



Cyberfort

Our Sustainability Plan

Contents

1. Our Plan
2. Our Policy
3. Our Approach
4. Our Governance
5. Our Key Pillars
6. Our Commitments



Our Plan

As a growing company, we are committed to embedding sustainability across Cyberfort, to drive change and protect what's important



Glen Williams
CEO, Cyberfort Group

In today's world we are all too aware of the impacts our actions have on our environments. For businesses, the impacts they have on society requires clear focus and direction at the core of operations to protect the world around them.

At Cyberfort, we know we must be accountable for how we do business, lead by example and do what's right. We are conscious of the kind of impacts we are having on all aspects of society, including economic, social, and environmental. By working together, we strongly believe it is our responsibility to empower our employees, our suppliers, our customers, and our wider networks to create a better world for our business and communities.

It's this strong belief that's led our executive team to ensure we are focused on social and environmental impacts and the actions we need to take to minimise those impacts to create positive changes and long-term benefits to society.

To achieve our ambitions, and help us navigate the journey, we have developed **Our Sustainability Plan**, which clearly sets out our goals to be a sustainable, trusted, and progressive business and reiterates the goals and behaviours that are central to our culture. The framework sets out nine priorities, under three key pillars as a roadmap for delivering positive social impacts up to 2025.



Our Policy

Cyberfort's Sustainability policy outlines our commitment towards measuring and managing the impacts of our organisation to improve health and education, reduce inequality, drive economic growth, and tackle climate change.

OUR SUSTAINABILITY PRINCIPLES

- We will ensure sustainability is considered throughout our business strategy, corporate planning, and decision making.
 - We will demonstrate good corporate citizenship by the way we do business.
 - We will embed sustainability into procurement activities.
 - We will listen to our employees and encouraging them to share their views on how we can have more of a positive impact.
 - We will maintain clear accountability for delivering this policy.
- We will monitor and measure sustainability as part of our performance management.
 - We will publicly report on our sustainability performance.
 - We will seek external verification and undertake stakeholder engagement.
 - We will undertake bi-annual board review.
 - We will continuously improve our standards, efficiency, and effectiveness.
 - We will establish an annual action plan detailing the specific actions to be achieved that year.
 - We will communicate this policy to our employees, supply chain partners and relevant interested parties and review it on an annual basis.



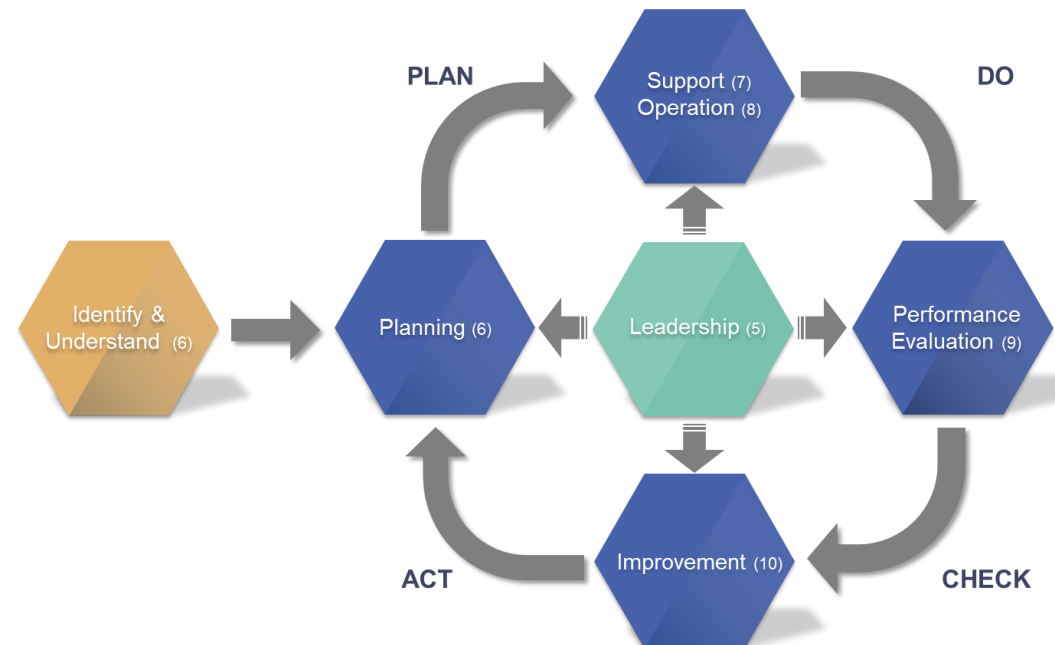
Our Approach



Our sustainability approach is holistic, encompassing initiatives that force for positive change and manage our impacts to maximise the net 'social value' we create. By considering sustainability through the decisions we make as a business, including the way we operate, employ staff, engage with communities, and procure products and services, we can cultivate a more sustainable, resilient, and inclusive society.

