

Corporate Social Responsibility, Achievement and Plans.

For More Possibilities

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for more



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Purpose

This second Node4 Corporate Social Responsibility Whitepaper (CSR) reflects on the first half of 2025, evaluating the progress we've made against the commitments and goals outlined in our 2024 CSR strategy. It serves as a checkpoint to assess how our actions so far align with what we set out to achieve across our ethical, philanthropic, environmental, and economic pillars. By reviewing our performance against the ambitions we shared in the previous year, this report provides transparency, celebrates progress, and identifies areas where continued focus is needed. It reaffirms our commitment to responsible growth and continuous improvement, while setting the tone for the remainder of the year.

Objectives

The objective of our CSR strategy is to drive continuous improvement in our four main areas of focus: philanthropic, environmental, economic, and ethical.

Node4's strategy is rooted in the United Nations Sustainable Development Goals (UN SDGs), a global blueprint for achieving a better and more sustainable future. We align our CSR initiatives to the UN SDGs goals and by doing so, we not only contribute to the global efforts the world is facing towards achieving the SDGs but also ensure that our CSR activities are focused on areas of significant social and environmental impact that are important to our people, our clients and our stakeholders.

Scope

Our CSR strategy applies across the entire Node4 organisation. All activities, decisions, and initiatives—regardless of department, function, or location—are guided by this unified strategy. This ensures a consistent and integrated approach to corporate social responsibility, embedding our values and commitments into everything we do as one company.

Baseline year: 2023

The baseline year for our CSR strategy is 2023—a pivotal point in our journey. This year marked the full integration of all previously acquired entities under the single Node4 brand, uniting our people, processes, and purpose as one organisation. With this alignment came the launch of our revised CSR strategy, providing a clear starting point for our sustainability and social responsibility efforts.

This unified baseline has been instrumental in shaping our direction for the future. It allows us to measure progress against a shared foundation, identify successes, and highlight areas for continued improvement. As one Node4, we remain committed to building on this baseline and driving meaningful, measurable impact through our CSR initiatives.

Approach

In 2025, we introduced a more structured and strategic approach to our CSR communications by aligning each quarter with one of our four core pillars: environmental, philanthropic, ethical, and economic. This quarterly focus allows us to concentrate our efforts, drive meaningful improvements, and communicate progress in a more targeted and impactful way.

By dedicating each quarter to a specific theme, we've been able to deepen our engagement, deliver more focused initiatives, and ensure that each area receives the attention it deserves. This approach also supports better planning, clearer messaging, and stronger alignment across the business.

- February – April: Environmental
- May – July: Philanthropic
- August – October: Ethical
- November – January: Economic

This focus not only helps us stay accountable to our goals but also ensures that our CSR efforts are embedded throughout the year, creating sustained momentum and measurable impact.

Improvements Implemented

Environmental

“Laying the Foundations for Carbon Neutrality: Our 2025 Environmental Focus”

Between February and April 2025, we placed a spotlight on environmental sustainability as part of our quarterly CSR communications strategy. This period marked a significant step forward in our journey towards becoming carbon neutral by 2030—an absolute target covering our Scope 1, 2, and 3 emissions.

Offsetting and Global Impact

To support this ambition, we formally partnered with Carbon Neutral Group, a leading sustainability consultancy and United Nations Climate Change programme partner. This partnership followed a rigorous vetting process to ensure alignment with our CSR values and to avoid any risk of greenwashing. Carbon Neutral Group’s access to certified UN-backed projects ensures that our offsetting efforts contribute not only to emissions reduction but also to community development and the UN Sustainable Development Goals.

As part of this partnership, we launched our offsetting journey by funding the Fundão-Santa Clara Energetic Complex Project in Brazil. This hydropower initiative generates zero-carbon electricity while creating regional employment and contributing to local environmental sustainability. More than 1,500 people were employed during the construction phase, with ongoing roles supporting the plant’s operation and maintenance. Importantly, this project was selected by our people through an internal company poll, where employees were invited to vote on a shortlist of projects based on location, environmental impact, and community benefits—ensuring our offsetting efforts reflect the values of our workforce.

