

ECONORTH LTD.

Corporate Social Responsibility

Policy

John Thompson

Next Review Date: 11.02.26



This policy applies to all EcoNorth Staff / Internships / Consultants / Placements who work on behalf of the company and is reviewed annually to ensure its continuing suitability.

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Corporate Social Responsibility Policy

1. Purpose, Scope and Users

EcoNorth is committed to operating in a way that ensures all our activities positively affect society as a whole, not only because it improves company performance, but also because the principles of corporate social responsibility complement our core business strategy and corporate values and the values of our stakeholders.

This policy sets out the way in which EcoNorth aims to guarantee that we:

- work ethically, considering human rights as well as the social, economic and environmental impacts of what we do as a business such as promoting equality, diversity and inclusion and preventing modern slavery;
- comply with, and exceed where practicable, any relevant legislation, regulations and codes of practice;
- annually report, and continue to strive to improve, our CSR performance.

This policy applies to EcoNorth's head office and all regional offices.

2. Definitions

"EcoNorth" or "we" or "us" or "our" means EcoNorth Ltd.

"Corporate Social Responsibility (CSR)" means the way in which companies regulate themselves in order to ensure that all of their activities positively affect society as a whole.

3. Key CSR Areas

To help define our policy, we have divided it into four key areas:

1. Conservation Work

EcoNorth reinvests our profits back into local conservation through our relationship with Northumberland Wildlife Trust, genuinely adding value to the consultancy work we deliver. It also means that we are part of a wider network of Wildlife Trust Consultancies, enabling us to offer national delivery with local expertise.

2. Environmental Management

At EcoNorth, we know that our work has an impact on the environment and that we have a duty to manage that impact in a responsible and ethical manner. We do this through identifying all significant environmental impacts and putting processes in place to prevent, reduce and mitigate them. This includes minimising waste and use of resources where possible and practical, recycling, and taking steps to reduce emissions and our carbon footprint. For further details, please refer to our Environmental Policy Statement and Aspects Register and our Ethical and Environmental Procurement Policy.

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3. People Management

EcoNorth actively looks for ways in which we can promote and increase the diversity of our workforce through our recruitment processes and strives to ensure all team members enjoy their work and are treated fairly and appropriately, in accordance with our Equality, Diversity and Inclusion Policy, Modern Slavery Policy and Staff Handbook. The team arranges an array of inclusive and fun team activities throughout the year to promote team bonding and wellbeing.

EcoNorth is dedicated to providing our employees with a healthy and safe working environment and practices to follow, in order to protect their mental and physical health and wellbeing and that of the community in which we operate; this commitment is supported by our ISO 45001 and SSIP Acclaim certifications for health and safety. We successfully implemented our Mental Health At Work Plan during 2022 and 2023 with some actions ongoing year on year.

All our employees are provided with opportunities to continually develop professionally, through our training programme and extensive experience gained on the job, in order to provide our customers with an exceptional service.

EcoNorth is committed to being a Real Living Wage employer.

EcoNorth promotes good ethical working practice by our subcontractors through the application of their own approved policies or through a commitment to working with EcoNorth's policies. Subcontractor audits are carried out to check standards are fully and effectively implemented.

EcoNorth is well placed to support our clients in delivering CSR actions in relation to operations which support nature conservation through our links with The Wildlife Trusts network.

4. Community Engagement

EcoNorth aims to make the communities in which we operate better places. We encourage our employees to support local charities by donating time ie encouraging employee participation in paid volunteering days for a local charity of their choice. This has included tree planting and scrub control on Northumberland Wildlife Trust's nature reserves, supporting reserve management work on Lincolnshire Wildlife Trust reserves with our client, conducting reptile surveys throughout Northumberland and North Pennines for the AONB Partnership, and regular litter picking around Northumberland on behalf of the environment charity Keep Britain Tidy.

EcoNorth's Wildlife Trust links have enabled us to support our clients deliver a range of practical conservation, educational activities with schools and support to wider environmental projects. In 2016, EcoNorth and Carillion were awarded CIRIA's Big Biodiversity Award for Community Engagement for works undertaken in relation to Morpeth Northern Bypass.

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We continue to offer clients support in delivering environmental education work through engagement with schools on a regular basis and in connection with a range of projects. EcoNorth has run a series of wildlife events for a local forest school including bat walks/nights and wildlife 'breakfast' events each year, donating staff time and expertise to allow children, parents and school staff to experience bats using professional detection equipment.

EcoNorth has a variable pricing structure, whereby we charge reduced rates to bodies such as local wildlife groups, charities and schools in order to help them maximise the benefits of their often limited operational budgets.

EcoNorth also seeks to identify local businesses to work with as part of our supply chain to ensure that we are providing opportunities to businesses local to the work sites/projects.

4. Measurement

EcoNorth aims to deliver gradual and continuous improvements in our CSR performance every year. As a result, our approach will continue to evolve as we learn lessons along the way. Our four key CSR areas will be regularly monitored and assessed to see whether or not these measures are working and our achievements accomplished as a result will be recorded. Where opportunities to enhance CSR outside of key areas exist, the company will seek to make the most of those where appropriate.

5. Policy Review

EcoNorth's Corporate Social Responsibility Policy is reviewed annually, or earlier if there are relevant changes to the company or applicable legislation. Any amendments that are made will be shared with the EcoNorth team at these times.



John Thompson
Executive Director
14.02.25