

The Descartes Systems Group Inc. Environmental, Health, Safety and Sustainability Statement

Version: v.01-2021
Date: March 3, 2021

The Descartes Systems Group Inc. (the “**Company**”)’s approach to environmental, health, safety and sustainability matters is founded on the following principles: respect for human rights (in accordance with the Company’s *Human Rights Statement*), the protection of the health and wellbeing of the Company’s employees and the protection of the environment at each of the Company’s global offices and in the manner in which the Company operates its business.

The Company believes that each employee, regardless of his/her/their role in the organization, is accountable for these matters. Accordingly, each employee is expected to and empowered to take responsibility for conducting himself/herself/themselves in a manner that is consistent with the principles of this statement.

Specifically, the Company is committed to:

- Complying with all social, occupational health and safety and environmental legislation applicable to the Company’s services and operations;
- Encouraging each employee to take personal responsibility for the environmental, health, safety and sustainability matters within his/her/their department;
- Identifying and eliminating hazards, if practical, and mitigating risks related to environmental, health, safety and sustainability matters;
- Involving and consulting employees in addressing environmental, health, safety and sustainability risks through committees and representatives;
- Promoting the minimization of the use of energy and the elimination, reduction, reuse and recycling of waste materials as part of Company-wide initiatives to improve the life cycle environmental effects of the Company’s services and operations;
- Fostering awareness of sustainability principles amongst the Company’s employees;
- Promoting the principles of this statement to the Company’s suppliers and partnering with suppliers and organizations that are ethically, socially and environmentally responsible;
- Engaging with the communities in which the Company operates to meet community needs and to make a positive impact;
- Continuously seeking ways to improve the Company’s performance in accordance with this statement; and
- Providing the necessary training and resources to employees to fully implement this statement.