



CONNEXIN ESG POLICY

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1. Introduction

Connexin Limited (“Connexin”) is responsible for building, operating, and managing a high-speed fibre to the premise network in the city of Kingston Upon Hull, and other neighbouring towns and villages. Connexin also provides smart IoT solutions across the UK.

Through its activities, Connexin provides essential infrastructure for key digital services and is dedicated to conducting itself in accordance with the highest legal, ethical, and professional standards throughout its business and operations.

This Environmental Social and Governance Policy (ESG Policy) (the Policy) sets out the aims and commitments related to Environmental, Social and Corporate Governance (ESG) issues of Connexin. The Policy applies to the Board of Directors (the Board), the Management Team, main service providers and staff at Connexin.

The Board is responsible for updating and approving this document. The Management Team is responsible for its proper implementation and reporting to the Board.

This policy was prepared by Connexin and approved by the Board.

2. Environmental Responsibility ISO 14001 Standard

Connexin is accredited to ISO 14001 and will continue to maintain this whilst also adhering to other applicable standards.

Biodiversity and Habitat

Connexin’s aim is for its activities to have minimal impact on the surrounding biodiversity. Where possible it will improve biodiversity and will actively mitigate and monitor impacts of its construction activities, whether positive or negative. Where necessary and possible Connexin will investigate and complete adaptation and mitigation measures to support these aims.

Climate Change Adaptation and Resilience

Connexin’s aim is to understand the future risk and opportunities of climate change on its business and the community within which it operates and where practicable will conduct and integrate climate risk studies into its operational decisions. Where necessary and possible, Connexin will investigate and complete adaptation and mitigation measures for climate change. Connexin will engage with its customers and suppliers to consider the role it can play in the resilience of the urban environment to catastrophe or natural disasters.

Energy and Greenhouse Gas Emissions

The nature of Connexin’s activity positions it on the low end of the environmental impact spectrum, including some positive environmental impacts of its IOT solutions. During the operation of Connexin’s network assets, focus will be placed on the efficient use of power and clean sourcing of electricity to data centres and street apparatus and to the active side of the network to try to ensure our greenhouse gas emissions are minimised.

Connexin has the ambition of reaching net zero carbon by 2040, or to align with the emission targets of those jurisdictions to which it is subject.

Pollution and Environmental Impact

During construction, Connexin's environmental focus will be on avoiding hazards linked to breaking of unidentified underground existent utilities. In avoiding these hazards, we aim to reduce our possible intrusion into or cause contaminated land and release of hazardous substances. Connexin will also follow best industry practice for disposal of waste produced during construction. Connexin will strive to minimise air, noise and light pollution during development and operation of the asset.

Water

Connexin aims to ensure sustainable use of water resources by its operators.

Waste

Connexin aims to support its operators and suppliers in reducing waste generation and diversion of materials to landfill. Where applicable, Connexin itself will reduce its waste generation and work with its suppliers to improve recycling and reuse efforts.

Pollution

Connexin intends to minimize air, light and noise pollution where necessary and possible. It will engage with its operators to further support this aim.

Sustainable Supply Chain

Connexin will ensure a sustainable supply chain, selecting materials based on their environmental impact and increasing resource efficiency. Where possible, this will focus on using locally sourced materials, reducing transportation requirements for material delivery and considering the embodied carbon of the development.

IOT Business Division

Connexin's IOT business division is focussing on using smart technology to support the digitisation of city council services and working closely with enterprise customers and utility suppliers to better manage their assets and infrastructure. We design, build, and implement solutions such as smart parking, smart waste management, smart air quality sensing, leakage detection and many others to help improve efficiencies and reduce environmental impacts. This in turns improve the quality of life and wellbeing for the general public.

3. Social Responsibility

Labour Standards

The Board, the Management Team and main service providers will ensure that all employment engagements are subject to the employment laws and practices of England.

Connexin does not condone or tolerate the use of child labour and modern slavery and will pass this through to its engagement with its suppliers. Connexin will implement such checks through its due diligence and procurement processes.

Employee Engagement

Connexin launched a mental health wellbeing programme during the Covid – 19 pandemic and will now extend this into the wellbeing hub which will be a resource for all employees to seek advice and help resources for their physical and mental wellbeing. We undertake annual employee satisfaction survey with an external provider and monitor the outcome of this. Other regular activities include the monthly “team lunch” which acts as a platform for conveying company news and also for a fun activity for which awards are given and charity events in which all can participate like the Macmillan great Trek.

Equality and Diversity

Connexin wholeheartedly believes in the value and importance of equality and diversity and strive for broad diversity across directors, management and staff. Connexin actively monitors diversity statistics across its workforce and will look to partner with organisations to improve diversity in the digital sector.

Local Community Support

Connexin aims to promote development in the local community by not only supporting the technological advancement of the city, but also through hiring local people from diverse backgrounds, highlighting its commitment to the community.

Connexin will continue to work with local social enterprises, schools, colleges, and the local university to promote entrepreneurship and digital skills. One of its initiatives with a local school, is the Connexin £10 challenge where Connexin provides £10 to each class, in return for business plans and the pupils of each class compete to see who could make the biggest profit from selling a product or service. All proceeds go to the school trust to support less advantaged pupils who may require additional financial support. Connexin will continue its effort to drive for greater engagement with local educational bodies.

Connexin has committed to several different sponsorships with local sports teams and sporting figures. From simple shirt sponsorship of small grass-root football teams to nationally recognised rugby team such as Hull KR. Connexin will continue its work with local sports teams and governing bodies to promote healthy living and wellbeing.

Connexin has launched its Training Academy, backed by its industry leading engineering training facility to provide training to the local community with digital skills of the future.

Connexin has also recently launched “Connexin Cares” which is a community-based initiative supporting local charities and community groups.

4. Governance

Health and Safety ISO 45001

Connexin is accredited to ISO 45001 for Health and Safety and is committed to maintaining this or the equivalent standard. Connexin has an appointed internal Head of SHEQ & Compliance who is accountable for ensuring that the standards are understood, adhered to and reported on.

Connexin has an objective of zero accidents and has put in place a series of Health and Safety measures and training which are monitored and discussed periodically in Board meetings to identify improvement areas and prevent incidents. This extends across employees, contractors, supply chain and, where applicable, the community. We have engaged the services of a third-party training and recording platform to ensure compliance with all relevant legislation.

In addition to this, Connexin’s current primary contractor has the responsibility of H&S during construction, its Project Manager will monitor its performance and report to the main contractor and to the Board any deviations or potential risks.

The current primary contractor will carry out training and toolbox talks every day to identify potential H&S risks and ensure they are avoided or mitigated to the greatest extent possible. Connexin requires the contractor to have in place an emergency and communication plan in case of accidents.

Connexin has partnered with Atlas Citation to provide advice, update and audit services for Health and Safety matters, Citation also provides a platform for reporting, monitoring and training materials.

We routinely identify and manage risks relating to ESG issues to ensure the long term sustainability of our business.

Ethical Conduct

We will conduct our business with integrity and transparency whilst adhering to the highest ethical standards.

Stakeholder Engagement

We engage with stakeholders, including investors, customers, employees and communities regularly. This ensures that we understand their concerns and incorporate their feedback into our ESG strategy.

5. Implementation and Monitoring

We will implement this ESG policy, through clear objectives, regular monitoring and continuous improvement.