



**jack henry**  
& ASSOCIATES INC.®

# Environmental Policy

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Jack Henry is committed to pursuing environmentally friendly practices and supporting the environmental health and safety of all relevant stakeholders, including the communities where we operate. At Jack Henry and Associates (Jack Henry), we believe our associates, vendors, suppliers, and contractors all have a role to play in supporting the company's environmental stewardship efforts. As such, this policy is expected to be followed by Jack Henry associates, vendors, suppliers, and contractors.

Jack Henry works to fulfill our commitment to the environment through:

- Creating an environmentally safe place for all employees to engage in meaningful work.
- Complying with all Environmental Protection Agency, federal, state, and/or local laws.
- Integrating environmental considerations into Jack Henry's strategic decisions and daily operations.
- Assessing and managing climate-related risks and opportunities.
- Maximizing resources through efficiency efforts and maturing environmental stewardship efforts.
- Striving to continually improve our environmental stewardship efforts by monitoring our environmental impact, including GHG emissions.
- Offering training and education to associates on various environmental, health, and safety topics to ensure proper compliance with laws and regulations.
- Ensuring all vendors and suppliers are aligned with Jack Henry's Vendor Code of Conduct.
- Implementing effective waste management strategies and limiting hazardous and non-hazardous waste.
- Considering input on environmental practices or concerns raised through ethics hotline and/or other avenues.
- Providing updates on progress through regularly published sustainability reports.

Jack Henry holds to the value of doing the right thing by actively engaging all associates in our environmental practices. Jack Henry will continue to promote sustainability practices between the business and our clients, and we will continue to work with various stakeholders to improve environmental practices in the company.