



Environmental, Social and Governance Policy

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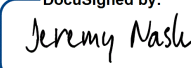
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The signatures below certify that this document has been reviewed and accepted and demonstrates that the signatories are aware of all the requirements contained herein and are committed to ensuring their provision.

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Amendment Record

This Policy is reviewed to ensure its continuing relevance to the systems and process that it describes. A record of contextual additions or omissions is given below:

Page No.	Context	Revision	Date
5, 6, 7	Document review – Minor changes to introduction, Protection of the Environment, Health and Safety, Community, Update of ISO Logos, Inclusion of Responsible trading	5	12/02/2020
6,7	Changes made to Community, certification updated to reflect new format	6	22/09/2021
6, 7, 8, 9	Inclusion of: Sustainability Goals and Plans, Reduction of Carbon Footprint, SSIP, Carbon Reduction Plan, Risk and Opportunities	7	28/01/2022
1, 3, 7	Change of title from CSR to ESG, Change in Supplier and Sub Contractor ref. Removal of specific ILO references	8	25/02/2022
5, 6, 7, 8, 9, 10, 11, 12	Document Review, Amendment to: Overview of ESG, Inclusion of Core Values, Looking after employees, Single-use plastics. Amendment to Waste Management. Inclusion of Ethical Disposal with ESG Charitable Activities. Renaming of Carbon Footprint to Net Zero Ambitions. Inclusion of: Solar Panels, Intergovernmental Organisations (UN Global Compact), Support our Customers, SafeSupplier, and Community Engagement Changes to: ISO Logo, Inclusion of Climate Change to risks and Summary of ESG Achievements	9	11/06/2025

Supporting documentation:

Ref	Title & Description	
QM001	Quality Management Manual	ISO 9001:2015
QM001.0a	Quality Policy	ISO 9001:2015
QM001.1a	CI BS31000:2021 Risk Management Policy	BS 31100:2021
QM001.4	Centerprise Group Equality and Diversity Policy	ISO 9001:2015
QM001.5	Centerprise Group Ethical Trading Policy	ISO 9001:2015
QM001.8	Centerprise Group Anti-Slavery and Human Trafficking Policy	ISO 9001:20015
QM002	Customer Satisfaction Management System	ISO 10002:2018
QM003 (A2)	Environmental Policy	ISO 14001:2015
QM003.2	Environmental Legislation and Standards Register	ISO 14001:2015
QM003.7	Green ICT Policy	ISO 14001:2015
QM003.13	WEEE Policy and Directive	ISO 14001:2015
QM003.15	RoHS and REACH Compliancy Declaration	ISO 14001:2015
QM003.16	Energy Management Policy	ISO 14001:2015
QM005.1	CI Information Security Policy	ISO 27001:2022
QM005.8	CI Information Security Policy – Suppliers	ISO 27001:2022
QM005.11	CI Corporate Hospitality and Bribery Act 2010 Policy	ISO 27001:2022
QM006.1	H&S Policy	ISO 45001:2018
QM006.3	H&S Legislation and Standards Register	ISO 45001:2018
Website	Supplier and Sub-Contractor Audit Questionnaire	ISO 9001:2015

Environmental, Social and Governance Statement

Centerprise International Limited (CIL), formed in 1983, grew through success based initially in manufacturing high quality customised desktop PCs, notebooks and servers at our facilities in Basingstoke and Ystrad Mynach.

Overview of ESG

Environmental, Social, and Governance (ESG) principles have become a cornerstone of responsible and sustainable business practices. These principles guide companies in making decisions that are not only financially beneficial but also environmentally conscious, socially responsible, and ethically governed.

For Centerprise International Ltd, integrating ESG into our core strategy is essential for driving long-term success and contributing positively to the world around us. We recognise our responsibility in ensuring that part of that success depends on our ability to manage our business ethically, transparently, and responsibly.

