



Sustainability Report

learnlight

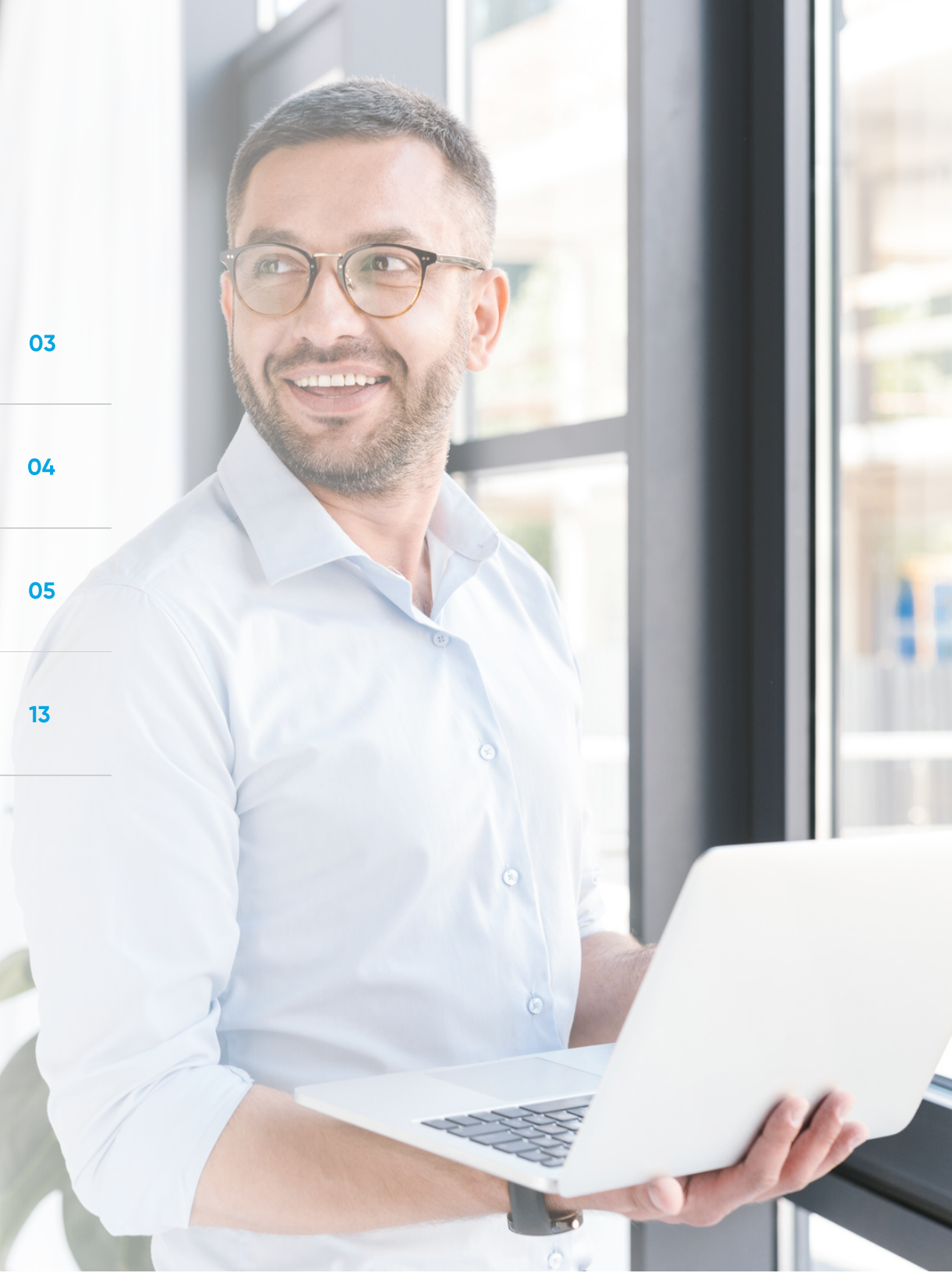
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Learnlight's Corporate Social Responsibility – Building a Brighter, More Sustainable Future

Our Mission:

As a People-Powered EdTech company, our mission is to build a brighter and more sustainable future, together. We deploy education and technology to build mutual understanding between those with different languages, cultures and beliefs. Coupled with a long-term sustainable approach, we aim to safeguard our people, our communities, and our planet.

