



Principle
networks

CSR Policy

Principle Networks

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Introduction

Corporate and Social Responsibility (CSR) refers to the way in which businesses regulate themselves to ensure that all of their activities positively affect society as a whole. CSR policies aim to guarantee that companies work ethically, considering human rights as well as the social, economic and environmental impacts of what they do as a business. Businesses should meet, and aim to exceed, any relevant legislation, and if legislation does not exist in a particular area, the company should ensure they carry out best practices anyway.

At Principle Networks, we are committed to ensuring that any business undertakings are conducted as ethically as possible by following the below policy.

Purpose

Principle Networks recognises that social, economic and environmental responsibilities are integral to our business. We therefore aim to demonstrate these responsibilities through our actions.

Principle Networks will conduct every aspect of its business with honesty, integrity, and openness, respecting human rights and the interests of our employees, customers and third parties.

Our Commitment

Our commitment reflects our identity and principles that guide our business. It highlights where we focus our efforts on driving environmental sustainability, how we drive positive corporate and social initiatives to benefit the communities we operate in and how we enable our people to thrive in the workplace.

It is our responsibility to understand our environmental, social, governance (ESG) obligation and assess our activities against best practice criteria and standards.

We commit to:

- Promoting equality and diversity, and developing our people in a safe, inclusive environment.
- Ensuring our supply chain partners meet the ESG standards expected of both us and our customers.
- Driving meaningful initiatives and operational practices to limit our carbon footprint and promote environmental sustainability.
- Supporting social initiatives and activities which serve to make a positive impact on society.
- Meeting ESG standards and developing internal resources to ensure we measure, govern and continuously improve our performance in these key areas.

Our People

The health, motivation and development of our employees is paramount. We focus on attracting and developing talented people that share our principles and values, and we provide opportunities

for career-long development in a safe, inclusive environment that promotes work-life balance and values diversity.

We support our people by:

- Offering a flexible modern workplace which enables a healthy work/life balance.
- Providing training, development and equal opportunity for growth.
- Providing regular communication and an open environment for feedback.
- Promoting a positive, ethical, inclusive culture.
- Providing resources and regular guidance, policy and training on:
 - Health and Safety
 - Training and Development
 - Equality, Inclusion & Diversity
 - GDPR and Information Security

Our Environment

We operate an entirely remote, cloud-first business, enabling a modern work-from-home workplace, providing digital tools for collaboration.

We limit our emission of greenhouse gas in support of net-zero by:

- Investing in tools to enable people to work from home and collaborate effectively, limiting domestic transport pollution and energy consumption.
- Investing in a cloud-first strategy for all IT systems, delivering optimal power efficiency and limiting energy waste.
- Selecting suppliers with robust environmental sustainability strategies for packaging and recycling.
- Providing guidance, policy, training and incentives to promote decarbonisation awareness and greener practices.

Our Partners and Suppliers

It's vital that we maintain good working relationships with our suppliers and choose organisations that meet the standards expected of both us and our customers.

We engage with suppliers, in life, through regular reviews, and at point of onboarding, to ensure that they are aware and agree to our approach to CSR along with their own responsibilities.

We perform due diligence to ensure they share our commitment to ESG and certify that they adhere to Information Security, Data Protection, Modern Slavery and Anti-Bribery legislation.

Our Community Engagement

We are strong believers in 'giving back' at Principle Networks and are dedicated to being a responsible contributing member of society.

As a business we have a full programme of fundraising and support activities throughout the year to raise funds and awareness for two primary charitable causes:

[Mind](#): the mental health charity focused on making sure no one has to face mental health problems alone.

[Friends of the Earth](#): an environmental campaigning community dedicated to the wellbeing and protection of the natural world and everyone in it.

We encourage the participation in sport and exercise to support physical and mental wellness. In the local community this year we have provided sponsorship for Bradford School Boy Veterans AFC, ensuring they have the foundations to facilitate socially inclusive team sport in West Yorkshire.

Legal Compliance and Continuous Improvement

We believe in the importance of running an ethical business and holding ourselves accountable to the highest standards of professionalism and ethics expected by our people, partners and customers.

Our social and environmental commitments are reviewed regularly and we're proud of our employee engagement on the subjects.

We comply with applicable local and national laws, regulations and guidance on Equality & Inclusion, Health & Safety, Information Security, Bribery & Corruption, Modern Slavery and Environmental Sustainability, promoting the use of best practices whenever possible.

A list of our key policies can be found below:

- Equality, Inclusion & Diversity
- Training and Development
- Health and Safety
- Data Protection and Information Security
- Anti-Bribery and Corruption
- Modern Slavery
- Environmental Sustainability

Policy monitoring and review

This policy will be reviewed at least every three years by Human Resources or Company Directors or in line with legislative development and the need for good practice.

Document Control

Version	Name	Revisions Made	Sign-off Date
1	Russell Crowley	New Document Created	01/05/2022