



Corporate Social Responsibility Policy Statement

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Purpose

Node4 are committed to the integration of Corporate Social Responsibility (CSR) into business operations. Our CSR strategy aligns with the United Nations Sustainable Development Goals (UN SDGs), ensuring that our business contributes to the goals identified as priority by leading worldwide authorities.

Node4 believes the strategy provides long-term benefits to employees, customers, partners and individuals in the communities in which we operate.

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 includes 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

Environmental
Working Group

Ethical Working
Group

Philanthropic
Working Group

Economic
Working Group

Environmental Priorities	Ethical Priorities	Philanthropic Priorities	Economic Priorities
Water Management Renewable Energy Build Resilient Infrastructure Sustainable Consumption Combat Climate Change Conserve Oceans	End Poverty Gender Equality Full Employment and Decent Work Reduce Inequality Investors in People	Promote Well- being Inclusive Learning Opportunities VCSE Volunteering VCSE Donations	Reduce Inequality Accountable and Inclusive Institutions Build Resilient Infrastructure

Combat Deforestation			
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