



Xempla's Environmental, Social and Governance (ESG) Statement



Overview

For us, ESG is about making a difference, not just good intentions and ticking off boxes. It's about creating a practical roadmap that drives sustained outcomes for business growth, whilst strengthening our environment and societies. At Xempla, we are committed to delivering long-term value to our stakeholders through inclusive digital transformation and technology solutions, combined with strong environmental, social and governance practices. This commitment is embedded in every aspect of our business, including how we innovate, serve our customers and impact our communities.

Our Purpose and Mission



Powering a sustainable future for the built environment.

At Xempla, we aren't just building software. We're reimagining building operations and management, enabling a shift from traditional and slow-moving practices to a smarter, data-driven and more engaging facilities experience. Our unique products and services play an integral role in helping our customers save energy, decarbonize their own and their customers' buildings and achieve their net zero and sustainability targets to fuel a brighter future for the built environment.

Building an inclusive and socially responsible world.

Since our inception in 2017, we've devoted ourselves to our mission of empowering operations and maintenance teams, and the wider blue collar workforce across the globe with the tools and resources they need to succeed at work. We're engineering a world of better opportunities for all those who work on the front lines and behind the scenes to deliver the amazing experiences we have come to expect of buildings today.



Our Work and Culture

We solve for a better tomorrow.

At Xempla, we are committed to making each and every day better for our customers, employees and communities through our work and our culture that we've built over the years. We are honoured to serve all the people who rely on our product to make the decisions that move them forward. Through innovation and exemplary customer service, we are solving some of the toughest challenges facing the asset and facilities management industry and building a better, more sustainable tomorrow for all.

We ensure the highest standards in all we do.

We've set a fair and inclusive digital transformation in the buildings industry at the heart of our operations. And it's not just what we do - it's also how we do it. We hold ourselves to the highest standards in our work, how we interact with our customers and how we treat one another. All Xempla employees are united by a shared commitment to act with integrity, and take personal accountability for living our corporate values which serve as the guiding principles for all we do. Whether it's the decisions we make in the office or the solutions we help execute on the ground, we're a company that stands firmly behind what we believe in.



Our People and Communities

People make all the difference.

Our people are our biggest asset, and we laud their valuable contributions in making us what we are today. The health, safety and wellbeing of employees is a key priority for everyone at Xempla. As a people-first company, we are committed to advancing a collaborative, supportive and flexible work environment that creates unique opportunities for professional and personal growth. We ensure that every team member is treated with respect, in addition to being valued for their skills. We hire talent from diverse cultures and backgrounds and offer our employees fair compensation, career development programs, and financial support for the training they need to be successful at their job.



Our communities matter to us.

Our goal isn't only to be the best technology provider in the facilities management space, it's to build meaningful relationships with the broader communities in which we operate. Our technology solutions are unique designed to empower millions of blue collar workers throughout the world's built environment. Our focus is always on partnerships and initiatives that inspire a future of inclusive growth and create a world where everyone can make decisions. We believe that positively impacting our communities isn't just the right thing to do, it is critical for enabling us to successfully transform our industry.





Environment and Sustainability

We're an environmentally conscious startup.

As a technology provider in the building operations and management space, we are conscious of the pressing global climate crisis and recognize our role in enabling our customers to minimise the environmental impacts of their buildings.

We help facility management teams around the world implement various sustainability measures across their global portfolios, and future-proof their clients' buildings in the wake of climate change and the growing importance of well-being in the built environment.

Sustainability is built into our approach.

Whether we're finding solutions for our customers, innovating for a better tomorrow or serving our communities, we ensure that sustainability is built into everything we do.

Through our best-in-class decision support system for enterprise asset management, we enable businesses to run efficient and reliable facility operations, accelerate energy efficiency programs and digitally transform asset performance management to reduce carbon emissions from buildings. The jobs we help FM teams carry out will be crucial in supporting a smooth and speedy transition to a net-zero world.

We have also minimised the environmental impact of our office spaces by embracing remote-working arrangements and lessened the need for many of our employees to commute and travel. We recognize that such initiatives on our part will truly make our industry and our planet more sustainable from the inside out.

Transparency and Governance

Leading with ethics and ensuring compliance.

We are proud of our strong corporate governance practices, which apply across our company. We have a highly experienced and committed Board of Directors who promote the highest ethical standards and practice sound judgement in all our business operations. Xempla's Code of Business Conduct requires all directors, officers, and employees to comply with applicable laws, regulations and policies, as well as abide by our corporate values and principles. Our code also reflects our longstanding commitment to ensuring a fair and transparent workplace for our employees as well as our partners in business.



Creating and preserving value for all our stakeholders.

Xempla upholds the highest levels of corporate governance and consistently employs best practices within the sector, from maintaining transparency and culture to ensuring we have a diverse leadership team. We continuously strive to keep reviewing and adapting our governance policies to support our commitments and ambitions as a socially, environmentally and financially responsible business. Our actions and relations with our customers distinguish us from our peer group, making us a clear choice among ESG-minded investors, individuals and customers.

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