


Environmental, Social and Governance

Supporting our people, our community, our customers and our planet



An aerial photograph showing a rugged, rocky coastline. The land is light brown and tan, dotted with numerous patches of vibrant green vegetation. The water is a deep, clear turquoise color, contrasting sharply with the land. The coastline curves from the top left towards the bottom center of the frame.

“ *Climate change is the largest and most far-reaching market failure in the history of the world.*”

Sir Nicholas Stern (British economist)

CHAPTER ONE:

Introduction

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, integrating ESG into our core strategy is essential for driving long-term success and contributing positively to the world around us.

Why is an ESG Strategy Needed

In a world where change isn't always positive, ESG offers a path toward a better future. It's about shaping a business landscape where sustainability, social responsibility, and good governance drive success and benefit society as a whole. The evidence is clear:

GLOBAL WARMING



Human activities over the past 200 years have increased global temperatures by 1.1°C above pre-industrial levels. This rise has led to more frequent and hazardous weather events, causing significant destruction to people and the planet.

CARBON DIOXIDE LEVELS



In 2020, atmospheric CO2 levels reached 417 parts per million, the highest in human history. This concentration was last seen around four million years ago, indicating the urgent need for action.

DEFORESTATION



Since 1990, the world has lost 690,000 square miles of forest, an area equivalent to the size of Libya. This deforestation accelerates climate change and biodiversity loss.

CHAPTER TWO:

Supporting Our People

At Centerprise International, our people are our greatest asset. We are committed to creating an inclusive, supportive, and safe work environment where every individual can thrive. Our comprehensive approach to supporting our people encompasses three key areas: diversity, well-being, and health and safety. By integrating these elements into our workplace culture, we ensure that our employees feel valued and respected.

Centerprise International values diversity as a strength essential to our success. It includes recognising both visible and non-visible differences in people, such as their work approach, experiences, and values. By embracing these differences, we aim to create an environment where everyone feels valued and can achieve their personal and organisational goals.

To promote work-life balance, we have implemented flexible working options that allow employees to select from three different start times. Our hybrid working model continues to support working from home up to two days per week.

The company has pledged to increase the holiday entitlement for all employees by three days per year. All employees have one corporate social responsibility day (CSR) to undertake voluntary work in the community and two well-being days to focus on personal health and relaxation.



'The Holiday Purchase Scheme that Centerprise International offers to its staff helped me improve my work-life balance. The extra time off has allowed me to plan activities that I wouldn't normally have time for, including a long-overdue trip to spend quality time in my home country with my extended family, help me recharge, and return to work feeling refreshed, less stressed and motivated, which led to noticeable improvements in my productivity and job satisfaction.'

Dorota Sadowska
Asset Management Operational Manager

ENVIRONMENTAL SOCIAL GOVERNANCE

We offer private medical insurance to all employees to complement and enhance health coverage beyond the public system, ensuring broader access to medical services and personalised care.

We have a SAGE benefits package that includes a suite of perks, such as financial consulting and discounts on everyday items. With SAGE, employees can enjoy OnDemand GP appointments, a 24-hour support line, and a Cycle to Work scheme, all designed to enhance well-being, financial health, and overall job satisfaction.

We introduced a Christmas Savings Club to assist in year-end financial planning and help employees budget for holiday season expenses.

At Centerprise International, we are dedicated to ensuring the health and safety of our employees, customers, and anyone affected by our activities. We provide a safe environment by maintaining healthy working conditions, controlling health and safety risks, ensuring safe equipment and substance handling, consulting with employees, and offering necessary information, training, and supervision.



'Working in a hybrid model has provided an ideal blend of structure and flexibility. Office days are crucial for face-to-face collaboration, attending meetings, and engaging in team activities that benefit from in-person interaction. This routine helps maintain a sense of normalcy and professional engagement, allowing me to stay connected with colleagues and fully immerse myself in the company culture.'

Mondays and Fridays are my designated work-from-home days, which have been a lifesaver for balancing professional responsibilities with personal commitments, particularly looking after my five-year-old autistic granddaughter, Illyanna. These days are structured around her schedule, allowing me to provide

her with the care and attention she needs while still fulfilling my work duties. Mornings often start with answering emails and planning my day before she wakes up and demands her Coco Pops, and I use her school hours for meetings and more focused work.

