

Environmental Policy

At DocuSign, we are dedicated to promoting environmental sustainability globally and supporting our customers in achieving their sustainability goals. Our commitments include:

1. **Greenhouse Gas Emissions Management:**
 - Annually measure major greenhouse gas emissions to inform reduction strategies.
 - Commit to achieving science-based net-zero emissions by 2050.
 - Science-based targets (SBTs) were established for reducing absolute Scope 1 and 2 GHG emissions by 50% by 2030 from a 2021 baseline, Scope 3 emissions from fuel-and-energy-related activities by 50% by 2030 from a 2019 base year, and reducing emissions intensity per employee for business travel by 55% from 2019 baseline by 2030.
 - We are also committed to Net-Zero emissions by 2050
2. **Engagement and Collaboration:**
 - Engage employees, customers, partners, and suppliers in our environmental efforts.
 - Require 75% of suppliers to have science-based targets by 2028.
3. **Compliance and Legislation:**
 - Comply with or exceed environmental legislation and regulations in all regions of operation.
4. **Product Innovation:**
 - Develop DocuSign products that reduce physical resource requirements, promoting paperless processes and reducing carbon footprints associated with traditional document handling.

Detailed Initiatives Across Key Business Areas

Real Estate

- Collect emissions data quarterly to track progress towards science-based targets.
- Source 100% renewable energy for all new office locations and engage landlords for existing top emissions sites to transition to renewable energy providers.
- Prioritize site selection with strong environmental profiles and proximity to public transportation.
- Consider environmental sustainability in the design and construction of workspaces to minimize environmental impacts.



- Evaluate the environmental profile of the materials, furniture, and fixtures we buy, favoring suppliers and products with better environmental performance (assuming they meet our business requirements).

Data Centers

- Collect emissions data quarterly to track progress towards science-based targets.
- Transition all data centers to 100% renewable electricity.
- Procure energy-efficient servers and equipment, considering environmental criteria in co-location facility selection.
- Include environmental criteria in the consideration of new co-location facilities and in renegotiated leases through the RFP process, where possible.
- Responsibly manage (reuse, recycle, properly dispose of) all leased and owned IT equipment at the end of their useful lives with DocuSign.
- Prioritize data centers that can be managed remotely or with the support of locally-based personnel, when such arrangements meet performance requirements.

Travel & Events

- Collect emissions data quarterly to track progress towards science-based targets.
- Cap business travel expenditures per employee to align with sustainability targets.
- Engage our travel and event suppliers (hotels, conference centers, rental car agencies) to share our environmental policy and identify greener choices for our travel and events.
- Reduce business travel where feasible through the use of technologies such as videoconferencing.
- Look to minimize environmental impacts of our events, by including environmental considerations in RFPs and contracts, where possible, and show preference to those suppliers that can meet our business requirements in environmentally preferable ways.

Sourcing

- Collect emissions data quarterly to track progress towards science-based targets.
- Include environmental criteria in vendor selection and contract terms, giving preference to vendors with better environmental performance, where possible.
- Collaborate with suppliers to embed climate action into supply chain operations.

Facilities Management

- Promote alternative work arrangements and procure environmentally preferable office products.
- Implement waste reduction, recycling, and composting programs.
- Source sustainable foods and beverages, minimizing packaging and environmental impact.



Employees

- Provide our employees with opportunities to manage their environmental impacts, including helping them to reduce business and commuter travel.
- Empower employees to reduce their environmental footprint through sustainability initiatives.
- Encourage volunteerism and engagement with environmental organizations through DocuSign.org.

DocuSign Products

- Develop new Intelligent Agreement Management (IAM) features to support customers' sustainability efforts.
- Enable customers to reduce paper usage and physical resource consumption through digital transformation with DocuSign products.

Continuous Improvement and Transparency

DocuSign is committed to ongoing evaluation and improvement of our environmental performance. We promote transparency in reporting our progress towards sustainability goals and engage stakeholders to drive collective action in addressing environmental challenges.

This enhanced environmental policy not only outlines DocuSign's commitments and strategies but also emphasizes our proactive approach to sustainability across all operational facets. It serves as a guiding framework to achieve our environmental objectives while fostering a culture of environmental responsibility within the company.