We realise that there are many laws and regulations central to the requirements to meet these obligations. We strive to maintain an environment that allows our customers to remain compliant with the rules most relevant to them. These principles, in addition to our Code of Conduct and other internal policies, describe the kind of behaviour required by all of our employees.

We have adopted the set of values below as part of ensuring Corporate Responsibility. These Core values are the deeply ingrained principles that guide all of our company's actions.

- **Customer Centric** – Ensure customer satisfaction is our number one priority
- **Succeed** – Be innovative and do all that is reasonable to deliver a positive outcome
- **Courage** – Have the strength to make a difference and don't be afraid to constructively challenge the status quo
- **Dedication** – Give your time and energy in the best interests of the company
- **Commitment** – Be true to your word and go the extra mile to deliver on your promise

Looking after Employees

Centerprise International Ltd recognises that our employees are the key to our success, we seek to actively engage our employees in the ongoing business strategy and our approach in relation to all aspects of service delivery. We hold a twice-yearly annual Reviews, and quarterly company meetings, to communicate and engage with our teams.

Wages and Benefits

We will comply with all applicable wage and hour laws and regulations, including those relating to minimum wages; overtime hours, and other elements of compensation, and provide legally mandated benefits.

Working Hours

We will not exceed prevailing local working hours and will appropriately compensate overtime. We will not force our employees to work more than the allowable time required to work without their consent.

Non-discrimination

We will not discriminate in hiring and employment practices on the grounds of race, religion, age, nationality, social or ethnic origin, sexual orientation, gender, gender identity or expression, marital status, pregnancy, political affiliation, or disability.

Respect and Dignity

We will treat all our employees with respect and will not use threats of violence or other forms of physical coercion or harassment.

Freedom of Association

We shall respect the legal rights of employees. We have the right to establish favourable employment conditions and to maintain effective employee communications programs as a means of promoting positive employee relations.

Health and Safety

We are committed to providing our employees with a safe and healthy workplace in compliance with all applicable laws and regulations. Consistent with these obligations, we have developed a robust H&S Management System (audited annually as part of our ISO 45001 and SSIP certification) that encompass safety, Risk Management, incident investigation, and ergonomics.

Protection of the Environment

Managing our impact on the environment in a responsible and ethical manner

We will operate in a manner that is protective of the environment.

As a minimum, we will comply with all applicable environmental legislation, regulations and standards (ISO 14001), such as requirements regarding the use of certain hazardous substances in electrical and electronic equipment (RoHS), chemical (REACH Articles) and waste management and disposal (WEEE), recycling (Waste Legislation), air emissions controls (FGas Regulations), environmental permits and environmental reporting.

Single-use plastics

In line with our statutory and legal obligation we have eliminated single-use items such as plastic cups and bottles within the workplaces.

Waste Management

We have implemented comprehensive recycling systems for paper, plastics, food waste and cardboard. Our waste strategy includes:

- Diverting waste from landfill through strategic partnerships.
- Recycling bins in the office have replaced mixed waste bins
- Complying with new 2025 regulations requiring separation of recyclables, food waste, and residual waste.
- Managing WEEE (Waste Electrical and Electronic Equipment) in line with national protocols.

Ethical Disposal with ESG Charitable Activities

By working with our strategic partner SunScreenIT, we have forged a powerful partnership to promote responsible IT asset disposal while delivering tangible social and environmental benefits. Through this collaboration, Centerprise provides secure, ADISA-certified IT asset disposal (ITAD) services, that ensures full compliance with data protection standards and environmental regulations. What sets this partnership apart is its charitable model: all profits generated from ITAD services referred by SunScreenIT are donated to SunscreenIT of which 100% of the profits are ceded to SunscreenIT Foundation. For every pallet of IT assets responsibly recycled or refurbished, IT access is provided to 27 pupils annually in underserved regions such as Sierra Leone, Ghana, and parts of the UK.

This initiative not only diverts e-waste from landfill but also supports a circular economy by extending the life of IT equipment, reducing carbon emissions, and conserving natural resources. This collaboration with SunScreenIT exemplifies how ethical business practices can drive both sustainability and social impact on a global scale.