This hybrid schedule has fostered a deeper bond with Illyanna, as we get to spend quality time together on my home days. The company's understanding and support for this flexible arrangement underscore their commitment to employee well-being and work-life balance. Knowing I have the company's backing to manage my dual roles effectively without sacrificing productivity makes me feel valued and appreciated. This balance not only enhances my job satisfaction but also enriches my personal life, making the hybrid working model an indispensable part of my routine.'

Graham Harmer
Creative Designer

CHAPTER THREE:

Supporting Our Community

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 & Jacksplace, 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.**



ENVIRONMENTAL SOCIAL GOVERNANCE



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.

Supported charities include:



Additionally, we partner with Dragons Rugby in a community outreach program in Southeast Wales to support those in need.

Rotary



We actively participate in Rotary Club initiatives locally and internationally, including the Festival of Transport, the Military Band Anvil Concert, and the Shoebox Appeal.



Our partnership with Ark Cancer Charity supports over 20,000 expectant parents annually, providing vital assistance through antenatal screening for babies with potential genetic or structural conditions.



We are proud to support Action for Children in their mission to assist the 4 million children living in poverty across the UK. Recently, we participated in the Boycott Your Bed event to raise awareness and funds for this important cause.

Planned future projects:

**YOUTH CENTRE AND
NHS VOCATIONAL
TRAINING**

WIRRAL, UK

**SPECIAL NEEDS
SCHOOL**

**WANDSWORTH,
LONDON, UK**

**AUTISM &
SPECTRUM NEEDS
IT DIGITAL ACCESS**

LONDON, UK

CHAPTER FOUR:

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.



ENVIRONMENTAL SOCIAL GOVERNANCE

However, our services at Centerprise International extend beyond ITAD to support our customers and address their IT needs. For example, Liverpool City Council, one of our esteemed clients, enhanced the social value of their services through our contributions. We donated notebooks to voluntary, community, and social enterprises (VCSEs). Our staff provided career advice to schools, raising awareness about the IT industry and guiding students toward potential career paths. Additionally, our employees volunteered their time to support local community projects in the Liverpool area, including activities such as painting and decorating classrooms. Through these initiatives, we helped Liverpool City Council deliver greater social value to the community.

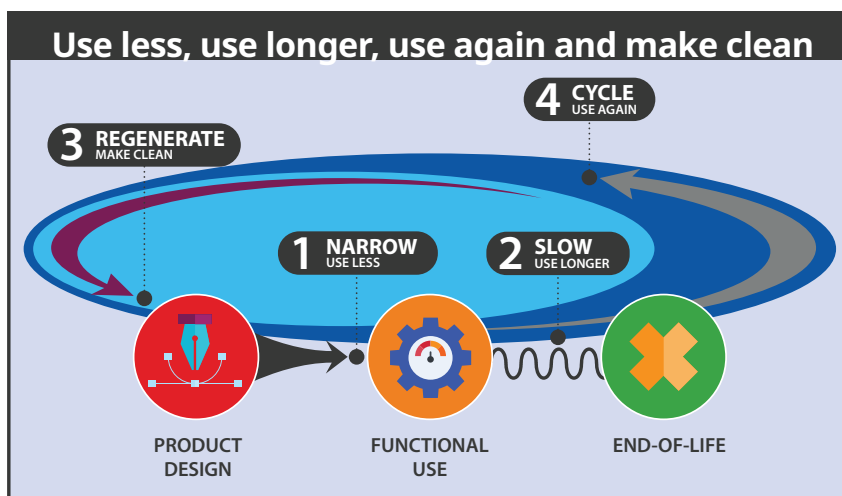


Through various initiatives, we assisted the Caerphilly Council in achieving its sustainability goals. We minimised our carbon footprint by utilising low – or zero-emission vehicles and sourcing local produce. We reduced food waste and extended the lifecycle of resources. Additionally, we invested in and supported local environmental education initiatives, donated equipment to support VCSEs, and provided expert business advice to both VCSEs and micro, small, and medium Enterprises (MSMEs). We also contributed voluntary hours to support VCSEs and backed waste management training initiatives.

ENVIRONMENTAL SOCIAL GOVERNANCE

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 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%, celebrated student success by providing 750 individuals from 45 primary schools a match day experience at Rodney Parade, and expanded weekly sporting memory sessions by 40% to support people with loneliness, dementia, and depression.

Additionally, we have hosted supplementary workshops promoting health and well-being, 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.



Our customers trust Centerprise International to support their sustainability and IT goals through a robust IT asset disposition strategy that ensures data security, regulatory compliance, and environmental responsibility.

