



# Node4 Corporate Social Responsibility Policy Statement

## Integrated Management System

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Public

20/02/2023

## POLICY

Node4 is a privately-owned IT services company based in the UK. Our main products and services are hosted IT solutions, connectivity and IT co-location.

Node4's CSR (Corporate Social Responsibility) Policy Statement will provide long-term benefits to its employees, customers, partners, and individuals in our local communities.

We commit to:

- Respecting the values of employees, providing good conditions of work and equal opportunities
- Creating and encouraging diversity and equal opportunities.
- Improve employee satisfaction through training and development;
- Actively support the health and wellbeing of employees;
- Embed and promote safe working practices;
- Actively manage our waste, emissions and consumption of natural resources;
- Work with suppliers and partners who have been assessed against financial stability and environmental compliance.
- Being responsive to customer needs and providing a quality assured service incorporating all relevant legislative aspects.
- Actively play a positive role, building a culture that actively supports philanthropic opportunities and engagement with local communities.
- Node4 will offer this support through funding and work experience programs.
- Encouraging high standards of professionalism throughout the company and promoting best practice in respect of ethical behaviour and exceptional service as a standard (ESaaS).

## ACCOUNTABILITY AND GOVERNANCE

The Board of Node4 has approved this CSR Policy. The Compliance Team is responsible for monitoring the performance of this policy and is supported by other key Node4 policies contained within the integrated ISO Management System and the Employee Handbook.

## TRAINING AND COMMUNICATION

Node4's CSR Policy Statements is widely communicated, included in employee training and staff are encouraged to actively contribute to CSR.



Andrew Gilbert

20/02/2023