It is the aim of Centerprise International to be able to evidence that for every new PC Sold, one is recycled.

Net Zero Ambitions

Centerprise International Ltd is committed to achieving net zero emissions by 2050, with interim targets including a 50% reduction in carbon emissions by 2030.

Our strategy includes:

- Transitioning to renewable energy sources across all sites.
- Installing solar panels at key facilities (e.g. T2 and T5).
- Promoting hybrid and electric vehicles through a salary sacrifice EV scheme.
- Encouraging virtual meetings and hybrid working to reduce travel emissions.
- The photocopier defaults to double side printing in black and white. To reduce printing, DocuSign has been introduced to sign document electronically.

It is recognised that the significant source of emissions is the selling of products. This is accounted for under our Scope 3 – category 11 and currently represents 56.2% of the company's total footprint, followed by Scope 3 – Category 1 Purchased goods and services which currently sits at 41.9%

To counter this 98% Emission Rate, Centerprise International Ltd is committed through their Asset Retirement Section, to be in a position that for every product sold, a product is recycled or refurbished by embedding circular economy principles into our operations.

As part of our ISO Standards Management review, environmental elements on reducing our impact are discussed and includes ways of reducing the carbon footprint.

Solar Panels

As part of the extension of the Welsh Facility (T5) in 2021, solar panels were fitted which currently produces 34,975 kWh of power. This figure has reduced the annual consumption of electricity for the Welsh Facility by 38%.

In 2025, our warehouse facilities in Basingstoke had 250 solar panels fitted covering 593.6mtr of the Warehouse roof. Since the installation in March, there has been a significant drop in the electrical consumption, 3 months of data (March, April and May 2025) the panels have reduced our consumption from the grid by 38,332.2 kWh and have been able to supply back to grid 15,327 kWh during the same period.

It has been estimated that the annual output from the panels will be 125,269 kWh, with 75.8% of the power being generated being used by the Warehouse facility. The solar panels also assist in the charging of the 4 EV charging points at the Basingstoke site.

With the success of the Basingstoke installation, there is the intent to increase the number of panels at our Welsh Facility by 150 panels. It is anticipated that this extension of the panels will increase the current generation capacity of 34,975 kWh to an estimated 75,955 kWh per annum.

Intergovernmental Organisation (IGO)

UN Global Compact

We have committed to the 10 principles of the Global Compact, which are:

Human Rights

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: Make sure that they are not complicit in human rights abuses.

Labour

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.

Principle 4: The elimination of all forms of forced and compulsory labour

Principle 5: The effective abolition of child labour; and

Principle 6: The elimination of discrimination in respect of employment and occupation.

Environment

Principle 7: Businesses should support a precautionary approach to environmental challenges

Principle 8: Undertake initiatives to promote greater environmental responsibility; and

Principle 9: Encourage the development and diffusion of environmentally friendly technologies.

Anti-Corruption

Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.

This commitment also includes the UN Forward Faster program, which focuses more on the topics of gender equality, climate action, living wage, water resilience and lastly finance and investment. This initiative aims to increase accountability and transparency by businesses like Centerprise International Ltd to publicly declare their support to the UN Global Compact.

We achieve this by ensuring that we have put into place the following:

1. Centerprise Group Anti-Slavery and Human Trafficking Policy and annual statement.
2. Centerprise Group Ethical Trading Policy
3. Centerprise Group Equality and Diversity Policy
4. Supplier Code of Conduct
5. Child Protection Policy
6. Corporate Hospitality and the Bribery Act 2010

7. Centerprise ICT Policy and Guide
8. CI WEEE Policy and Directive
9. RoHS Compliancy Declaration on Materials used by Centerprise International Group
11. Environmental Legislation and Standards Register
12. Centerprise International Group Environmental Policy

Responsible Trading

Ethical Dealings

We will observe the highest ethical principles in performing work. We will be familiar and will strictly comply with all applicable laws and regulations on bribery, corruption, and prohibited business practices.

