

# Corporate Social Responsibility Statement

## Top things to takeaway



### **CSR is embedded**

Corporate Social Responsibility is integrated into our strategy, operations and decision making.



### **Aligned to global sustainability goals**

Node4 supports the UN Sustainable Development Goals.



### **Environmental impact is managed**

Emissions and resources are reduced.



### **People and wellbeing matter**

Fair treatment, equality and wellbeing are core to business operations.



### **Support communities**

Node4 supports communities through fundraising and local initiatives.



### **Responsible growth**

Business decisions consider social and environmental impact.

## Proprietary Notice

Information contained in the document is accurate to the best of Node4's knowledge at the time of publication and is required to be treated as confidential at all times. Information presented herein may not be used, copied, disclosed, reproduced, or transferred to any other document by the recipient, in whole or in part, without the prior written authorisation from a Node4 authorised representative.

## Version control and ownership

**Policy owner:** Jenny Cooper

Version no	Date	What changed	Changed by	Approver
1.0	13/03/2024	First draft	Eddie Adams	Kate Lincoln
1.1	10/03/2025	Annual review	Eddie Adams	Kate Lincoln
1.2	10/04/2026	Rebrand	Jenny Cooper	Eddie Adams

## What is this policy for?

This policy sets out Node4's commitment to Corporate Social Responsibility (CSR) and explains how responsible and sustainable practices are integrated into the way the business operates.

It defines Node4's approach to managing its environmental, ethical, philanthropic, and economic responsibilities, ensuring that business activities create long-term value for employees, customers, communities, and wider society. The policy also aligns Node4's CSR activities with recognised global sustainability priorities, including the United Nations Sustainable Development Goals.

## Who is this policy for?

This policy applies to Node4 and all individuals and groups involved in or impacted by its business activities, including employees, contractors, suppliers, partners, customers, and the communities in which Node4 operates.

It provides direction for how Corporate Social Responsibility is considered and embedded across the organisation and sets expectations for responsible behaviour, decision-making, and engagement in support of Node4's CSR commitments.

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# Commitment

Node4 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 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).

# Objectives

The objectives of Node4's Corporate Social Responsibility strategy are as follows:

- To ensure that CSR is embedded in the strategy and operations of Node4.
- To ensure that all CSR activities have a direct line of sight, through CSR strategy, to group KPIs, mission, value and purpose.
- To ensure that CSR is embedded across processes, operations and services to provide genuine measurable outputs.
- To ensure that the CSR strategy creates shareholder value, supporting a compelling and successful Environmental Social Governance (ESG) value metric.
- To ensure that CSR activity contributes to the relevant United Nations Sustainable Development Goals.
- To ensure that CSR is prominent at an individual level, and individual contribution is encouraged and recognised.
- To translate CSR aspirations and efforts into coherent and effective action.

# Corporate Social Responsibility (CSR)

Node4's Corporate Social Responsibility (CSR) strategy ensures operations are ethical and beneficial for society. The activities focus on the following four priority areas:

### **Environmental (Estates and environment)**

Environmental responsibility initiatives aim to reduce pollution and greenhouse gas emissions and the sustainable use of natural resources.

### **Ethical (People, health and wellbeing)**

Ethical responsibility initiatives involve providing fair labour practices (e.g., equal pay for equal work) and fair-trade practices, and disallowing child labour.

### **Philanthropic (Community and fundraising)**

Philanthropic responsibility aims to actively make the world and society a better place, and can include things such as funding educational programs, supporting health initiatives, donating to causes, and supporting aligned community projects.

### **Economic (Finance and purchasing)**

Economic responsibility supports our financial decisions in our commitment to be a good business citizen. The end goal isn't just to maximize profits, but also to make sure the business operations positively impact the environment, people, and society.

## **Accountability and Management Structure**

### **CSR Steering Group**

The CSR Steering Group oversees four working groups:

- Environmental Working Group
- Ethical Working Group
- Philanthropic Working Group
- Economic Working Group

### **Environmental Priorities**

- Water management
- Renewable energy
- Sustainable consumption
- Build resilient infrastructure
- Combat climate change
- Conserve oceans
- Combat deforestation

### **Ethical Priorities**

- End poverty
- Gender equality
- Full employment and decent work

- Reduce inequality
- Investors in People

### **Philanthropic Priorities**

- Promote wellbeing
- Inclusive learning opportunities
- VCSE volunteering
- VCSE donations

### **Economic Priorities**

- Reduce inequality
- Accountable and inclusive institutions
- Build resilient infrastructure