CHAPTER TWO:

Supporting Our Planet

As our business progresses, our ESG strategy remains adaptable, constantly evolving to fulfil our mission of lessening our environmental footprint and meeting the evolving needs of our community. Moving forward, Centerprise International will continue to prioritise sustainability, driving innovation and fostering a greener tomorrow. Together, through collaboration and purposeful partnerships, we strive to build a world where both businesses and the planet flourish, ensuring a better future for generations to come.

Our ESG Mission

At Centerprise International, our mission is to invest with sustainability at its core. We are dedicated to being responsible stewards of the environment, fostering positive social relationships, and ensuring robust governance practices.

ENVIRONMENTAL SOCIAL GOVERNANCE

ENVIRONMENTAL

Our commitment to environmental stewardship includes:

- **Reducing Energy Emissions:** Implementing measures to decrease our carbon footprint and combat climate change.
- **Waste Management:** Developing sustainable waste management practices to minimise our environmental impact.
- **Sustainable Resource Allocation:** Utilising resources efficiently and promoting sustainable practices across our operations.

SOCIAL

We prioritise the well-being of our employees, customers, and communities by focusing on:

- **Health and Well-being:** Ensuring safe and healthy work environments and supporting employee wellness.
- **Diversity and Inclusion:** Promoting a diverse and inclusive workplace that values different perspectives and experiences.
- **Community Impact:** Engaging in initiatives that benefit society and support local communities.

GOVERNANCE

Our governance practices are designed to ensure ethical and transparent business operations:

- **Board Diversity:** Ensuring diverse representation on our board to enhance decision-making.
- **Structure Review:** Regularly reviewing and improving our governance structures.
- **Compliance:** Adhering to statutory and legal requirements and upholding the highest ethical standards.

Summary of ESG Achievements

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

Despite selling more products in 2022/2023, we achieved a 3% reduction in Scope 3 emissions.

We have reduced electricity emissions by selecting a utility company that provides a Net Zero solution.

We have maximised the use of existing resources by prioritising circular materials, reusing waste, and extending the life of machinery and equipment.

We have implemented a Salary Sacrifice EV Scheme. Significant reductions were achieved by re-evaluating fleet vehicle use, investing in EV vehicles, and installing a more energy-efficient boiler at our head office.

Meeting the Ten Principles of the UN Global Compact

At Centerprise International, we:

1. support and respect the protection of internationally proclaimed human rights.
2. make sure that we are not complicit in human rights abuses.
3. uphold the freedom of association and the effective recognition of the right to collective bargaining.
4. eliminate all forms of forced and compulsory labour.
5. eliminate child labour.
6. eliminate discrimination in employment and occupation.
7. support a precautionary approach to environmental challenges.
8. undertake initiatives to promote greater environmental responsibility.
9. encourage the development and diffusion of environmentally friendly technologies.
10. work against corruption in all its forms, including extortion and bribery.

We achieve this by complying with:

1. Centerprise Group Anti-Slavery and Human Trafficking Policy (ISO 9001:2015 – 4.2, BS 25700:2022 – 5.3)
2. Centerprise Group Ethical Trading Policy (ISO 9001:2015 – 4.2)
3. Centerprise Group Equality and Diversity Policy (ISO 9001: 2015 – 4.2)
4. Supplier Code of Conduct (ISO 9001:2015 – 8.4)
5. Child Protection Policy (ISO 27001:2013 A.18.1)
6. Corporate Hospitality and the Bribery Act 2010 (ISO 27001:2013 A.18.1)
7. Centerprise ICT Policy and Guide (ISO 14001:2015-7.2/7.3)
8. CI WEEE Policy and Directive (ISO 14001:2015)
9. Environmental, Social and Governance Policy
10. RoHS Compliancy Declaration on Materials used by Centerprise International Group (ISO 14001:2015 6.1.3)
11. Environmental Legislation and Standards Register (ISO 14001:2015 4.2.4)
12. Centerprise International Group Environmental Policy