We have not and will not corruptly offer, promise, or make or agree to make any payments or gifts, of money or anything of value, directly or indirectly to anyone for the purpose of influencing decisions.

Building and maintaining the highest standards amongst our suppliers

We are committed to maintaining high standards amongst our suppliers. We oppose the exploitation of workers, and we will not tolerate forced labour, or labour which involves physical, verbal or psychological harassment, or intimidation of any kind. We will not accept human trafficking or the exploitation of children and young people in our business and undertake all reasonable and practical steps to ensure that these standards are maintained.

We are choosing to work with suppliers who can evidence positive action to address the environmental and social impact our industry is having in the World, whilst also investing in measures to drive economic benefit at a regional level.

Our overarching goal is to leverage technology to bring about change whilst seeking to minimise the negative impact the industry is having on the environment and developing nations. With likeminded partners we intend to:

Minimise carbon emissions, enhance social equity and improve economic development. To do this we plan to:

- Have a valid view on public sector procurement reform and influence how procurement can be an enabler for change.
- Deliver power efficient solutions, maximise the useable life of an asset and recover every ounce of value from retired assets.
- Invest in offerings that enhance public services whilst lowering the cost of delivery.

As part of this commitment, suppliers are required to complete a Supplier and Subcontractor Audit Questionnaire that includes questions regarding their commitment to the Anti-Slavery Act 2015 and ILO conventions.

Supporting our Customers

At Centerprise International, we believe that by assisting our customers in achieving their sustainability goals, we can contribute to a greener future.

Data security and environmental responsibility are critical for any organisation. Ensuring compliance with legal requirements, enhancing service efficiency, and recouping value from redundant IT assets are all essential components of a robust IT asset disposition (ITAD) strategy. Our comprehensive chain of custody

and asset tracking system eliminates the risk of data loss, ensuring compliance with all legal requirements and protecting your organisation from reputational damage and legislative fines.

Our approach yields significant benefits: We help reduce carbon emissions through responsible recycling and reuse, minimise water usage in the recycling process, and decrease the need for new raw materials by reusing existing resources. These practices not only lead to substantial cost savings and increased financial returns from properly managed IT assets but also reduce toxic waste in landfills.

By not treating IT assets as waste, you maximise financial returns, reduce environmental impact and ensure compliance with all relevant regulations. Through Ci Recycling, we are committed to supporting our customers to achieve their IT goals effectively and efficiently.

Safe Supplier Certification

As a business we have demonstrated our commitment to operating in an ethical way by enrolling into the Alcumus Safe Supplier Certification. This certification requires us to demonstrate annually that we have sufficient controls in place in regard to:

- Business and Professional Standing
- Environmental management
- Financial management
- Health and Safety
- Quality Management
- People
- Risk Management
- Carbon Emissions

Laws, Regulations, and Other Legal Requirements

We will comply with all applicable laws and regulations in all locations where we conduct business.

Community Engagement

At Centerprise International, we strive to foster a business environment where sustainability, social responsibility, and good governance are the cornerstones of our success, benefiting both the local community and the wider world. Our holistic approach emphasises doing good at every level – community, national, and global.

Our staff are deeply committed to positive change, organising charity events such as golf days, race nights, and charity runs on their own initiative. To support their efforts, we offer staff a day off under our CSR volunteering day programme.

Additionally, we run a staff lottery, where half of the proceeds are donated to a charity chosen by the winner. Our company-wide activities include raffles, barbecues, and breakfast parties, all aimed at raising funds and awareness for important local causes.

At the management level, we amplify these efforts by making significant contributions to charities we support in Basingstoke and Wales, where our main offices are. Beyond our ongoing support for Ark Cancer Charity, Rotary Club, Dragons Rugby, and Action for Children, we actively contribute to organisations like Hounds for Heroes, Help for Heroes, Hoplite Fund, Cystic Fibrosis Trust, Harbour Cancer Support, Stroke Association, Naomi House & Jacks place, Macmillan Cancer Support, Disability Wales, and St. David's Hospice Care.

