic devices while general procurement practices are outlined in Startecon's environmental policy.

Procurement of electronic devices should always start with the determination of need, inventory balance and reason of procurement. At least the following questions should be answered:

- What is the reason of Procurement?
- Are there existing functioning devices that have the same function that can be used instead?
- If not, is there devices that can be repaired with spare parts?
- How many devices should be bought that it fills the need for said procurement?
- Does this procurement promote more sustainable business actions or sales in the long run? (e.g. lower Carbon Intensity ("CI") etc.)

If these questions give justified reasoning for new procurement, or a reason to repair existing devices, actions can be made towards procurement.

5 Lifecycle management

Devices should be valued and handled with care. Lifecycle management is based on proper and educated use of electronic devices that preserves and longevities operating time of all devices and device components. Lifecycle management principles are listed below in table 1.

Table 1. Lifecycle management principles.

Component	Principle
Battery	Load for need
Computer	Weekend shut off
Data management	No to duplicate files
Printing	Paperless documentation, only printing when absolutely needed
Reuse	Component reuse for other devices before recycling
Longevity	Investment to long-lasting devices

6 Cloud and data centres

Sustainability in data centres is critical for company's CI as AI and data warehousing are core functions in Startecon. Data centres using renewable energy or have comparably significantly lower CI to others on the market are Startecon's target partners.

All data centres that Startecon uses in its operations should have better reported emissions and environmental data points than Europe's average by the end of FY2027. Europe's averages are based on International Energy Agency's yearly reports.

If usage report is incomplete, Greenhouse Gas factors or other more accurate methods will be used for calculations.

7 Employee awareness and training

Instructions about Green ICT are created before the end of 2026. A questionnaire on baseline knowledge is conducted about Green ICT with following sections:

- Awareness
- Practices
- Organizational support
- Attitudes and barriers
- IT workers' principles
- Opinions on Green ITC

The results will be used to create a training program. Approximately 10 minutes a week will be allotted from all Employees to support Green ICT training. More training will be conducted through voluntary participation.

8 Measurement and contingency

Chosen Critical Success Factors ("CSF") will be used as Key Performance Indicators ("KPI") to measure base year statics to FY2027. These CSFs and KPIs are based on source materials and are presented in table 2.

Table 2. How Startecon's Green ICT policies are measured.

CSF	KPI	Method
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Energy efficiency	% of electricity consumption reduction	Energy efficiency of ICT devices
Carbon Footprint	% of CO2e reduction of ICT	Optimization of data and cloud services
Circular Economy	% of recycled devices in use	Utilization of recycled components and devices
Circular Economy	% of end-of-life devices components used	Reuse of components
Resource Efficiency	% of optimized software	Development of energy and resource efficient code and software
Sustainability knowledge	% of Employees participating to sustainability work	Green ICT as a highlighted part of ESG

Concrete responsibilities are shared to forward complete and careful development work. Responsibilities are listed below on table 3.

Table 3. Stated responsibilities.

Area	Description	Operative responsibility
Strategic development	Setting targets, updates strategy	Sustainability analyst
Procurement and services	Confirms the sustainability of new procurements, sustainable collaboration with stakeholders	CEO/sustainability analyst
Efficiency	Developes new energy efficiency strategies, tracks CO2e of cloud and data centre services and kWh of energy consumption	CEO
Circular economy	Assures proper and correct use of devices to prolong lifecycle and encourage reuse of components	Sustainability analyst/CEO
Training and communications	Educational meetings, communicating policy involvement and changes	Sustainability analyst

Monitoring and reporting	Report on environmental impacts; measuring and evaluate target metrics	Sustainability analyst/CEO
Collaboration and development	Following updates and research on green economy and implementing changes, taking part in the community	Sustainability analyst/CEO

9 Sources

1. <https://lutpub.lut.fi/bitstream/handle/10024/172830/VICTIS ICT-tuottajan opas FI.pdf?sequence=1&isAllowed=y>
2. <https://greenict.fi/wp-content/uploads/2026/06/Johdatus vihreään ICThen yrityksille nollapisteestä sankari tekoihin.pdf>