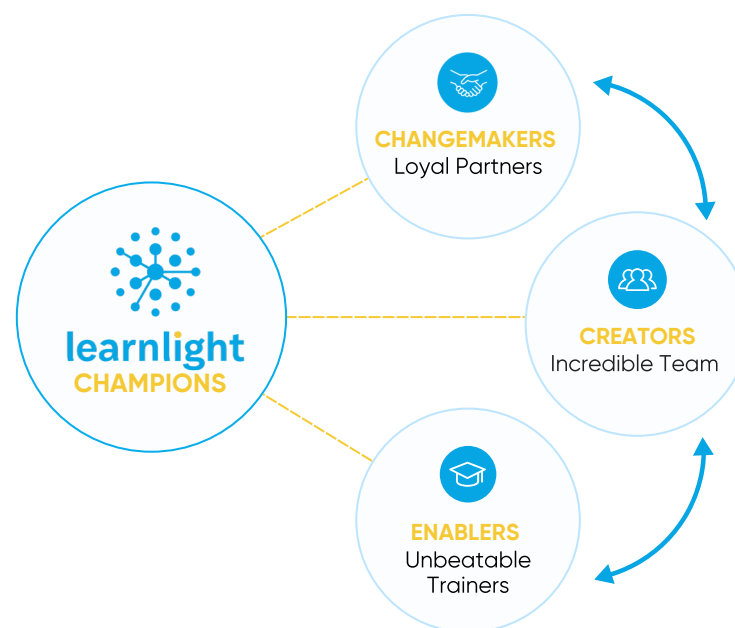
Our Commitments:

- **Our People (DEI):** Investing in and developing all members of the Learnlight ecosystem to create a deep culture of belonging.
- **Our Communities (Society):** Making a positive impact in the communities in which we operate as well as through charitable partnerships.
- **Our Planet (Sustainability):** Minimizing environmental impact within the Learnlight ecosystem and through broader initiatives beyond it.

Our Champions:

To create an impact greater than ourselves, we tap into the depth of our multi-dimensional ecosystem. Be it by putting aside funds to support community projects thanks to the support of our customers, reducing our carbon footprint by having our team adhere to sustainable business practices, or our trainers delivering knowledge through virtual teaching methods, together our impact goes a lot further:

- **Incredible Team:** The creators of Learnlight
- **Unbeatable Trainers:** The facilitators of Learnlight's mission
- **Loyal Partners:** The changemakers using us to unleash their talent



Learnlight's Sustainability Timeline

Brought together by our unique values and culture, here is what our passionate, multi-dimensional ecosystem has achieved to date:

2017

- Achieved [ISO 14001 & ISO 9001](#) certifications
- Launched Environmental Policy & Practices
- Collaborated with [Room to Read Charity](#)

2018

- Launched internal CSR awareness channel
- Started measuring our company's carbon footprint
- Sponsored [Team Kenya Charity](#)
- Achieved [ISO 27001](#) certification

2019

- Used 65% less paper
- Reduced electricity consumption by 15%-30%
- Generated 42% less CO2 by reducing travel
- Sponsored [Josiah's House Charity](#)

2020

- Became a Paper-free company
- Achieved [ISO 14001 & ISO 9001](#) certifications
- Sponsored Learning LionsCharity

2024

- Renewed [CarbonNeutral®](#) company certification
- NetZero Commitment and Progress
- Renewed Gold [EcoVadis](#) Medal for Sustainability
- [DEI Workplace](#) Certification™
- Super Star Award for Environmental Consciousness by [Altair Global](#)
- Completed [UN Global Compact](#) Assessment

2023

- Renewed [CarbonNeutral®](#) company certification
- Awarded The HoneyComb Works [Cell of Excellence](#) for our DEI practices
- Renewed our Gold [EcoVadis](#) Medal
- Registered with [UN Global Compact](#)

