

CSR AND ESG COMMITMENT STATEMENT

Organisation: Graphinixx

CSR and ESG Commitment Statement

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Business Name: Graphinixx

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1. Introduction

Graphinixx is a professional services provider committed to conducting its operations responsibly and sustainably. This Corporate Social Responsibility and Environmental, Social and Governance Commitment Statement sets out our approach to managing our environmental impact, supporting our people, engaging with our communities, and maintaining the highest standards of business conduct and governance.

As a professional services provider, we recognise that our primary environmental footprint comes through our office operations, business travel, supply chain engagement, and the delivery of our services. We also recognise our significant responsibility to our employees, clients, and the broader communities in which we operate.

This statement reflects our commitment to integrating responsible business practices into our core operations. We acknowledge that this is an evolving journey, and we commit to continuous improvement in how we manage our environmental and social impacts whilst maintaining robust governance standards.

Our commitment is genuine and practical. We are a growing business, and we are embedding these principles into our operational decision making from the outset. This

statement applies across all aspects of Graphinix's operations and to all employees, contractors, and business partners who work on our behalf.

2. ESG Strategy

2.1 Environmental Commitment

Graphinix acknowledges the significance of environmental challenges facing the United Kingdom and globally. As a professional services provider, we commit to minimising our environmental impact across all aspects of our operations.

Our environmental priorities focus on three principal areas: energy consumption and carbon emissions, waste reduction and resource efficiency, and sustainable procurement practices.

Energy Consumption and Carbon Emissions

We are committed to understanding and reducing our carbon footprint. We will conduct an annual assessment of our energy consumption across our office premises. This assessment will identify our baseline energy usage, including electricity, heating, and water consumption, and will form the basis for setting annual reduction targets.

We recognise that business travel represents a material element of our operational carbon footprint. We are committed to promoting alternative working practices that reduce unnecessary travel, including the maximisation of video conferencing facilities and remote working opportunities where operationally appropriate. We will measure our business travel activity annually and set targets to reduce travel emissions where practicable.

We commit to selecting energy efficient suppliers and service providers where available and economically viable. When renewing office facilities contracts or relocating our operations, we will consider the energy efficiency and environmental credentials of potential providers.

Waste Reduction and Resource Efficiency

Graphinix commits to implementing and maintaining waste reduction and recycling programmes across our office premises. We will segregate waste streams appropriately to enable recycling of paper, cardboard, plastics, and other materials in accordance with local authority guidance.

We will reduce our consumption of single use plastics within our operations, including the

elimination of single use plastic cups and bottles where feasible alternatives exist. We will encourage our employees to use reusable containers and will provide facilities to support this approach.

We commit to responsible purchasing practices, including the consideration of environmental credentials when selecting suppliers and consumables. Where practicable, we will prioritise suppliers who demonstrate commitment to environmental sustainability.

Sustainable Procurement

Graphinixx will establish supplier standards that reflect our environmental and social values. We will, over time, work with our suppliers to understand their own environmental management practices and to encourage continuous improvement. Where suppliers provide goods or services that are material to our operations, we will seek evidence of responsible environmental management.

We recognise that our primary service delivery does not require significant physical material inputs. However, we commit to considering environmental factors when procuring IT equipment, office furniture, and other operational supplies.

2.2 Social Commitment

Graphinixx recognises that our people are fundamental to our success. We are committed to creating an inclusive, supportive, and fair working environment for all employees.

Employee Wellbeing and Development

We are committed to promoting the physical and mental wellbeing of our employees. We maintain occupational health and safety standards that comply with all relevant UK legislation. We provide access to occupational health support and will implement reasonable adjustments to support employees with health conditions or disabilities.

We recognise the importance of mental health and are committed to creating a workplace culture in which employees feel supported to raise concerns and to access appropriate support. We will continue to monitor our approach to mental health support and to adapt our provision based on employee feedback.

We commit to providing fair and competitive remuneration. We review our salary structures annually to ensure they remain appropriate and fair. We maintain pay equity across our

workforce and commit to the principle of equal pay for work of equal value.

We provide opportunities for professional development and training to support our employees in developing their skills and progressing their careers. We encourage continuous learning and will support employees who wish to undertake relevant professional qualifications.

Equality, Diversity and Inclusion

Graphinixx is committed to creating a diverse and inclusive workplace in which all employees feel valued and respected. We do not tolerate discrimination on grounds of protected characteristics, including age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, or sexual orientation.

We are committed to recruiting and developing talent on the basis of merit and capability. We will monitor our recruitment and promotion practices to identify any patterns that may suggest bias, and will implement corrective measures as appropriate.

