

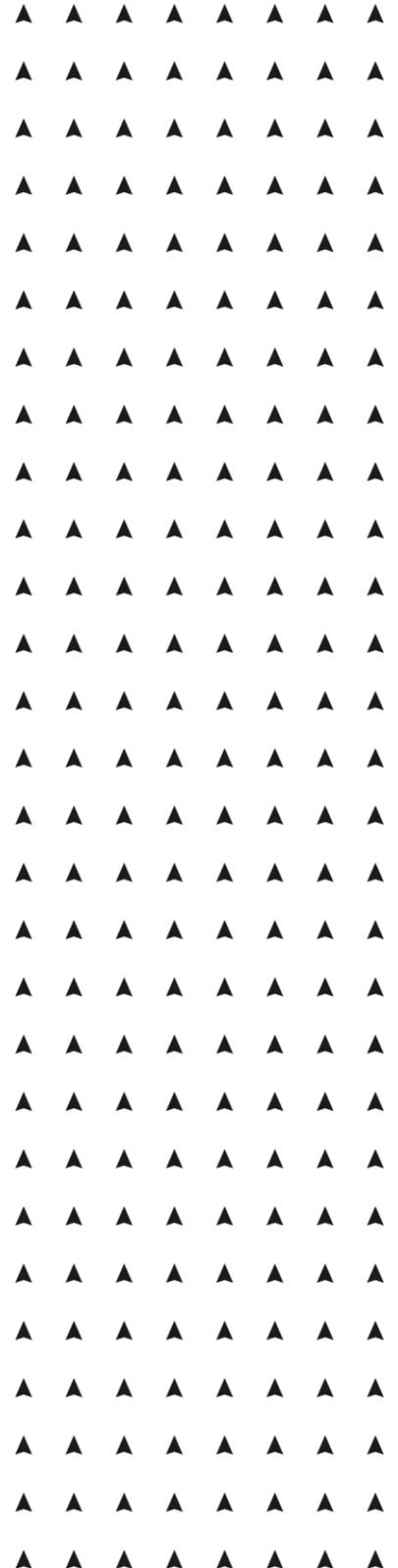
NORTH



Environmental & Sustainability Policy BMP 0002

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Policy

Purpose

This policy applies to North SP (holding company) and its trading companies North PB, North PRT, North SV, North AVS, North VS and Data Installation and Networking Services T/A Data Techniques.

It is the policy of North to establish and maintain an effective programme of Environmental & Sustainability Processes based on the requirements of the standard ISO 14001, as part of the Business Management System (BMS).

Sustainability is defined as the integration of social, economic and environmental aspects into the business of North and the interactions with its stakeholders.

Our BMS programme will increase resistance to threats and provide a robust capability to respond should threats be realised. This will safeguard the interests of key stakeholders (clients and staff) by protecting the company's reputation, brand and value-creating activities.

We will meet the legislative requirements of the markets and sectors of our operations and operate to best practices in sustainability, including Ethical Trading and Corporate Social Responsibility.

This policy sets out our commitment to working in a sustainable, responsible, and inclusive way. We believe we have a responsibility to protect the environment and address environmental challenges, creating long-term value for North and the areas in which work, live and operate.

We are committed to being a sustainable and ethical business because we care about people and the planet. In line with the UK Government's Net Zero target for businesses, we understand the urgent need to decarbonise and reduce our environmental impact. We support the principles of the UN Sustainable Development Goals and the Paris Agreement, especially those relating to the responsibility of businesses to protect the natural environment and aid sustainable development. This policy covers key sustainability areas, and the commitments and steps we are taking.

This Policy covers all North employees, regardless of position or status, and applies to agency workers, contractors, and subcontractors.

Our Responsibility

We are committed to minimising our environmental footprint throughout all our operations and to ensuring we contribute to the well-being and health of people and the planet.

The directors are committed to:

- demonstrate commitment to Sustainability by the provision of appropriate budget and resources to meet the business' environmental, social and economic objectives.
- communicate this policy to all staff.
- ensure that our staff are "Sustainability knowledgeable" by providing appropriate education, training, skills transference and work experience.
- ensure that our suppliers are informed of our policy relating to their provision requirements.
- being responsible to the organisation for strategic objectives, scope, policies, procedures, communications, culture, recognition, resources and for encouraging our commitment to continual improvement.
- aim to integrate sustainability into all business decisions and consider the environmental and social impact of each decision we make.
- provide regular management reviews of sustainable business procedures and practices, and to track, measure and report our sustainability performance.
- being a carbon neutral company.
- ensure electricity is procured from renewable and low-carbon sources.
- comply with all applicable legislation, regulations and codes of practice related to sustainability.
- continue to reduce our carbon emissions to become a Net Zero business.
- encourage all employees and contractors to be sustainability advocates.
- continue to transform our recycling strategy to limit waste entering landfill.
- working with sustainable and ethical suppliers to reduce negative impact across product lifecycle.