2022

- Became a [CarbonNeutral®](#) company
- Awarded Gold Medal from [EcoVadis](#)
- Collaborated with [Malala Fund](#)

2021

- Became remote, reduced our commute footprint further
- Renewed [ISO 27001](#) certification
- Partnered with The [Global Footprint Network](#)
- Collaborated with ["Just One Tree"](#)

Learnlight's Ongoing Sustainability Projects

Carbon Neutral Company Certification

For the fourth consecutive year, Learnlight has achieved **CarbonNeutral® Company certification**, reaffirming our commitment to climate action and aligning with the globally recognized [CarbonNeutral Protocol](#). This certification reflects our continued efforts to measure, reduce, and offset our carbon footprint as part of a broader decarbonization and net zero strategy.

We maintained a reduced carbon footprint and **offset 100% of our measured emissions** by investing in verified carbon offsetting projects. Our commitment includes expanding the measurement of **Scope 3 emissions**, with a particular focus on the impact of our remote-first operations.

As part of our evolving strategy, we aim to include **work-from-home emissions** in future reporting, starting with a representative employee survey to better assess home energy usage and its environmental impact.

Find out the official carbon offsetting guidelines [here](#). More information in [Learnlight Achieves CarbonNeutral® Company Certification](#).



To offset our emissions, we have invested in the **Karnataka Solar Power Project in Southern India**, a Gold Standard certified initiative supporting a **60MW solar power facility** that displaces nearly **100,000 MWh of fossil fuel-based electricity annually**. Our investment not only contributes to clean energy access but also helps create local employment, develop regional infrastructure, and accelerate India's transition to renewable energy – extending our community impact on a global scale.

NetZero Commitment and Progress

Learnlight is committed to achieving Net Zero emissions by 2045, with interim targets set for 2030. As part of our science-based decarbonization roadmap, we aim to reduce emissions across all scopes by at least 90% by 2045, while progressively working toward our intensity targets of 1.8 tCO₂e per £m turnover and 0.2 tCO₂e per FTE.

Our Net Zero strategy focuses on four high-impact areas: People, Travel & Logistics, Buildings, and Supply Chain. In 2024, our total emissions were 679 tCO₂e, with 99.5% attributed to Scope 3 (Supply Chain emissions). While this represents an increase from our 2022 baseline, the rise is primarily due to improved data quality and broader reporting coverage, especially around supply chain and homeworking emissions. Despite this, we achieved reductions in building-related emissions (electricity, gas, waste, and water) and travel (taxis, trains, and flights), showcasing tangible progress in key areas of operational efficiency.

As we continue refining our emissions tracking and reduction actions, Learnlight remains committed to embedding sustainability across all levels of our business, driving long-term environmental impact, operational resilience, and stakeholder trust.

Gold Medal positions Learnlight among the top 5% of Business Ranked by EcoVadis

We are proud to share that Learnlight has been awarded the **Gold EcoVadis Medal** for the third year in a row, placing us in **the top 5% of companies** rated by EcoVadis for our **performance in environmental, social, and ethical practices**. The latest assessment highlighted our strong results, including a perfect score in the **Ethics** category and a high score in **Environment and Labor & Human Rights**.



This recognition underscores our ongoing commitment to Corporate Social Responsibility and our mission to build a more sustainable future through education, technology, and inclusive workplace practices.

Find out more about EcoVadis' evaluation criteria [here](#). More information in [Learnlight Awarded 2024 Gold Medal EcoVadis](#).



Recognition for Our Commitment to Diversity, Equity, and Inclusion (DEI)

In 2024, Learnlight received the **Diversity, Equity, and Inclusion (DEI) Workplace Certification™ from Diversity Social** – an achievement that reflects our deep-rooted commitment to fostering an inclusive, equitable, and diverse workplace culture. This certification affirms the progress we've made and the values that continue to guide us.

At Learnlight, DEI is not treated as a standalone initiative but as a foundational part of how we operate and grow. We view diversity and inclusion as essential to building a sustainable, resilient workforce, aligned with our broader mission to connect people across cultures, languages, and backgrounds.