To ensure sustainability is managed effectively within our operations, projects, and programmes, Cyberfort's approach follows our Quality Management System (QMS), that complies with the ISO 9001, to create and implement our policy, objectives and processes for Our Sustainability roadmap.

QUALITY MANAGEMENT SYSTEM PROCESS



PROCESS

- Identify need and engage with Leadership*
- Understand need, opportunity and risk
- Planning to agree priorities, goals and targets
- Support the implementation
- Track and report performance
- Amend plans to achieve continuous improvements

**The Leadership engagement continues and evolves throughout the process, considering changes to frameworks, compliance, legislation, economics, social trends the market etc.*

Connecting our workstreams to deliver change.

Cyberfort's Executive Board holds ultimate accountability for our sustainability management and the leadership team is responsible for setting policy, determining our strategy, and providing leadership to drive and deliver it.

To shape and deliver against our sustainability objectives, we have established a Sustainability Committee with other steering groups across the company feeding in to help and support.

VERIFICATION

Cyberfort will seek verification and benchmarking from external organisations and through our management standards and certifications including:

- ISO 9001:2015 - Quality Management
- ISO 14001:2015 - Environmental Management
- ISO 27001:2013 - Information Security Management
- ISO 45001:2018 - Occupational Health and Safety

CYBERFORT'S SUSTAINABILITY COMMITTEE



Our Key Pillars

We recognise that we must adopt positive social impact strategies to improve health and education, reduce inequality, and drive economic growth, at the same time tackling climate change. The United Nations Sustainable Development Goals guide Cyberfort's sustainability principles and shape our sustainability plan, our key pillars have specific focus areas and targets and specific links to different UN SDGs as detailed here.



People

Our people give us our competitive edge, and we want everyone to feel they are fulfilled, valued and healthy.



Environment

We want to eliminate our impacts on the environment and mitigating the effects of climate change with our Net Zero commitments.



Supplier Diversity

Creating a responsible supply chain to work collaboratively and impact communities and environment in a positive way.



Our Commitments

People

Key commitment by 2025:

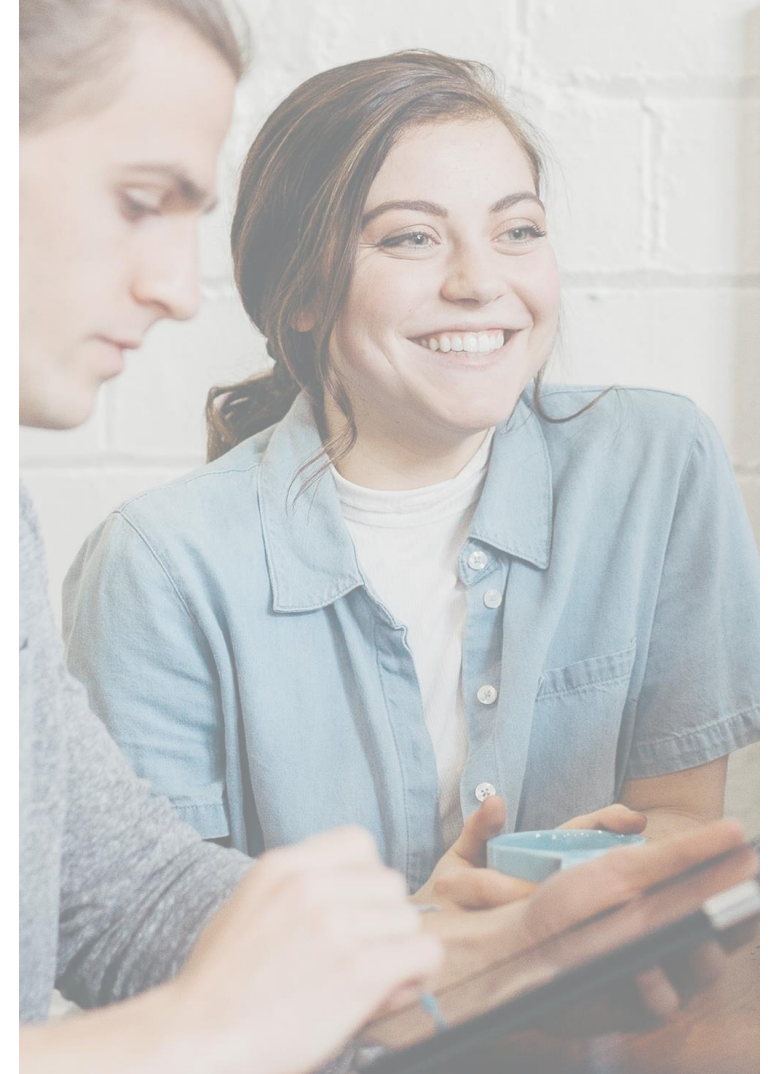
Achieve Investors in People accreditation