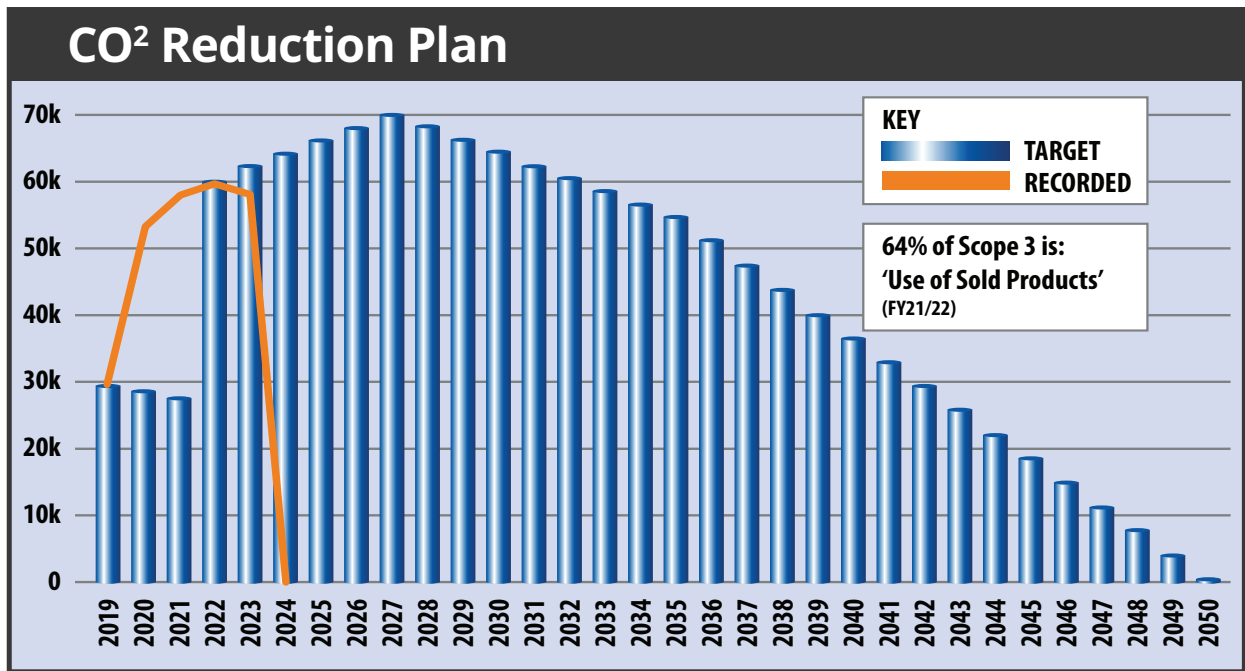


Future ESG Goals

Looking ahead, Centerprise International is committed to further advancing our ESG agenda. Our future goals include:

ENVIRONMENTAL

- Achieving net-zero carbon emissions by 2050, increasing our use of renewable energy, and further reducing waste through innovative recycling programmes.

