

	Document Group: Policies	Akixi Environmental, Social and Governance Policy (ESG)
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1.0 Introduction

At Akixi we recognise the importance of Environmental, Social, and Governance (ESG) factors in building a sustainable and resilient business. Our ESG policy reflects our commitment to conducting business responsibly and transparently, while creating long-term value for our stakeholders and the communities in which we operate.

2.0 Scope

This policy applies to all employees, business partners, and stakeholders associated with Akixi, it covers our operations, supply chain, and investments.

3.0 Environmental Responsibility

Akixi is committed to promoting and implementing sustainable and environmentally responsible practices in all aspects of our business operations, including our hybrid working model. We recognise that the way we work can have a significant impact on the environment, and we are dedicated to reducing our carbon footprint and conserving natural resources. This policy outlines our commitment to environmental sustainability in the context of hybrid, office and cloud working.

3.1 Remote Work Infrastructure

- ✓ Akixi may provide remote employees with energy-efficient and eco-friendly workstations and equipment when necessary and promote energy-saving settings on devices.
- ✓ Encourage the use of cloud-based technologies and virtual meetings to reduce the need for physical office space and long commutes.

3.2 Sustainable Transportation

- ✓ Encourage employees to use sustainable modes of transportation, such as walking, cycling, carpooling or using public transportation, when coming to the office.

3.3 Reduced Office Footprint

- ✓ Implement a desk-sharing or hot-desking system in the physical office to optimise space utilisation and reduce the office's environmental impact.
- ✓ Evaluate the need for business travel by considering virtual meetings and conferences if applicable and appropriate.

3.4 Energy Efficiency

- ✓ Encourage employees to power off equipment and lighting when not in use.
- ✓ Promote the use of natural light and energy-efficient lighting in home offices.

3.5 Renewable Energy

- ✓ Akixi commit to less carbon-intensive and more sustainable energy systems by investing in solar energy to power the Akixi office in Peterborough.

3.6 Paperless Operation

- ✓ Minimize paper usage by promoting digital documentation, e-signatures, and electronic filing systems.
- ✓ Encourage employees to use digital tools for notetaking and document sharing.

3.7 Waste Reduction

- ✓ Promote recycling in both remote and office environments.
- ✓ Employees are encouraged to take responsibility for waste disposal and the reduction of single-use plastics.
- ✓ While in the office employees are reminded to turn electrical devices off after use, including lighting at the end of the day.
- ✓ Employees are encouraged to re-use cups and mugs rather than sourcing a replacement.
- ✓ Employees are required to consider resource efficiency, including the use of water, energy and raw materials.

3.8 Suppliers

- ✓ Akixi will utilise cloud technology to reduce the need for on-site servers and equipment.
- ✓ Akixi will ensure suppliers adhere to environmentally sustainable ethics.

3.9 Environmental Awareness

- ✓ Employees are encouraged to educate themselves to increase awareness and promote sustainable behaviours.
- ✓ Involve employees in environmental programmes where necessary.
- ✓ Departments must consider the impact to the environment, specifically regarding promotional material including using recyclable materials rather than plastics.
- ✓ Akixi will provide necessary training when required.

3.10 Reporting and Accountability

- ✓ Akixi will review assess and monitor its environmental impact in the context of hybrid working.
- ✓ Employees are encouraged to highlight initiatives or proposals to reduce the company's environmental impact.
- ✓ Employees are to report or highlight concerns to their line manager or compliance manager.

3.11 Compliance and legislation

- ✓ Akixi will comply with all relevant environmental laws and regulations related to its operations, including those governing remote work environments.

3.12 Continuous Improvement

- ✓ Akixi is committed to continuous improvement in its environmental performance and will review and assess for opportunities to improve.

This environmental policy reflects our dedication to a sustainable and environmentally responsible approach to our business operations in the context of hybrid, office and cloud working. We believe that by integrating environmental considerations into our work practices, we can contribute to a healthier planet and a better future for all. This policy will be communicated to all employees and stakeholders and will be periodically reviewed and updated to ensure its effectiveness.

4.0 Social Responsibility

We strive to have a positive impact on society by fostering inclusive growth, respecting human rights, and contributing to the well-being of our communities. We will:

4.1 Diversity and Inclusion

- ✓ Promote a diverse and inclusive workplace where all employees feel valued and respected, regardless of race, gender, ethnicity, age, disability, or sexual orientation.

4.2 Employee Well-being

- ✓ Prioritise the health, safety, and well-being of our employees through robust workplace safety programs, supportive policies including anti-bullying, anti-harassment guidance and support.
- ✓ Provide a supportive work environment that promotes physical, mental and emotional wellbeing.
- ✓ Provide resources and programs to support employee's health and wellbeing.
- ✓ Help and facilitate a good work-life balance that allows employees to thrive both professionally and personally.
- ✓ Provide opportunities for training, career development and skill-building.
- ✓ Provide access to physical, mental and medical health initiatives and incentives.

4.3. Community Engagement

- ✓ Support charitable organisations to promote well-being in the community.

4.4 Human Rights

- ✓ Uphold the principles of the United Nations Universal Declaration of Human Rights and ensure fair labour practices throughout our supply chain.

4.5 Anti-Bribery & Corruption

- ✓ Conduct our business in an ethical and honest manner and ensuring employees act in a professional manner in all our business dealings and relationships.

4.6 Anti-Money laundry & Sanctions

- ✓ Ensure due diligence and vetting when we engage with a suppliers or customers.

4.7 Anti-Slavery

- ✓ Commit to ensuring that there is no modern slavery or human trafficking in our supply chain or in any part of our business.

4.8 Whistle Blowing

- ✓ Implement channels to report concerns and ensure the protection of whistleblowers.

5.0 Governance

Strong governance is fundamental to our business integrity and long-term success. We will ensure:

5.1 Board Oversight

- ✓ Maintain a governance structure that provides clear oversight of ESG issues, with regular reporting to SLT.

5.2 Ethical Conduct

- ✓ Uphold the highest standards of business ethics and integrity in all our operations and interactions.

5.3 Compliance and Risk Management

- ✓ Ensure compliance with applicable laws and regulations and implement robust risk management frameworks to identify and address ESG-related risks and opportunities.

5.4 Transparency and Reporting

- ✓ Provide transparent, accurate, and timely disclosures on our ESG policies and practices to stakeholders on request.

6.0 Implementation and Accountability

We are committed to integrating ESG considerations into our business strategy and operations. To ensure effective implementation, we will:

6.1 Set Clear Goals

- ✓ Establish measurable ESG goals and targets and regularly review and update them as needed.

6.2 Encourage employee engagement

- ✓ Engage employees in ESG initiatives and provide training and resources to support their contribution to our sustainability goals.

6.3 Monitor and Report

- ✓ Monitor our ESG performance and report progress annually.

7.0 Continuous Improvement

We are dedicated to continuous improvement in our ESG practices. We will regularly review and update this policy to reflect evolving best practices and stakeholder expectations.

8.0 Conclusion

At Akixi we believe that integrating ESG principles into our business operations is essential for our long-term success and the well-being of society and the environment. We are committed to being a responsible corporate citizen and to creating value for all our stakeholders and customers.