



Environmental, Social and Governance Policy

POL0072 Environmental, Social and Governance Policy

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Environmental, Social and Governance Policy

1.1 Introduction

At LIMA Networks LTD, we recognise that our success is closely tied to our ability to operate responsibly and sustainably. This Environmental, Social, and Governance (ESG) Policy outlines our commitment to integrating sustainable practices, ethical decision-making, and social responsibility into all aspects of our business. Our dedication to driving positive environmental, social, and governance outcomes is part of our core business strategy. By integrating ESG principles into everything we do, we aspire to lead by example and contribute to a sustainable and equitable future.

1.2 Scope

This policy applies to all employees, contractors, and stakeholders involved in the operations of LIMA Networks LTD. It serves as a framework to guide our decisions, actions, and initiatives.

1.3 Sustainable Development Goals

The Sustainable Development Goals (SDGs) are a set of 17 global goals established by the United Nations in 2015 as part of the 2030 Agenda for Sustainable Development. They provide a universal framework for addressing the world's most pressing social, economic, and environmental challenges.

LIMA's ESG policy and approach is aligned to the following SDGs:

- **End Poverty:** In all of its forms, everywhere
- **Gender Equality:** Achieve gender equality and empower all women and girls.
- **Affordable and Clean Energy:** Ensure access to affordable, reliable, sustainable, and modern energy.
- **Decent Work and Economic Growth:** Promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work.
- **Industry, Innovation and Infrastructure:** Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation
- **Climate Action:** Take urgent action to combat climate change and its impacts.

1.4 Our approach to the environment

We are committed to measuring our environmental impact and setting ambitious goals for carbon reduction. Our actions today directly influence the well-being of future generations and the health of our planet. As a responsible organisation, we are dedicated to embedding sustainable practices across every aspect of our business.

Our approach to sustainability aligns with the UN Sustainable Development Goals (SDGs) and is backed by our ISO 14001 certification.

We have already made significant progress in reducing emissions, achieving a 19.4% reduction in Scope 1 and 2 emissions from 2022 to 2023. By 2026, we will measure and address Scope 3 emissions across six key areas: business travel, employee commuting, waste generation, transportation (both upstream and downstream), and purchased goods and services. Our ongoing data collection efforts in 2024 will ensure we meet these targets.

1.4.1 Carbon Reduction Initiatives

LIMA has implemented a range of initiatives to drive sustainability and operational efficiency, including:

- **Energy Efficiency:** Office consolidation, implementation of smart power strips, and device management policies to reduce energy consumption.
- **Sustainable Transport:** Installation of EV charging points, introduction of the Love Electric car scheme, and a cycle-to-work program.
- **Green IT Practices:** Investment in high-efficiency servers, refreshed laptop estate, and partnerships to reduce e-waste and promote a circular economy.
- **Renewable Energy & Waste Management:** Alignment with 100% green energy suppliers and partnerships with Computer Waste to minimise environmental impact.
- **Supply Chain Accountability:** Implementation of a sustainability supplier questionnaire and engagement with a third-party consultancy, Pathway to Carbon Zero, to assess and report emissions.

1.5 Our approach to social value

We are committed to driving positive social value through every aspect of our operations. We recognise our responsibility to contribute meaningfully to the communities we serve, the environment we impact, and the people we work with. By prioritising initiatives that promote sustainability, inclusivity and community well-being, we strive to create a lasting and measurable difference.

Within LIMA, we ensure our approach to employees is aligned with best HR practices, ensuring equal opportunities and promoting diversity, equity, and inclusion. We maintain a safe and healthy work environment by offering incentives to support physical, mental, social and financial wellbeing.

We are proud to have a long-standing commitment to supporting charities and making a meaningful difference in the lives of those in need. Over the years, we have partnered with a variety of local and national charitable organisations, providing both financial contributions and hands-on support through employee volunteering initiatives. On an annual basis, we select a charity partner of the year to support in various ways, such as corporate volunteering days, fundraising events and awareness raising. We also encourage our employees to champion

causes close to their hearts, fostering a strong culture of giving back and creating a positive impact in the communities where we live and work.

1.6 Our approach to governance

Strong corporate governance is fundamental to our success and credibility. We uphold high ethical standards and ensure transparency in our operations. Our approach to governance is based on our ISO 27001 and 9001 certification.

We have established comprehensive policies and procedures to ensure that behaviours and conduct align with our regulatory obligations. These include key policies such as the Data Protection Policy, Anti-Bribery Policy, and Acceptable Use Policy. To reinforce compliance, all employees receive thorough training on these expectations during their induction and through annual e-learning programs, fostering a culture of integrity and accountability.

We have implemented, maintained, and continuously enhanced our technical and organisational measures to ensure the highest standards of data security and GDPR compliance in handling and processing customer data. Our commitment to data protection is reinforced by our Cyber Essentials Plus accreditation and our alignment with the NHS Data Security and Protection (DSP) Toolkit, where we have achieved a 'Standards Exceeded' rating. Additionally, our Data Protection Manager is registered as a Caldicott Guardian with NHS England, further demonstrating our dedication to safeguarding sensitive information.

1.7 Continuous Improvement

We are committed to continuously enhancing our ESG practices to drive meaningful and lasting impact. We will review and update this policy periodically to reflect evolving best practices, stakeholder expectations, and regulatory developments.

This policy is endorsed by senior leadership and applies to all employees and stakeholders associated with LIMA.