Climate Change Strategy

Introduction

Asure recognizes the urgent need to address climate change and is committed to reducing our environmental footprint. As a provider of Human Capital Management (HCM) software, we aim to lead by example and implement strategies that promote sustainability across our operations, products, and partnerships.

Objectives

1. **Reduce Carbon Footprint**: Minimize greenhouse gas emissions from our operations and supply chain.

2. **Promote Digital Solutions**: Transition clients to digital platforms to decrease reliance on paper and physical resources.

3. **Engage Stakeholders**: Foster collaboration with employees, clients, and vendors to enhance sustainability efforts.

4. **Continuous Improvement**: Regularly assess and refine our sustainability practices to align with evolving climate goals.

Key Strategies

1. Energy Efficiency

- **Office Operations**: Maintain and enhance energy-efficient practices in our EnergyStar® rated headquarters, including the use of motion-sensor lighting and energy-efficient appliances.

- **Remote Work**: Support flexible remote work policies to decrease commuting emissions, reducing our overall office footprint.

2. Sustainable Product Development

- **Digital Solutions**: Enhance our software offerings to encourage clients to adopt digital HR processes, such as electronic payroll and digital signatures, thereby reducing paper usage.

- **Client Incentives**: Implement financial incentives for clients to use electronic payments instead of paper checks, promoting sustainable practices.

3. Sustainable Partnerships

- **Vendor Code of Conduct**: Require vendors to adhere to environmental sustainability standards, ensuring they minimize their environmental impact and comply with relevant regulations.

- **Collaboration with AWS**: Leverage Amazon Web Services' commitment to sustainability, including its goal of 100% renewable energy by 2025, to enhance our operational sustainability.

4. Waste Reduction and Recycling

- **Internal Practices**: Implement recycling programs and source reduction strategies, such as digital communication and minimizing packaging, to decrease waste.

- **Employee Engagement**: Educate employees on sustainable practices and encourage participation in recycling and waste management initiatives.

Conclusion

Asure is dedicated to combating climate change through comprehensive strategies that promote sustainability within our operations and influence our clients. By focusing on energy efficiency, sustainable product development, and active stakeholder engagement, we aim to not only reduce our own environmental impact but also empower our clients to do the same. Our commitment to continuous improvement will ensure that we adapt to the evolving challenges posed by climate change, positioning Asure as a leader in corporate environmental responsibility within the HCM software industry.