We actively encourage applications from underrepresented groups and recognise the value that diverse perspectives bring to professional service delivery. We will work to create an inclusive culture in which all employees can thrive.

Workplace Conduct and Ethics

Graphinixx maintains a zero tolerance approach to harassment, bullying, and discrimination. All employees are required to treat colleagues with respect and dignity. We have clear procedures for reporting concerns and for investigating allegations of misconduct. We commit to taking prompt and appropriate action in response to validated concerns.

We maintain a confidential whistleblowing procedure that enables employees to raise concerns about potential misconduct, unethical behaviour, or breaches of our policies without fear of retaliation.

2.3 Governance Commitment

Graphinixx is committed to maintaining the highest standards of business conduct, transparency, and governance.

Anti Corruption and Bribery

We are committed to complying with the Bribery Act 2010 and all relevant UK anti corruption legislation. We prohibit bribery and corruption in all forms and maintain policies and procedures to prevent corrupt conduct by our employees, contractors, and business partners.

All employees receive training on our anti corruption policies and the legal requirements applicable to our business. We expect all business partners and contractors to maintain equivalent standards of integrity.

Data Protection and Privacy

Graphinixx is committed to protecting the personal data of our employees, clients, and other individuals with whom we interact. We comply fully with the Data Protection Act 2018 and the UK General Data Protection Regulation.

We maintain appropriate technical and organisational safeguards to protect personal data against unauthorised access, loss, or damage. We process personal data only for legitimate business purposes and in accordance with data protection principles.

We provide clear privacy information to individuals whose data we hold and respect individuals' rights to access, amend, or delete their personal data where appropriate.

Bribery and Fraud Prevention

Graphinixx maintains robust controls to prevent and detect fraudulent activity. Our finance procedures include appropriate segregation of duties, authorisation requirements, and audit trails. We maintain a fraud policy that sets out our expectations and the procedures we follow when fraud is suspected.

Business Partner Standards

We require all business partners, including suppliers and subcontractors, to meet equivalent standards of ethical conduct and legal compliance. Where appropriate, we will seek assurances from business partners regarding their own anti corruption, anti slavery, and ethical practices.

3. Operational Commitments

3.1 Implementation and Integration

Graphinixx commits to integrating our environmental and social commitments into our operational decision making. This includes considering ESG factors when making purchasing decisions, selecting suppliers, making investment decisions, and managing our office premises.

Responsibility for implementing our CSR and ESG commitments is shared across the organisation. All employees are expected to understand these commitments and to contribute to their achievement through their daily work.

3.2 Measurement and Monitoring

Graphinixx commits to measuring and monitoring our performance against the commitments set out in this statement. We will establish baseline data where practical and will set annual targets for improvement in key areas.

We will monitor our energy consumption, waste production, and business travel activity. We will track employee engagement, retention, and workplace wellbeing indicators. We will maintain records of any concerns raised regarding our environmental or social practices and actions taken in response.

We will report annually on our progress against the commitments in this statement. This reporting will be transparent and honest about areas in which we have made progress and areas in which we need to do better.

3.3 Stakeholder Engagement

Graphinixx is committed to engaging with our stakeholders regarding our environmental and social practices. We welcome feedback from our employees, clients, and supply chain partners about how we are managing our CSR and ESG responsibilities.

We will provide opportunities for our employees to contribute ideas and feedback regarding our approach to sustainability and responsible business practices. We will consider this feedback when reviewing and updating our policies.

We will communicate our commitments and progress transparently to our stakeholders through our annual CSR and ESG report and through our regular business communications.

4. Governance and Review

4.1 Governance Structure

Responsibility for our CSR and ESG commitments sits with senior management within Graphinixx. The leadership team oversees the implementation of this statement and ensures that appropriate resources and attention are devoted to managing our environmental and social impacts.

All employees have responsibility for understanding and contributing to the implementation of our CSR and ESG commitments within their roles.

4.2 Policy Review

This statement will be reviewed annually, or sooner if significant operational or legislative changes occur that affect our commitments. The review will assess our progress against each commitment, identify any areas in which our approach needs to be strengthened, and set targets for the coming year.

The annual review date for this statement is 18 May 2027.

4.3 Commitment to Continuous Improvement

Graphinixx acknowledges that responsible business practice is an evolving area. We commit to staying informed of emerging best practice within our sector and to updating our policies and practices accordingly.

We recognise that we cannot address all environmental and social challenges immediately. However, we are committed to making consistent progress towards more sustainable and responsible operations. We will prioritise areas where we can make the most material positive impact and will work to extend our commitments as our business grows and our capability develops.

This statement is endorsed by the leadership of Graphinixx and represents our genuine commitment to responsible business practice.