OUR PRIORITIES

1. To develop talent through skills-based learning strategy for all to create and retain quality jobs.
2. To create a great place to work by attracting and retaining a diverse workforce and fostering a truly inclusive culture where everyone can bring their true selves to work.
3. To support our people's wellbeing to help them thrive through healthy lifestyles.

WE WILL

- Improve personal and professional skills of our people,
- Attract, recruit, develop and retain the very best people at all levels,
- Upskill people new to cyber via supporting apprenticeship schemes,
- Support Armed Forces veterans having successful careers and remaining part of a community,
- Remove any barriers for disadvantaged groups,
- Increase female representation,
- Attain Level 2 Disability Confident Scheme,
- Build on our existing range of e-learning, courses, and mental health first aider training,
- Support employees to give back to local communities through volunteering,
- Work with charities to provide local and national volunteering opportunities,
- Provide initiatives that support schools and colleges and become a NCSC CyberFirst partner.



Our Commitments (cont.)

Environment

Key commitment by 2025:

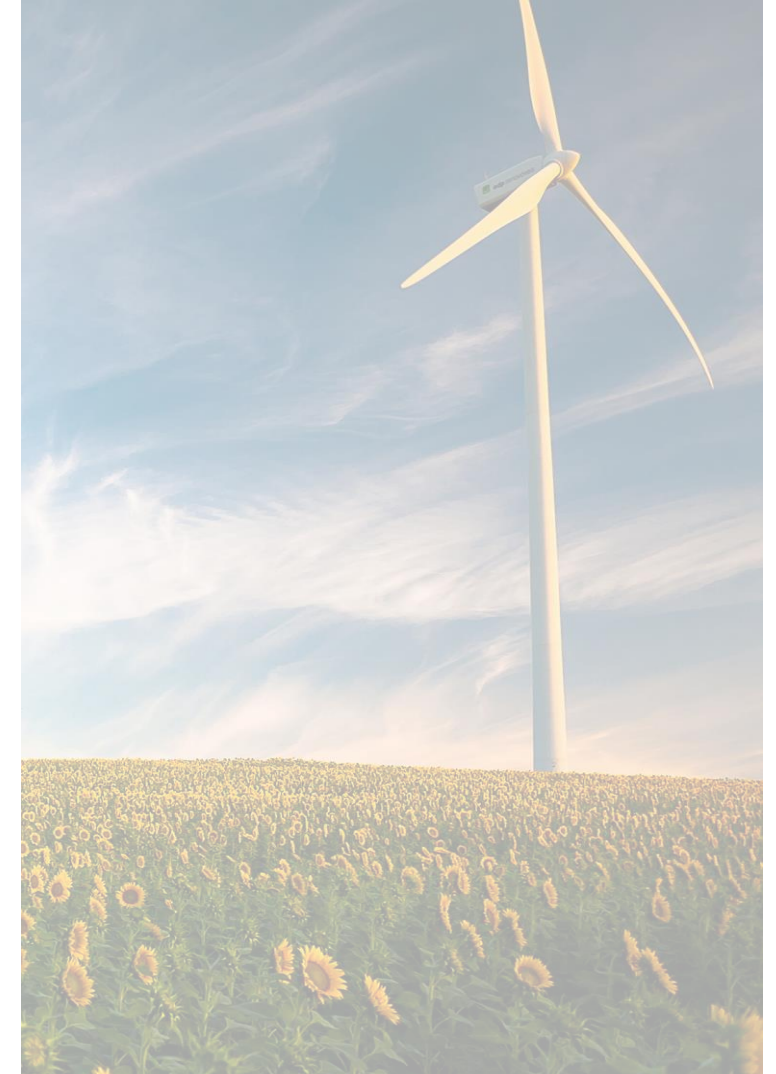
Respond to climate change by managing our impact on the environment.

