

# ENVIRONMENTAL PRINCIPLES

This document introduces SITA's approach to environmental stewardship.

Strategy & Growth Enablement

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# CONTENTS

1. Our commitment	3
2. Compliance and governance	3
3. Environmental targets	4
4. Greenhouse gas emissions and decarbonization	4
5. Resource efficiency and waste management	4
6. Sustainable supply chain and product design	4
7. Employee engagement and training	4
8. Risk management, transparency and continuous improvement	5
9. Contact and further information	5

## 1. Our commitment

SITA is dedicated to responsible environmental stewardship across all our operations and value chain. We believe that integrating sustainability into our business makes us stronger and enables us to support our customers in reducing their own environmental footprint. Our policy guides every employee and contractor in making environmentally responsible decisions, in line with local, regional, and international laws and standards.

## 2. Compliance and governance

SITA complies with all relevant environmental laws and standards, including international conventions and directives. Oversight is provided by the Executive Team and Board, with operational responsibility held by the Sustainability and CSR Team. Compliance is regularly audited, and employees are expected to report any concerns.

## 3. Environmental targets

- Long-term goals: Become Net Zero by 2050 as pledged to the Science Based Targets initiative, achieve best-in-class ratings, and help customers reduce their footprint.
- Short-term goals: Reduce GHG emissions by 46.2% by 2030 (from 2019 baseline), embed sustainability in all new products, maintain high recycling rates, and certify major sites under ISO 14001.

## 4. Greenhouse gas emissions and decarbonization

SITA tracks and audits GHG emissions annually, aiming for a 90% reduction across all scopes by 2050.

Decarbonization focuses on supply chain, product efficiency, travel, renewable energy, and employee engagement. Employees are incentivized to contribute to carbon reduction through the corporate carbon intensity KPI.

## 5. Resource efficiency and waste management

Facility Management prioritizes energy-efficient sites and renewable energy. SITA maximizes recycling and responsible disposal of IT and electronic waste, complying with WEEE and Basel Convention. Offices implement waste sorting, recycling, and paper/plastic reduction initiatives.

## 6. Sustainable supply chain and product design

SITA prioritizes working with suppliers who meet ESG criteria and encourages science-based decarbonization targets. Product development follows “Sustainability by Design” principles for energy efficiency, recyclability, and transparency. SITA supports customers with solutions to measure and reduce their environmental impact.

## 7. Employee engagement and training

All employees complete mandatory sustainability training and are encouraged to integrate environmental practices into daily work. Regular awareness campaigns promote stewardship and reporting of environmental concerns.

## 8. Risk management, transparency and continuous improvement

Environmental risks are assessed regularly using Double Materiality Assessment and integrated into enterprise risk management. SITA publishes an annual Impact Report and engages stakeholders for feedback and collaboration. The policy is reviewed and updated annually to ensure relevance and effectiveness.

## 9. Contact and further information

Note: This is a shortened version of SITA's internal Environmental Policy intended for public use. For more details on SITA's environmental actions, commitments and plans, please contact our Sustainability and CSR Team at [sustainability@csr.aero](mailto:sustainability@csr.aero) or [csr@sita.aero](mailto:csr@sita.aero).