

## Corporate Social Responsibility Policy

Convergence (Group Networks) Limited incorporating AIT Partnership Group Ltd and LAN3 Ltd is a provider of high-quality IT, network and communication products and services to UK public and private sector businesses and enterprises. We recognise and accept that in carrying out these activities we have a social impact. Whilst we have a direct responsibility towards our employees, clients and contractors we also recognise that we need to consider the wider community in which we operate. We have therefore created this Policy to highlight our commitment toward CSR principles.

### High standard of conduct

We have established a code of conduct that sets out the high standards expected of those working on our behalf. All employees must review and confirm their understanding and compliance with these requirements during their induction, completion is monitored via our LMS. Furthermore, employees are required to complete training courses on key CSR topics including but not limited to anti-bribery and modern slavery. We also maintain a supplier code of conduct that is issued to our suppliers during the onboarding phase. Once again expectations are set out within this document and suppliers are asked to confirm that they are able to meet the requirements therein.

### Equal opportunities and job satisfaction

We have an equal opportunities policy which has been established to ensure that we provide genuine equality of opportunity for all employees regardless of age, ethnic origin, religion, sexual orientation, or disability. We see our people as our biggest asset which is why we are committed to ensuring that they receive the right training and support to achieve their full potential. We offer all employees the option of a personal development plan (PDP) so that we can understand their career aspirations and work together to set objectives which will help them to reach their goal(s). In order to understand how we are doing; we conduct employee satisfaction surveys regularly. This provides employees with the opportunity to voice any concerns or frustrations they may have, the results are then compiled and reviewed by our People Team and shared with our Senior Management Team to agree an action plan and drive employee engagement and job satisfaction.

### Commitment to community

Whenever possible we look for ways in which we can give back to the community both directly and indirectly. We continue to partner with a local charity (Birmingham Pathfinder) to understand their needs and how we can support this. Over the years this has included collecting food bank / book donations for the charity to distribute to those in need, providing equipment for their staff (such as laptops/phones) and encouraging our employees to buy and donate gifts during festive periods. Throughout the year we also do small fundraising events such as bake sales the proceeds of which are donated to this charity. More recently we have looked into the Mental Health at Work Commitment and aim to align our business with the standards therein so that we can sign up with confidence and show that mental health at work is a priority for us. We now have a qualified Mental Health First Aider to help support this.

## Environmental considerations

Our organisation is ISO14001 certified and in 2022 we began our NetZero Journey having calculated our organisations carbon footprint and established a carbon reduction plan which can be found via our website along with a copy of our Environmental Policy (EP01) which contains further details regarding our commitment to the environment. In addition to the above and to further demonstrate our commitment to the environment and sustainability, we have also completed the EcoVadis CSR and sustainable procurement assessment. Evidence of our certificate can be found on our website and our scorecard can be shared upon request.

The Company's Directors, Managers and all employees are fully committed to implementing and maintaining this policy.

Signed:  Date: 30/01/2023

Neal Harrison  
Managing Director