OUR PRIORITIES

1. To reduce our carbon footprint to net zero and adapt to climate change.
2. To use materials and products from sustainable sources.
3. To create greener and cleaner places to live and work.

WE WILL

- Evaluate Scope 1 & 2 against our carbon reduction plan and report annually the outcomes,
- Baseline and manage our carbon impacts for Scope 3 emissions,
- Ensure all materials and products used come from sustainable sources,
- Encourage cycle to work scheme and car sharing, and consider green car options and electric car port on site,
- Adopt remote working practices to reduce travel,
- Transition and maintain both sites to 100% renewal energy contracts
- Measure waste in a sustainable manner and in accordance with legislation.
- Reduce the number of materials we use and the waste we generate and sent to landfill.
- Identify biodiversity of wildlife at sites and ensure no disturbance by noise, light or building works.



Supplier Diversity

Key commitment by 2025:

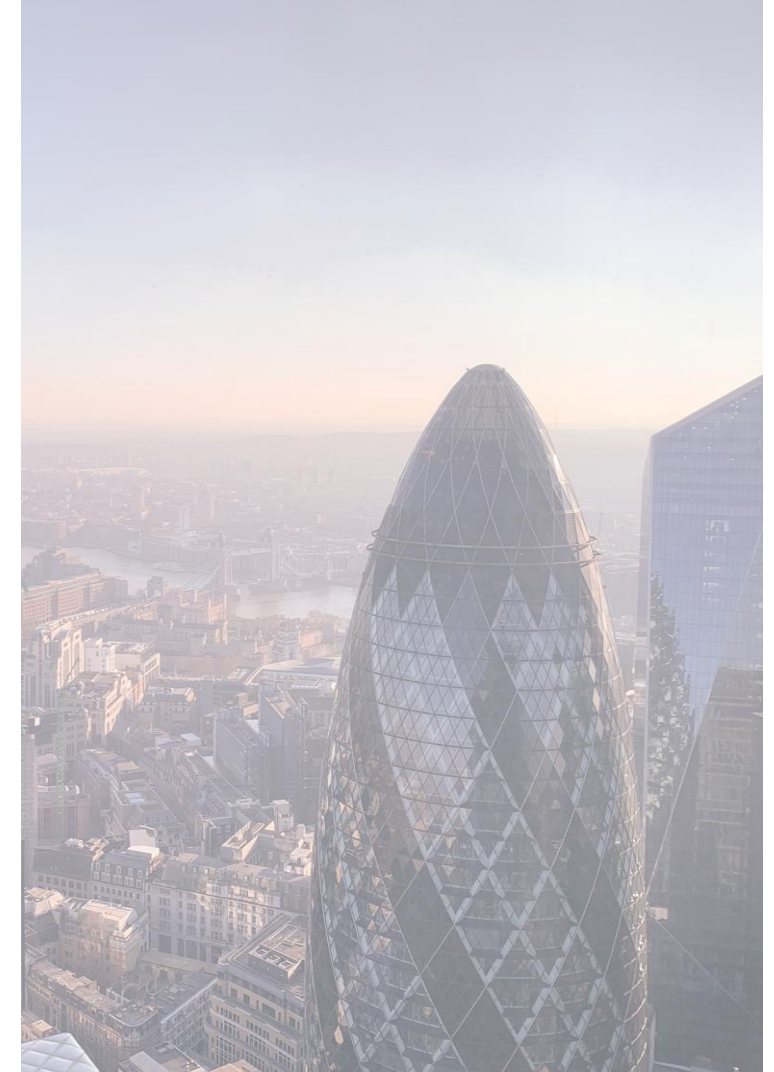
Build a healthy and diverse supply chain.

OUR PRIORITIES

1. To reduce the risk of modern slavery
2. To increased spending with SMEs and VCSEs
3. To paying suppliers promptly

WE WILL

- Create a diverse supply chain, that includes small and medium enterprises (SMEs), voluntary, community and social enterprises (VCSEs)
- Identify opportunities to grow supplier diversity within our local communities.
- Structure the supply chain selection process in a way that ensures fairness and encourages participation by new and growing businesses.
- Drive greater collaboration within our supply chain.
- Ensure suppliers and partners contribute to sustainability goals.
- Perform regular supply chain due diligence.
- Engage with our supply chain to identify and build resilience against cyber security risks
- Ensure that all suppliers are paid promptly.
- Review our policies and practices to mitigate and manage modern slavery risks
- Ensure that we are meeting our legal and regulatory requirements.





Cyberfort