



Environmental, Social, Governance and Advocacy Policy

V2.0

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31.05.22	1.0	Review and acceptance	Shelley Kemp
31.05.23	1.1	Annual Review	Sarah-Jane Heber-Hall
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02.10.24	1.3	Review and agreement of ESG Objectives	Sarah-Jane Heber-Hall
25.09.25	1.4	Annual Review	Sarah-Jane Heber-Hall
03.08.26	2.0	Incorporate an Environmental services and advocacy content to exiting ESG Policy.	Sarah-Jane Heber-Hall

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Authorisation

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Verified and Authorised by:
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1. Purpose

FourNet is committed to maximising its positive environmental and social impacts, operating with transparency, and maintaining strong standards of governance across its business operations. This policy sets out FourNet's commitment to protecting the environment, supporting communities, promoting responsible business practices, and advocating for sustainable, ethical and transparent ways of working.

FourNet recognises that positively contributing to the environment, supporting the communities in which it operates, and maintaining high standards of corporate governance are important to its long-term resilience, reputation and success as both an employer and a supplier.

FourNet will oversee the delivery of our ESG Policy and monitor progress on a regular basis through our ESG Working Group and our policy will be reviewed annually.

2. Scope

This policy applies to FourNet's business operations, employees, service delivery activities, supply chain engagement, stakeholder relationships and environmental, social and governance commitments. It also supports FourNet's approach to environmental advocacy, sustainable procurement, business ethics, employee wellbeing, health and safety, community engagement and regulatory compliance.

3. ESG Principles

- Protecting the planet.
- Giving back to communities.
- Championing transparency in all business operations.

These principles are supported by commitments covering environment, social value, governance, health, safety and wellbeing, business ethics and responsible advocacy.

4. Environmental Commitments

- FourNet is committed to monitoring, measuring and reducing its environmental impact and reporting this annually through its carbon footprint, in support of the Government's Carbon Net-Zero target for 2050. FourNet has a carbon reduction plan in place to avoid emissions wherever possible and reduce emissions that cannot be avoided. In the short term, FourNet offsets its Scope 1 and 2 emissions through a gold standard offset programme and is carbon neutral.

FourNet will continue to:

- Reduce company business mileage by 50% by 2030.
- Increase the use of electric vehicle mileage year on year.
- Maintain ISO 14001 accreditation.
- Maintain or improve its EcoVadis score, currently recorded as Silver in the existing policy.
- Monitor and reduce consumption of energy, water and waste across offices and service locations.
- Follow the waste hierarchy by reducing, reusing and recycling wherever possible.
- Minimise the use of single-use plastics and hazardous materials where practicable.
- Encourage greener travel, including electric vehicles, public transport, active commuting and remote working, to reduce the carbon impact of work-related travel.

5. Sustainable Procurement and Supply Chain

FourNet will consider environmental and social value performance when working with suppliers, contractors and supply chain partners. FourNet will seek to work with suppliers who demonstrate strong environmental standards, appropriate environmental policies and responsible procedures.

FourNet will maintain sustainable procurement practices to support responsible supply chain choices and will continue to consider supply chain arrangements as part of its governance and ESG commitments.

6. Environmental Advocacy and Stakeholder Engagement

FourNet recognises that its environmental responsibility extends beyond internal operations. FourNet will use its voice, resources and influence to advocate for positive environmental change, where this is relevant to its business objectives and stakeholder relationships.

FourNet will promote sustainability through engagement with its people, clients, suppliers and the communities it serves. FourNet will also share knowledge and guidance on sustainable practices, and where appropriate will participate in discussions, consultations and peer networks that support greener policy design and environmental protection

All advocacy and campaigning activity will be fact-based, transparent, ethical and aligned with FourNet's core business objectives.

7. Social Value and Community Commitments

FourNet recognises that social value is increasingly important in the delivery of contracts, particularly within the public sector. FourNet aims to deliver additional social value for customers through education, wellbeing and community links, while supporting the Government's social value model for a more sustainable and equitable economy.

FourNet will continue to:

- Fundraise for chosen charities on an annual basis.
- Provide employees with two paid volunteering days each year and provide volunteering opportunities to support their use.
- Seek to obtain a star rating in Best Companies to Work For.
- Retain Real Living Wage Employer Accreditation.
- Ensure that charitable donations increase by at least 5% per annum.

8. Governance, Health, Safety and Wellbeing

FourNet is committed to operating a professional, quality-led business focused on providing exceptional service to all interested parties, particularly its customers. FourNet will meet legislative requirements, operate transparently, promote honesty and integrity, and continue to support the health, safety and wellbeing of its people.

FourNet will continue to:

- Meet applicable legislative requirements.
- Provide a safe working environment with no reportable accidents based on RIDDOR requirements.
- Maintain Occupational Health and Safety accreditation under ISO 45001.
- Be open and transparent in business operations.
- Champion a culture of honesty and integrity.
- Commit to the UN Global Compact.
- Educate and inform employees about Modern Slavery and conduct supply chain and recruitment due diligence to ensure FourNet is not supporting Modern Slavery in any capacity.

9. Business Ethics and Transparency

FourNet is committed to operating as an ethical business that is transparent, professional and committed to acting with integrity.

FourNet will maintain:

- A Whistleblowing Procedure to allow employees and interested parties to report cases of unprofessionalism, with numbers reported annually.
- Annual reporting of confirmed corruption incidents.
- Annual reporting of confirmed information security breaches reported to the ICO.

10. Reporting Concerns and Enforcement

Employees who suspect a possible violation of FourNet policies or applicable laws, including those relating to government contracting, have a responsibility to report the matter to their Line Manager or the Board of Directors immediately. Employees who wish to remain anonymous should follow FourNet's Whistleblowing policy.

Reports will be handled confidentially and there will be no reprisal for raising a concern. FourNet will investigate alleged breaches fully and take appropriate action in accordance with the policies outlined in the Staff Handbook.

11. Waivers and Amendments

Any waiver of this policy must be given in writing. Waivers may be requested through the Senior Leadership Team. Waivers relating to financial officers, executive officers and directors may only be approved by the Board of Directors and will be promptly disclosed. Amendments to this policy will also be disclosed promptly.

12. Communication and Awareness

FourNet will provide relevant training, bulletins, education materials, policies, procedures and processes on an ongoing basis to ensure employees are aware of their responsibilities and kept up to date with new requirements.

Communication methods may include:

- Induction sessions.
- PDR meetings.
- Company meetings.
- Atlas/Citation portal.
- Regular company bulletins via Microsoft Teams.

13. 13. Ownership, Monitoring and Review

The delivery and progress of this policy will be overseen by FourNet's ESG Working Group and/or ESG Committee. Progress will be monitored regularly and the policy will be reviewed annually.

This policy will be reviewed and amended as required, and at least annually by the Chief Marketing Officer and ESG Committee, with findings and updates shared with the Board of Directors.

The controlled version of this policy will be stored securely within FourNet's ISO SharePoint as an ISO-controlled document. Printed and uncontrolled electronic copies are for reference only.

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