We have also collaborated with healthcare bodies, such as BETSI Cadwaladr University, Great Ormond Street Hospital, and our partner SENSEi to modernise social care facilities. Additionally, we have supported sports clubs by providing kits and sponsoring events for Starlands Warriors, Basingstoke Rugby Club, Chirk Football Club, and Gwent Rugby Club.

As mentioned previously, through our CI Recycling department (ADISA Standard 8 Certified), we have ceded profit from our Asset Management business to SunScreenIT, enabling them to deliver sustainable IT solutions to developing nations and social causes in the UK.

These efforts support educational initiatives, provide technology to underserved communities, and reduce electronic waste. By extending the life cycle of IT equipment, we help bridge the digital divide and promote environmental stewardship. These initiatives reflect our unwavering commitment to making a positive impact both locally and globally.

Our commitment to cohesive communities in Wales is backed by a clear financial promise. We dedicate 0.25% of our revenue from all sales to the Welsh Public Sector initiatives, funding impactful projects across the region.

Through our partnership, we have enabled 30 outreach workshops, reaching 500 individuals, 8 skills camps, and 6 children's sports events in the Caerphilly area. We have increased attendance for the existing walking rugby programme by 40%, celebrating student success by providing 750 individuals from 45 primary schools with match day experiences at Rodney Parade and extended weekly sporting memory sessions by 40% to support people with loneliness, dementia, and depression.

Additionally, we have hosted supplementary workshops promoting health and wellbeing, including mental health. Our ethical trading practices ensure no Welsh pupil uses a computer or tablet made in non-compliant factories. Centerprise is committed to helping Wales build future skills by offering ICT based work placements to local schools.

We run several educational initiatives, such as 'technology supporting the curriculum' workshops, and continue to champion careers in STEM subjects.

Related ISO Standards:

- ISO 9001 Quality Management Systems
- ISO 10002 Customer Satisfaction Standard
- ISO 14001 Environmental Management Systems
- ISO 20000_1 Service Management
- ISO 27001 Information Security Management Systems
- ISO 45001 Occupational Health and Safety Management System



Certificate No 6786
ISO 9001 / ISO 14001
ISO 22301 / ISO 27001
ISO 45001



Certificate No 6786
BS 15713 / ISO 10002
ISO 42001



Certificate No 6786
ISO 20000-1

Risks and Opportunities

The following risks and opportunities have been considered in relation to our Environmental, Social and Governance goals:

Risks

- Waste to landfill
- Improper use of Waste Streams
- Unethical treatment of workforce
- Reputational damage
- Climate change

Opportunities

- Minimising the impact on the environment and being socially responsible in the procurement of goods and services
- Create a culture of sustainability and wellbeing
- Engaging with our supply chain to promote and encourage best practice, improved working conditions, equality, and ethical behaviour
- Establishing likeminded Strategic Partners to help meet our aspirations in becoming an environmentally sustainable company.
- Improving sustainable sourcing of materials (e.g. IT Components)
- Improve our purchasing performance by bringing our contractors, sub-contractors and suppliers along with us which will also lead to closer working relationships with the supply chain for the benefit of all.
- Employee wellbeing
- Enhancement of company reputation

Summary of ESG Achievements

Over the years we have made significant strides in our ESG journey. Some of our notable achievements include:

- We have maximised the use of existing resources by prioritising circular materials, reusing waste, and extending the life of machinery and equipment
- We have reduced electricity emissions by selecting a utility company that provides a Net Zero solution.
- We have implemented a Salary Sacrifice EV Scheme. Significant reductions were achieved by re-evaluating fleet vehicle use, investing in EV vehicles, and installing more energy-efficient boilers at our facilities.
- Installation of solar panels to reduce our energy needs on the energy grids at Basingstoke and Caerphilly sites.