Our DEI strategy is integrated into all aspects of our organization – from employee engagement and training to client services and talent development. We focus on creating meaningful cultural understanding and inclusive practices that foster belonging and empower all employees to thrive. Our efforts are continuous, recognizing that this is a long-term journey of growth and learning.



Key elements of our DEI approach include:

- **Intercultural and Inclusion Training:** We equip employees with tools to navigate diverse environments and regularly assess workplace culture through surveys.
- **A Globally Diverse Workforce:** With team members representing 55 nationalities across 40 countries, we believe our diversity drives innovation and collaboration.
- **Inclusive Workplace Practices:** DEI principles are embedded into our policies and operations, ensuring accessibility and fairness for all.
- **Sustainability and Social Responsibility:** Our commitment to social impact extends beyond our workforce, supporting communities and environmental sustainability.

As a global provider of communication skills training, we also help other organizations advance DEI within their own teams. To date, Learnlight has supported nearly one million learners across more than 180 countries, promoting cross-cultural collaboration and inclusive communication worldwide.

Find out more about Diversity Social [here](#) and Learnlight's DEI Workplace Certification [here](#).



Recognized for Environmental Commitment: Altair Global Super Star Award 2024

Learnlight was honored with the [Super Star Award for Environmental Consciousness 2024](#) at Altair Global's eighth annual Supplier Partner Awards Ceremony, held during WERC's Global Workforce Symposium in Maryland.

Presented by Altair Global, a leader in global mobility and relocation services, the award recognizes partners who demonstrate strong environmental stewardship while supporting client needs. Learnlight was acknowledged for its contribution to sustainable business practices and its alignment with Altair's commitment to responsible global mobility.

Through our digital and virtual training solutions, Learnlight supports employees and families preparing for international relocation while helping organizations meet their environmental goals. Our approach reduces the carbon footprint of training delivery without compromising quality or effectiveness. [This recognition](#) follows two previous awards from Altair Global: the **'A Star is Born'** Award, celebrating outstanding service and partnership, and the **'Mobility Support Services' Award in 2023**, honoring excellence in service delivery.

Find out more about Altair Global [here](#). Learn more about this achievement [here](#).



Collaboration with JUST ONE Tree to Combat Deforestation and Offset Carbon Emissions

Learnlight continues to maintain a meaningful collaboration with JUST ONE Tree, a non-profit organization dedicated to removing CO2 from the atmosphere and reversing biodiversity loss through reforestation. Through this partnership, we aim to combat deforestation, one tree at a time.

Tree-planting has become central to many environmental campaigns in recent years. One of the most powerful examples was the 1 trillion trees campaign launched by the World Economic Forum in Davos in January 2020 in support of the UN's Decade of Ecosystem Restoration, of which JUST ONE Tree is an official partner. In the process of growing trees, JUST ONE Tree also provides agricultural education and sustainable income to local communities. They also help shape the next generation of planet conscious thinkers by bringing environmental education to the classroom.

Learnlight has committed to planting one tree for every Live Demo service given. **Our efforts sum up to 500 trees** planted across various countries such as Madagascar, Haiti, Zambia, Brazil and Kenya. This will translate into **153.75 tons of absorbed carbon dioxide in the next 25 years.**



Find out more about how JUST ONE Tree works, [here](#). More information in [Learnlight Partners with JUST ONE Tree](#).



Learnlight Supports the School of Hope in Guatemala to Help Make Education Accessible for All

Learnlight is proud to announce its 2025 Charity Project in partnership with the School of Hope in Jocotenango, Guatemala.

[Watch this video to find out more.](#)

In Guatemala, only 50% of children have access to education and even fewer have the opportunity to learn English, a critical skill that opens doors to higher education and better job prospects. The School of Hope, part of the Education for the Children Foundation, supports over 400 students aged 5–16. For many of these children, it's their first chance at formal education, and a path toward high school, university, and future employment.

Through our collaboration we have delivered the following:

- 1 Funding for one year of English Language Training for over 600 children at the school;
- 2 Funding for the development of a mobile training lab enabling them to gain access latest in learning technology;
- 3 Funding of scholarships for 10 children to advance their education.