We have now offset 10% of our 2023 emissions—our CSR baseline year—marking a tangible first step towards our long-term carbon neutrality goal.

Energy and Certification Milestones

Operationally, we continued to strengthen our environmental credentials across our estate. As of January 2025:

- 99.79% of our total energy consumption is from renewable sources.
- All offices within our data centres and our Stafford site are powered by renewable energy tariffs.
- The only exception is our Newbury office, which accounts for just 0.21% of our business operations energy usage based on 2024 figures.

We also undertook external audit to assess our management systems and were delighted to retain our ISO 14001 and ISO 50001 certifications with no non-conformities, reinforcing our commitment to high standards in environmental and energy management. In addition, we successfully completed our EcoVadis assessment, further validating our sustainability practices.

Embedding Environmental Awareness

To embed sustainability into our culture, 100% of employees, including all new starters, completed energy and environmental training by January 2025. This equips our people with the knowledge and tools to contribute meaningfully to our environmental goals.

Our environmental objectives also extend beyond emissions. We remain committed to responsible water management, reducing non-GHG air and atmospheric pollutants, and managing both hazardous and non-hazardous waste responsibly. We also continue to prioritise biodiversity and animal welfare, ensuring our operations support and protect the natural environment. While we have not yet set a Science Based Targets initiative (SBTi) target, this remains under review as part of our environmental roadmap.

Data Centre Improvements (January–June 2025)

We have also made targeted infrastructure improvements across our data centres to support energy efficiency and environmental performance:

- In DC2, Hall 2 containment was installed to improve airflow management and reduce cooling demand.
- In DC4, two new chillers were installed in Halls 1 and 2, with one chiller fully replaced and eight pumps decommissioned—reducing energy consumption and improving system efficiency.

Philanthropic

“Empowering People Through Opportunity and Inclusion”

While this whitepaper reflects our CSR progress across January to June 2025, our internal communications spotlight for May to July centred on the philanthropic pillar. During this period, we amplified our efforts to create meaningful opportunities for personal and professional growth, while reinforcing our commitment to inclusion, community support, and social impact.

Developing Future Talent: Apprenticeships and Graduate Success

We welcomed seven new apprentices into the Node4 Academy during the first half of the year, continuing our investment in early careers. Alongside this, we're proud to report a 100% graduate placement rate—every one of our seven graduates secured a full-time role within the business. These roles span project management, modern workplace consultancy, analytics consultancy, and SOC analysis, reflecting the breadth of opportunity available across Node4.

Leadership and Learning: Building Skills at Every Level

Our internal development programmes remain a cornerstone of our people strategy. So far this year:

- 11 colleagues have completed the Engage programme
- 8 colleagues have graduated from the Inspire programme
- A further 11 colleagues have enrolled in the second Inspire cohort, which began in May
- 12 colleagues have joined the Innovate course
- 562 colleagues have taken part in Excellent Service as a Standard (ESAAS) training
- 6 colleagues successfully achieved ILM Level 5 in Leadership & Management
- 2 colleagues successfully achieved ILM Level 7, Master in Business Administration

These programmes are designed to support colleagues at every stage of their career journey, from early development to advanced leadership.

Supporting the Next Generation: Early Careers Foundation

We've entered the second year of our partnership with the Early Careers Foundation, a charitable organisation supporting A-Level students from disadvantaged backgrounds. This year, 23 employees have already registered to mentor students, with an additional 19 mentors expected to re-sign from the original cohort. This initiative continues to broaden horizons and create pathways into professional careers for young people across the UK and presents a development opportunity for our colleagues.