UN Sustainable Development Goals

We have identified 4 Sustainable Development Goals to work towards and provide a framework to drive improvements and embody the key areas of focus.

SDG 3 – Ensure healthy lives and promote well-being for all at all ages

SDG 4 – Ensure inclusive & equitable quality of education and promote lifelong learning opportunities for all

SDG 8 – Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all

SDG 13 – Take urgent action to combat climate change and its impacts

In line with the Sustainable Development Goals, we are committed to continuous improvement in our business in each of these core areas of sustainability:

Environmental Management

North has in place an accredited ISO 14001: 2015 Environmental Management System and can demonstrate a robust approach to minimising our impact on the environment and reducing our carbon footprint.

Energy

We procure 100% of our electricity and 25% of our natural gas from renewable resources. We aim to continue to improve our energy efficiency across our sites.

Climate Change

We continue to make reductions in our greenhouse gas emissions throughout all our operations, particularly focusing on carbon reductions, with a goal of achieving Net Zero emissions. We are a carbon neutral company, offsetting all our emissions through Gold Standard certified schemes.

Waste Management

We consider waste as a resource which is why we continue to reduce waste entering landfill. We ensure that we have robust recycling and waste management strategies in place, to achieve at least a 55% recycling rate across our operations.

Transport

Our transport policy and flexible working practices ensure that we minimise our emissions and environmental impact from business travel and commuting to work.

Sustainable Supply Chain

We choose to work with like-minded, environmentally conscious partners. Our supply chain audits ensure that we work with sustainable and responsible partners and encourage them to adopt sustainable management practices.

Sustainable Solutions

North aims to create a positive environmental impact through sustainable design and the solutions we provide. The Internet of Things (IoT) plays a key role in fighting climate change and the smart solutions we provide that generate environmental improvements include:

Air Quality Monitoring - identifies pollution levels in multiple locations, enabling organisations to understand pollution levels and take quick effective action to mitigate and reduce pollution and the associated environmental impacts.

Smart Waste Management - smart route optimisation ensures only necessary journeys/stops are completed and reduces environmental hazards by understanding usage trends and notifying predicted collection dates.

Intelligent Lighting - allow for remote monitoring, capturing insights and performance improvements, resulting in energy savings, reduced emissions, and a lowered carbon footprint.

North operates Scotland's National IoT Network, IoT Scotland, which enables organisations to transform their operations to create safer, more productive environments, reduce energy usage and achieve cost-efficiencies.

Meeting Our Commitments – Practical Steps (Objectives)

- we will track and report our progress annually. We are committed to regularly reviewing and improving our practices. Where required, we will publish statements and make disclosures regarding our achievement of our sustainability commitments
- we monitor and record our energy consumption and carbon emissions under the Streamlined Energy & Carbon Reporting Framework. We currently monitor all emissions we are financially responsible for, including Scope 1, Scope 2 and partial Scope 3 emissions; we aim to calculate full Scope 3 emissions in the future, including staff travel and goods and services procured.
- we will produce a Carbon Reduction Plan, setting Science Based Targets to achieve Net Zero emissions.
- we will nominate sustainability champions to act as advocates for sustainability issues and guidance.
- our transport policy encourages the use of sustainable transport, such as hybrid/electric vehicles, public transport, and cycle-to-work schemes.
- we encourage the use of collaborative technologies for meetings to reduce business travel wherever possible.
- we will seek to work with sustainable and local suppliers to support the local economies we work in while mitigating environmental impact.
- we will recycle all office waste where possible and encourage the removal of single-use plastic.
- we will continue to purchase electricity from renewable and low-carbon sources, increasing the amount of natural gas procured from renewable sources.
- communicate this Policy, associated responsibilities and objectives throughout the organisation, including subcontractors and strive to ensure that all stakeholders are aware of the requirements of our business and remain an integral part of our business culture through engagement and training.
- understand our responsibilities, liabilities and limitations in terms of our environmental processes.
- review this policy on an annual basis to ensure it is still in line with business changes.
- integrate Environmental policies into investment decisions, performance reviews, supplier selection and operational activities.
- implement audit programmes that check and monitor our processes and compliance.
- ensure that the requirements of our customers are monitored and met.
- provide documented processes that reflect our commitment to protect the environment through the prevention of pollution and mitigating our environmental impacts through processes and procedures and providing a framework for our staff to work within.
- provide leadership and commitment and identify opportunities for continual improvement.
- Measure, monitor and analyse our BMS to provide effective and measurable data, to ensure processes deliver their intended outputs and so maintain an effective and efficient environmental management system, planned and developed in conjunction with other management functions.
- reduce our impact on the environment through responsible planning, procurement and waste management
- ensure that our environmental standards remain consistently high via certification to ISO 14001 and recognition of the importance of environmental best practise.
- ensure both understanding of this policy and the expectation to develop and maintain an ethos of continual improvement within all areas of responsibility.



David Crawford
CEO

Taking you where the world is going