These contributions align closely with our mission and enable the school to continue their vital work of expanding access to opportunity for underprivileged children.



Find out more about the School of Hope [here](#) and learn more about our partnership [here](#).



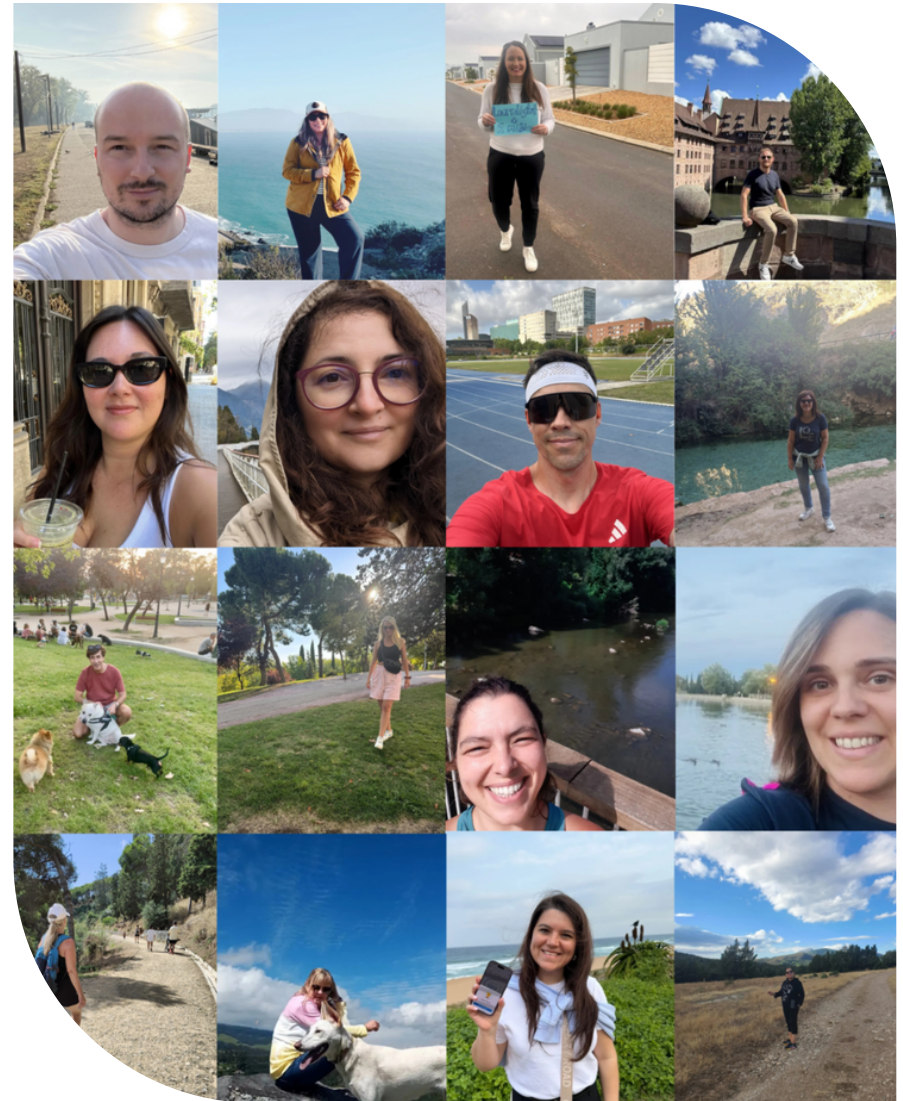
1 Million Steps Challenge: Walking Together for the School of Hope

As part of our ongoing commitment to social impact and global community engagement, Learnlight continued its tradition of meaningful action with a new initiative – the 1 Million Steps Challenge – a collective effort to walk the symbolic length and breadth of Guatemala in support of the School of Hope.

This voluntary initiative invited Learnlighters worldwide to unite in walking a combined total of one million steps – equivalent to 500 miles or 805 kilometers – between August 29 and September 5. Whether walking solo or connecting with teammates locally, participants tracked their progress through a shared app and captured their journeys in photos and short videos posted on the company forum.