Creating Meaningful Connections: Launch of the Node4 Mentorship Programme

In 2025, we launched the Node4 Mentorship Programme, designed to foster growth through meaningful one-to-one connections. Employees can apply to become mentors or mentees, and are carefully matched based on their goals, interests, and areas of expertise. Once paired, mentors and mentees agree on a working style and regular meeting schedule—whether in person or virtual. The programme supports ongoing development through guidance, feedback, and shared learning. Regular check-ins ensure the relationship is progressing well, and at the end of the mentorship period, participants reflect on their achievements and next steps. This newly launched initiative strengthens our culture of support, collaboration, and continuous learning.

Championing Inclusion: Disability and Armed Forces Commitments

We are proud to have achieved Disability Confident Committed Employer (Level 1) status. This reflects our commitment to inclusive recruitment and workplace practices, including:

- Guaranteed interviews for disabled candidates
- Ensuring all offices are wheelchair accessible
- Providing ongoing support for employees with disabilities or long-term health conditions

In addition, we have reaffirmed our pledge as an Armed Forces Covenant Committed Employer, publicly recognising the value that serving personnel, veterans, and military families bring to our workplace.

Ethical

“Fostering Fairness, Transparency and Respect: Our August–October 2025 Focus”

While this whitepaper reflects our CSR progress from January to June 2025, our internal communications spotlight for August to October will focus on the ethical pillar. This section outlines the progress we’ve already made this year in promoting fairness, transparency, and respect across our organisation.

Gender Representation and Pay Equity

We continue to make progress in improving gender representation across the business. As of June 2025:

- 28% of our workforce are women, compared to a UK tech industry average of 17%
- 28% of our senior leaders are women, exceeding the UK average of 21%

This marks a notable improvement from last year, when women made up 24% of our overall workforce and 25% of senior leadership roles.

Our latest Gender Pay Gap Report (2024–2025) also shows:

- Women’s median bonus pay was 2400% higher than men’s
- Women made up 13% of employees in the highest-paid quartile

While these figures reflect positive movement, we remain committed to further improving representation and equity across all levels of the business.

Inclusive and Bias-Free Recruitment

We are committed to fostering an open, transparent, and merit-based recruitment process that ensures equal opportunities for all candidates. Through our applicant tracking system and talent acquisition processes, we've embedded inclusive hiring practices at every stage:

- Inclusive job descriptions: AI-powered tools help us avoid gendered or biased language and ensure accessibility for candidates with disabilities
- Anonymous screening: Candidate profiles are anonymised during initial review to reduce unconscious bias
- Structured evaluation: Competency-based assessments and automated ranking ensure fair, merit-based decisions
- Equal access: Internal and external candidates are considered equally, with flexible application processes and consistent communication
- Diverse hiring panels: Where possible, we include a range of perspectives in interview panels
- Training: All employees receive training on unconscious bias and ethical practices

Embedding Ethics in the Employee Experience

All new starters receive compliance and ethics training as part of their onboarding, reinforcing our expectations around integrity, respect, and accountability. In 2025, we expanded this commitment by launching a new training module for all employees titled “A Respectful Workplace: Recognising and Reporting Sexual Harassment.”

This training was introduced to raise awareness, build confidence in recognising inappropriate behaviour, and ensure everyone understands how to report concerns safely and effectively. By equipping our people with the knowledge and tools to uphold a respectful and inclusive culture, we are reinforcing our zero-tolerance stance on harassment and our commitment to maintaining a safe, supportive environment for all.

Listening to Our People: Culture Amp

We continue to use Culture Amp to gather feedback from employees on their experience at Node4. These surveys are conducted every six months and provide valuable insights into morale, engagement, and areas for improvement.

- The October 2024 survey achieved a 73% participation rate, exceeding our 65% target, with a 54% positive engagement score.
- The April 2025 survey saw a 78% participation rate, just shy of our 80% target, and maintained a 54% positive engagement score.

While the engagement score remained consistent, the increase in participation reflects growing employee interest in shaping the workplace experience. These insights continue to inform our people strategy and help us build a more inclusive, transparent, and supportive culture.

