

CORPORATE SOCIAL RESPONSIBILITY **POLICY**

Integrated Management System

Policy
PUBLIC

24/11/2019

This Corporate Social Responsibility Policy is part of the Node4 Group Policy.

OVERVIEW

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 believes that its CSR (Corporate Social Responsibility) Policy shall provide long-term benefits to its employees, customers, partners and individuals in the communities in which we operate.

We are committed to:

- > Respect the values of employees and providing good conditions of work and equal opportunities creating and encouraging diversity and equal opportunities for all;
- > 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 who are assessed against their ability to maintain financial stability and environmental compliance;
- > Being responsive to customer needs and providing a quality assured service that intrinsically incorporates all relevant legislative considerations;
- > Actively play a positive role in society and build a culture that actively supports charitable giving and engagement with local communities through funding, support and work experience programs;
- > Encouraging high standards of professionalism throughout the company and promoting best practice in respect of ethical behaviour.

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

Employees must familiarise themselves with this policy and ensure that they have the appropriate level of knowledge for their specific roles to actively contribute to CSR.

Signed:

A handwritten signature in black ink that reads "T. R. Needs".

Tom Needs – COO 24/11/2019