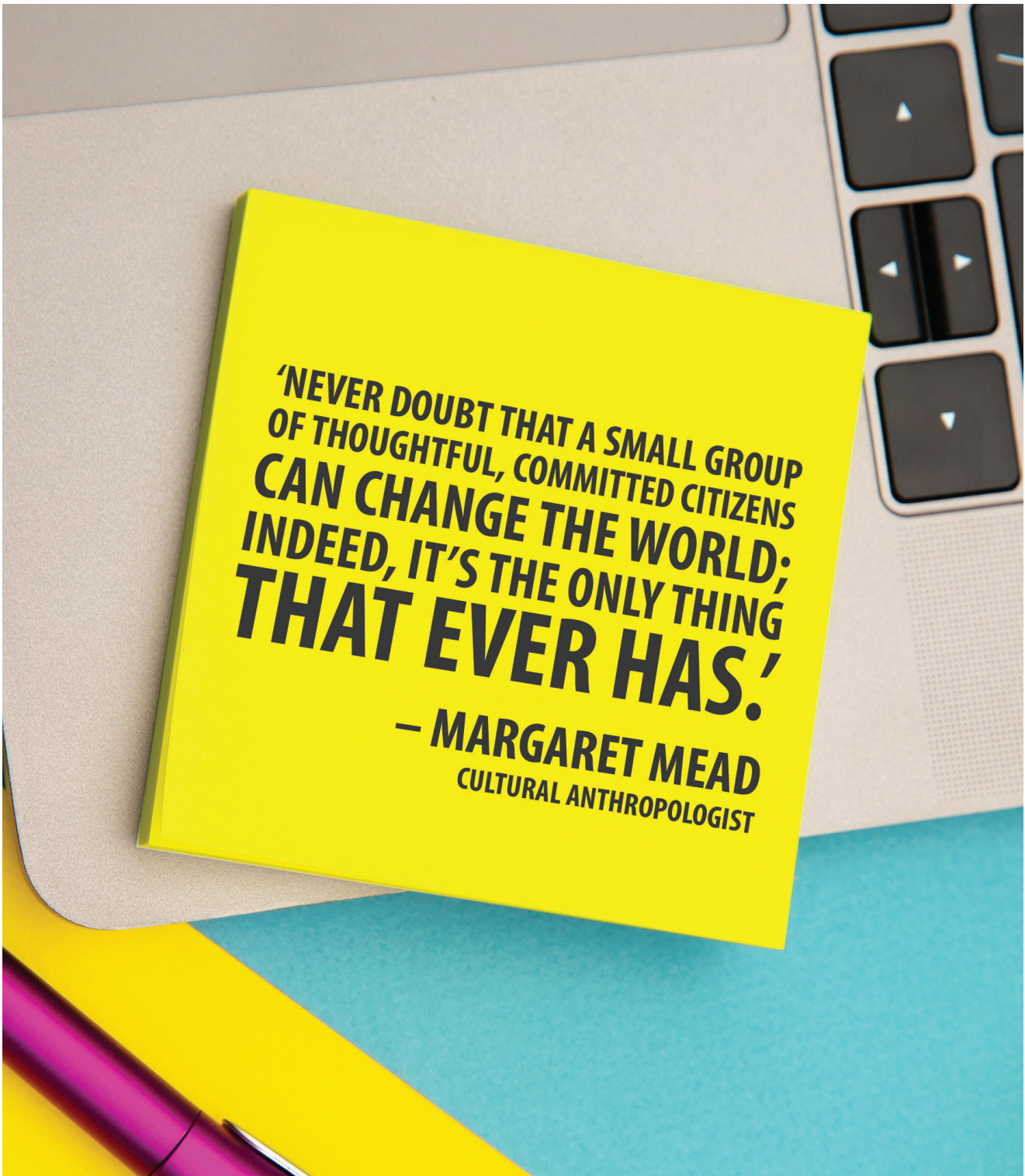


SOCIAL

- Expanding our community outreach programmes, enhancing employee well-being initiatives, and promoting a culture of continuous learning and

GOVERNANCE

- Continuously improving our governance practices, fostering greater transparency, and ensuring robust risk management across all operations.



References

Environmental, Social and Governance Policy

Ethical Trading Policy

Carbon Reduction Plan

Centerprise International: A Leading Technology Solutions Provider

With a 40-year heritage of delivering IT solutions and 25 years of expertise in disaster recovery, Centerprise International brings a wealth of experience to the table. We possess an expansive portfolio of solutions and a dedicated team of 240 staff.

Tailored solutions for government needs

Centerprise International stands out by focusing on delivering technology solutions that align with the distinct requirements of government departments. Rather than offering one-size-fits-all products, we take a strategic approach to provide customised solutions that bridge the gap between generic technology providers and the unique demands of public sector entities.

A range of partnered solutions

Centerprise International benefits from a network of partnerships with various technology providers, which enables them to present a curated portfolio of solutions. This flexibility allows government entities to choose and integrate technologies that best match their objectives, addressing the diverse needs of the public sector effectively.

Guidance and support

Centerprise International goes beyond product offerings by providing expert guidance and support during the implementation process. We help government departments formulate effective strategies for technology adoption, risk management, and long-term scalability. Our commitment extends to offering training and ongoing assistance, ensuring that the government's workforce can effectively utilise new technologies.

Cost-effective choices

Centerprise International's deep market knowledge assists government entities in making cost-effective technology choices that align with their budget constraints. We aim to ensure that technology investments provide value for money and contribute to the success of government technology initiatives.

Addressing technology challenges

As the UK government allocates significant resources to technology investments, challenges may arise. Centerprise

International's expertise can help mitigate these challenges, particularly in areas such as emerging technology implementation, cybersecurity, and ensuring that investments translate into tangible benefits for citizens.

What we offer

Centerprise International offers a comprehensive range of IT solutions and services, including:



In conclusion, Centerprise International is a notable technology solutions provider that contributes to the UK government's digital transformation journey. Our approach, partnered solutions, guidance, and commitment to cost-effectiveness make us a valuable partner in the government's pursuit of efficient and effective public services in the digital age. Centerprise International exemplifies the evolving role of technology resellers in the UK government's digital initiatives.



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