

# NORTH



ESG Policy  
BMP 011

## Document Control

<b>Document Reference</b>	BMP 011
<b>Issue</b>	2.0
<b>Document Status</b>	Current
<b>Type</b>	Internal
<b>Release Date</b>	26/04/24

Distribution List	Company	Title	Date
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## Revision History

Version	Description	Author	Approved by:	Date
1.0	First issue			
2.0	Second issue			

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## Summary

North's Environmental, Social and Governance (ESG) Policy outlines our commitment to working sustainably and responsibly throughout all our operations. This includes mitigating our environmental impact, ensuring social responsibility, and maintaining strong corporate governance. Our goal is to build a sustainable future for our colleagues, customers, partners and the communities we work and operate in. We have developed this ESG policy to ensure that sustainability is at the core of our business operations and values, supporting our colleagues in their strategic decisions and daily work and operations.

## Policy Aims

- To outline our ESG strategy, increase understanding of ESG, our objectives and standards and the behaviour expected of North and our people.
- To embed ESG and sustainability considerations into all of our operations and decision-making.
- To support our ESG performance, through understanding our reporting needs, deliverables, and objectives.
- To understand, identify, assess, and respond to ESG-related risks in business operations.
- To establish North as an industry leader in sustainability.

## Scope

The ESG Policy applies to all employees and covers all business activities in connection with customers, suppliers and other partners.

## Policy Context

The ESG Policy has been informed by our values and purpose, UK and global legislation related to climate change and the UN Global Compact, consisting of the Principles for Corporate Social Responsibility.

## Our Commitment

North's ESG framework consists of key commitments across all dimensions of ESG, that drive our overall strategy to work sustainably and responsibly.

North's goal is to build a more sustainable, equitable and diverse workforce and to positively impact communities. We aim to achieve this through continuous improvements in our ESG performance and innovative business practices.

## Implementation

The ESG policy will be implemented throughout our organisation by our ESG Lead and Committee. The ESG Committee's primary role is to support the ESG Policy and drive our ESG programme and objectives and participation and action across the business. They ensure employees are aware of our commitments and their roles and monitor and track performance and progress.

## Environment

We are committed to reducing our environmental impact throughout all our operations, and our value chain, as we believe that climate change is a significant risk to our business, people and the planet. Our environmental and sustainability strategy ensures we deliver initiatives that drive continuous improvements in mitigating our environmental impact and creating environmental value where possible.

North seeks to comply with current environmental legislation and to align with both UK and Global sustainability targets. In line with the UK Government's Net Zero target and the UN Paris Agreement, we understand the urgent need to decarbonise and reduce our environmental impact across business activities, to achieve Net Zero. We are committed to driving down our carbon footprint because we want to ensure the long-term sustainability of the planet.

North is working towards and aligns with several Sustainable Development Goals which provide a framework to drive improvements and embody the key areas of focus. We currently align to four SDGs:

Goal 3: Ensure healthy lives & promote wellbeing at all ages.

Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

Goal 9: Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation.

Goal 13: Take urgent action to combat climate change and its impacts.

Our environmental and sustainability strategy encourages an environmentally conscious workplace to improve awareness and adoption of sustainable behaviours such as reducing, reusing, and recycling materials to prevent waste, conserving energy, and encouraging sustainable methods of transportation to commute to work.

North aims to create a positive environmental impact through sustainable design, technology and the solutions we provide, with our smarter solutions generating environmental improvements. As part of our strategy, we will continue to identify ways in which our propositions can create sustainable outcomes.

We integrate relevant material ESG risks into our risk register to ensure that we work to mitigate potential risks and drive improvement.

## **Social Responsibility**

We understand the importance of the social impact we have on our key stakeholders and ensure we take appropriate steps to work responsibly and ethically.

We are committed to building relationships with our key stakeholders, investing in employees and partnering with customers, communities, and suppliers to create positive social value wherever possible.

We are committed to promoting equality, diversity and inclusion through recruitment, paying the real living wage and engaging with employees to create an inclusive work environment that supports their professional and personal development, alongside ensuring they have a good work-life balance that prioritises health and wellbeing.

We support learning and development for all employees through our dedicated Learning & Development programme. Our Learning & Development team provide the opportunity for employees to enhance their skills through the provision of ongoing training, educational opportunities and personal development courses.

We are committed to developing talent, and our apprenticeship programme works to provide opportunities for individuals to gain valuable skills and map out their careers at North.

Our Social Value strategy ensures we support initiatives that benefit the environment and economic and community growth. We have in place a Colleague Volunteering Scheme which allows all employees to take paid time off each year to volunteer in the communities we work and operate in supporting economic, social and environmental growth.

North ensures the protection of human rights and welfare within our business activities, as well as those of our supply chain. We have in place policies to ensure social responsibility, including our Sustainability and Social Value Policies, Code of Conduct Policy, Equality and Diversity Policy & Modern Slavery Statement.

We encourage and collaborate with stakeholders throughout our value chain to reduce their impact on the environment. We choose to work with like-minded partners, focusing on the sustainability of our supply chain through a robust onboarding and prequalification process and annual ESG survey which enables us to understand their performance, commitments and credentials across different areas.

## **Governance**

We are committed to upholding ethical governance within everything we do and have policies, systems and processes in place which undergo regular review to support responsible business practices, ensure transparency and mitigate risk.

We have strong corporate governance practices in place, through board stewardship, management accountability and proactive risk management. We have established and continue to develop clear and effective governance for ESG, setting goals and ensuring accountability through our ESG Committee.

As a provider of connectivity and security services, we have a robust cyber security programme through our ISO 27001-based strategy. This includes robust testing and a formal GDPR policy, which undergoes regular review, and employee training. A data protection clause is also included in all Employee Contracts which must be signed before commencing employment.

North has a robust health and safety culture, facilitated through our Governance team, systems, policies and training. We ensure all employees complete regular health and safety training, in addition to safety-specific courses relevant to their roles.

We take a zero-tolerance approach to bribery and corruption. Our Anti-Bribery and Whistle-Blowing policies outline our commitment to act with integrity. To support our policies, all North employees complete mandatory training to ensure understanding and compliance.

Our Corporate Criminal Offence policy sets out our commitment to preventing tax evasion and the standards we expect employees to adhere to. To support our policy, employees working in high-risk areas are required to undertake online Anti-Tax Evasion Training & Criminal Finances Act training.

## **Principles for Driving ESG**

Our policies are reviewed annually to ensure they are current and relevant to the needs of constantly changing environmental legislation, climatic impacts, and diverse communities in which our business operations impact.

At North, ESG means to assess our impact and drive positive change concerted through defined and measurable actions, to create value for communities and the wider world.

We will continue to take steps to develop our approach to measuring, reporting and setting targets on our ESG performance as we understand the importance our business plays on the communities we operate in and the planet as a whole.

North will communicate our ESG Policy to our clients, supply chain partners and relevant interested parties and review the policy annually. We will publish the policy on our website.

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