With incredible enthusiasm, Learnlighters around the globe surpassed the target, walking more than 12 million steps collectively. To celebrate this remarkable achievement, Learnlight donated a mobile Learnlight Language Lab – a digital learning cart filled with tablets, each equipped with English learning tools and resources designed to make lessons more engaging and provide sustainable access to knowledge and opportunity for the future.

This initiative reflects our belief in the power of shared goals and meaningful action to create lasting impact.



International Organization of Standardization 9001 and 14001 Certifications

Learnlight is proud to maintain the International Organization of Standardization (ISO) 9001 and ISO 14001 certifications. These internationally recognized standards reflect our commitment to quality management and environmental responsibility in all aspects of our business.

The **ISO 9001** is a global standard for Quality Management Systems (QMS). It serves as a business improvement tool, based on principles such as a business' customer focus, the motivation and implication of its top management, and business' processes. Even with an average customer satisfaction rate of 4.8/5, Learnlight is constantly updating its platform for a better user and administrative experience.

The ISO 14001 is a set of requirements to help organizations create effective Environmental Management Systems (EMS). It benchmarks current environmental performance, measuring business practices like energy use, transport planning, materials reuse, renewable energy generation and waste creation, and setting out ways to improve them. Learnlight is constantly striving to make sustainable business practices part of its status quo.



Find out about the ISO certification criteria [here](#). Read more about Learnlight's ISO certifications [here](#).



United Nations Global Compact Partnership

In March 2023, Learnlight joined the **United Nations Global Compact (UNGC)**, reaffirming our commitment to aligning our operations with the UNGC's 10 principles related to human rights, labor, the environment, and anti-corruption. We fulfilled our goal of completing the UNGC Assessment in **March 2024**. Through this action, we are committing to:

- Operating responsibly in alignments to the universal sustainability principles
- Committing to the effort from our organization's highest level, turning sustainability into part of our DNA
- Taking actions that support the society around us
- Reporting annually on our ongoing efforts



Learnlight's commitment to sustainability and environmental responsibility remains unwavering.

Since our inception 18 years ago, we've embarked on a transformative journey marked by meaningful milestones and measurable impact.

From launching our Environmental Policy and Practices in 2017, we've reduced CO₂ emissions from travel by 42%, paper disposal by 65%, and electricity usage by 30% – achievements that have earned us ongoing ISO certifications and a Gold EcoVadis Medal for three consecutive years. Achieving CarbonNeutral® Company certification once again reflects our global impact. Among the projects we support is the Karnataka Solar Power Project in Southern India – a 60MW solar power facility that displaces nearly 100,000 MWh of fossil fuel-based electricity annually. We've also planted 500 trees through JUST ONE Tree, equating to 153.7 tons of carbon dioxide absorbed over the next 25 years. In addition, our support for the School of Hope in Guatemala funds a full year of English-language education for more than 400 students.

With a team of 400+ employees representing over 55 nationalities across 40+ countries, Learnlight truly reflects the world we serve. Our DEI Workplace Certification™ reaffirms our commitment to building an inclusive culture where every Learnlighter feels valued and empowered to thrive. We continue to uphold the highest standards of corporate governance, ethical conduct, and stakeholder engagement. From reducing

environmental waste through our remote-first operations to sourcing responsibly and embracing paperless, digital-first practices, our everyday decisions mirror our broader ESG vision.

Our governance framework includes regular board meetings, strategic reviews, and oversight committees where health, safety, compliance, and ESG remain standing agenda items. We also believe in being a responsible neighbor – actively supporting the communities we serve through volunteering, donations, and employee-led initiatives. Transparency remains central to how we operate: our reporting and stakeholder engagement practices are designed to foster accountability and trust.

The work is not over, and quite frankly, it never will be. We firmly believe that sustainability is not just an initiative, but a continuous mindset and shared responsibility. We're energized by our recent progress, from our partnership with the United Nations to our DEI certification and new community investments.

To our entire Learnlight ecosystem, we extend heartfelt thanks for sharing this journey with us. Together, we are shaping a more sustainable, equitable, and connected future.



Rupert Hillier
CEO, Learnlight





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