Celebrating Voices: Launch of the 4Anyone Programme

In 2025, we launched the 4Anyone Programme, a new initiative designed to celebrate diverse voices and lived experiences across Node4. This programme features bi-monthly TED-style talks, open to all employees, covering a wide range of topics—from cultural awareness and wellbeing to CSR initiatives and personal stories.

The 4Anyone talks provide a platform for colleagues to share insights, raise awareness, and inspire one another. Whether presenting or attending, employees are encouraged to engage with topics that matter to them and their communities. The programme fosters connection, learning, and inclusion, and is a powerful reflection of our commitment to creating a workplace where everyone feels seen, heard, and valued.

Economic

Node4 are committed to driving sustainable economic growth through continuous innovation, with Innovation being one of our core values (Passion, Innovation and Trust). By investing in research and development, we aim to engage with cutting-edge technologies that not only enhance our competitiveness but also create growth for our people and contribute to the broader digital economy through our client delivery.

This year has seen the development of our OCTO (Office of the Chief Technology Officer). This is a dedicated team focussed entirely on our technological developments, looking ahead at technology trends, informing our colleagues and clients of the future state of IT and providing solutions in readiness.

We prioritise supporting the UK economy by sourcing from UK suppliers, partnering with local universities and creating employment opportunities across the country. Our hiring practices promote economic inclusion by offering fair wages, apprenticeships, and career development programmes. As our workforce is located across the UK, our people investment supports skills growth and development throughout the UK.

We are committed to transparent and ethical tax practices, ensuring that we contribute to the UK economy. Economic resilience is a core focus of our strategy. We maintain robust financial practices and risk management frameworks to ensure long-term stability for our stakeholders, including employees, clients, and investors.

Driving For More

“Ambitions for the Second Half of 2025”

As we move into the second half of 2025, we concentrate on our action. Building on the momentum of our philanthropic and sustainability efforts, we are committed to deepening our impact across people, planet, and purpose.

In the area of learning and opportunity, we plan to expand our work experience programme by offering additional placements to young people and career changers, providing them with meaningful exposure to the workplace. October 2025 will also see the recruitment of additional learners into our 4Everyone programme, which supports individuals from underrepresented backgrounds through structured learning and career development. Additionally, we will launch the second year of our partnership with the Early Careers Foundation, facilitating employees to mentor A-Level students through to July 2026.

To elevate learning and development, we are rolling out organisation-wide access to LinkedIn Learning, enabling all employees to pursue continuous, self-directed development. Our Aspire programme will return with refreshed content tailored to evolving business needs, while the Engage leadership pathway will be enhanced to better reflect modern leadership expectations. We are also rebranding and relaunching all business compliance eLearning to align with Node4’s tone, values, and culture. New training modules will include Service Standards Training, Bullying & Harassment Awareness, and a rebuilt Display Screen Equipment (DSE) course.

In support of a stronger culture and performance framework, we will introduce Culture Amp to underpin performance reviews, goal setting, and structured one-to-ones. All employees and managers will receive training to embed this new approach. Our internal mentorship programme will be expanded to create more peer development opportunities, and onboarding will be enhanced with new welcome videos across departments to ensure a warm and informative start for new joiners.

Our commitment to charity and community continues with the launch of a company-wide charity raffle in June. Employees will have the opportunity to raise money for causes that matter most to them, with our first charity partner being The Trussell Trust. Winners of each raffle will choose the next charity we support, ensuring our giving remains employee-led and community-focused. This initiative will run bimonthly, creating regular opportunities for colleagues to come together in support of meaningful causes and strengthening our culture of compassion and collective impact.

Finally, in our sustainability efforts, we are on track to offset the remaining 90% of our 2023 emissions through verified carbon projects. Our partnership with the Carbon Neutral Group will continue, supporting UN-certified sustainability initiatives that align with our environmental goals and values.