

# NORTH



## Environmental & Sustainability Policy and Statement of Commitment

BMP 0002

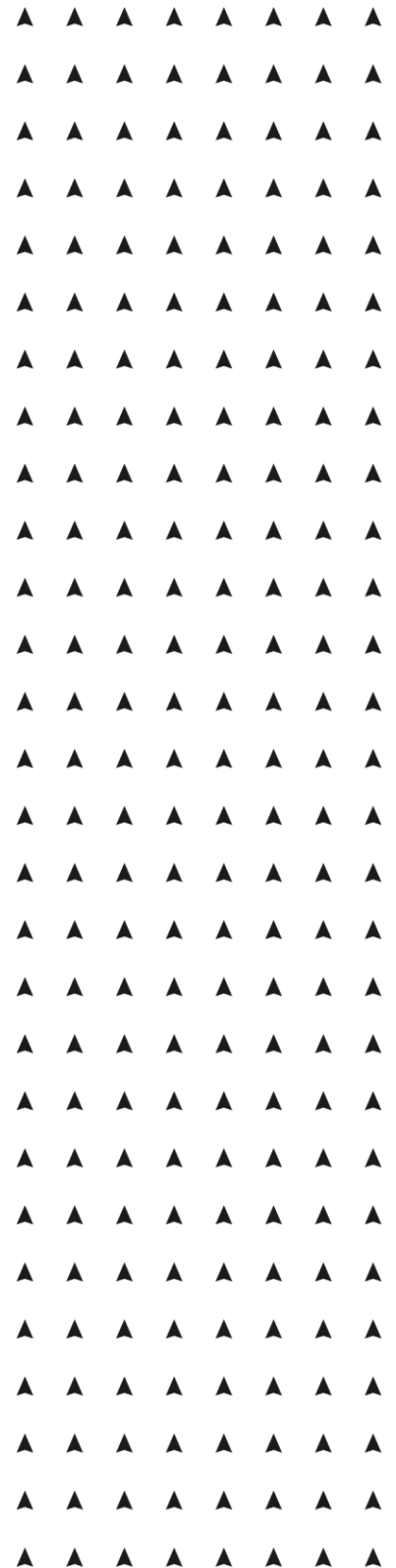
Date: 02.10.2024

Author: James Fenwick-Smith

**Stronger networks, smarter places**

# Contents

Document Control	3
Revision History	3
Environmental & Sustainability Policy	4
Environmental & Sustainability Statement of Commitment	5
Environmental & Sustainability Objectives	6



## Document Control

<b>Document Reference</b>	BMP 0002
<b>Issue</b>	8.0
<b>Document Status</b>	Current
<b>Contract Type</b>	Internal
<b>Release Date</b>	02/10/2024

Distribution List	Company	Title	Signature	Date
BMS	North	Compliance Manager	[Electronic Receipt]	02/10/2024
L&D	North	L&D Manager	[Electronic Receipt]	02/10/2024

## Revision History

Version	Description	Author	Approved by	Date
1.0	First issue	A. Newell	P. Comerford	01/12/2021
2.0	Review and reformatted to North template	A. Newell	P. Comerford	20/05/2022
3.0	Reference to North SP, PB, PRT and SV added	A. Newell	P. Comerford	17/07/2022
4.0	Signatory changed to Coreen Bone	A. Newell	C. Bone	29/09/2022
5.0	Reference to North AVS, VS and DT added	A. Newell	C. Bone	07/10/2022
6.0	Annual review and signatory now Scott McEwan	A. Newell	C. Bone	23/02/2023
7.0	Review and signatory now David Crawford	A. Newell	D. Crawford	02/10/2023
8.0	Annual review	J. Fenwick-Smith	D. Crawford	02/10/2024

Please note that the following document and all contents are confidential and should only be distributed with the permission of the writer

# Environmental & Sustainability Policy

<b>1. We build meaningfully</b>	<b>2. We think bigger</b>	<b>3. We always advance</b>
---------------------------------	---------------------------	-----------------------------

North is 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.

*Audrey Schaefer*  
Head of Marketing & ESG

This policy applies to North (North SP Limited and Data Installation & Networking Services Limited) and all subsidiaries and trading entities and establishes and maintains an effective programme of environmental and sustainability processes that meet and exceed the requirements of the standard ISO 14001. For the purposes of this policy, sustainability is defined as the integration of social, economic and environmental aspects into the business of North and the interactions with its stakeholders. Our management system will increase resistance to threats and provide a robust capability to respond should threats be realised. This will safeguard the interests of key by protecting the company's reputation, brand and value-creating activities.

We will meet the statutory, regulatory, and accepted industry standards requirements in the markets and sectors where we operate, and incorporate pan-industry best practices, 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 shall achieve this by:

### UN Sustainable Development Goals

We have identified 4 Sustainable Development Goals to work towards and provide a framework to drive improvements:

- SDG 3 – Ensure healthy lives and promote well-being or 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

### 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.

### 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

We think bigger. 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
- Smart waste management
- Intelligent lighting

**This policy is reviewed annually and communicated to all colleagues and contractors.**

David Crawford  
Chief Executive Officer

## Environmental & Sustainability Statement of Commitment

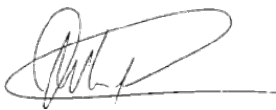
**North is committed to minimising our environmental footprint throughout all our operations and to ensuring we contribute to the well-being and health of people and the planet.**

We shall deliver on this commitment by implementing and maintaining the Environmental & Sustainability Policy across the group and all functions and sectors:

- North's Group Functions & Field Services
- Defence & Justice Sector
- Enterprise & Data Centres Sector
- Public Services Sector

This shall be achieved by ensuring:

- Board, Executive Leadership Team, and Sector Leadership commitment to Environment and Sustainability by the provision of appropriate budget and resources to meet the business' environmental, social and economic objectives
- This policy is communicated to all colleagues and contractors
- Colleagues are knowledgeable of environmental and sustainability requirements within our processes by providing appropriate education, training, skills transference and work experience
- Suppliers and contractors are informed of our policy relating to supply of products and services
- We always advance by encouraging commitment to continual improvement
- Environmental and sustainability is considered, and the impacts assessed, in business decision making
- Performance is reviewed by the Executive to track, measure and report our sustainability performance
- North is a carbon neutral company
- Electricity is procured from renewable and low-carbon sources
- Compliance with applicable legislation, regulations and codes of practice related to sustainability
- Continuous reduction in our carbon emissions to become a Net Zero business
- All employees and contractors are encouraged to be sustainability advocates
- Continued evolution of our recycling strategy to limit waste entering landfill
- We work with sustainable and ethical suppliers to reduce negative impact across product lifecycle



David Crawford  
Chief Executive Officer



Rich Green  
Managing Director –  
Defence & Justice



Mike Yuen  
Managing Director –  
Enterprise & Data Centres



Andrew Foster  
Managing Director – Public  
Services

## Environmental & Sustainability 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 colleague 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 management system 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 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

Stronger networks, smarter places

