

**CSR  
REPORT**

**2022**



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# Introduction

## Sustainability

Can be simply defined as meeting our own needs without compromising the ability of future generations to meet their own needs. However, sustainable development refers to pathways by which the goal of sustainability can be achieved.

Society, environment and economy are collectively considered as the three pillars of sustainable development. When these three pillars harmonically interact with each other, sustainable development is achieved.

AzteQ continually strive to play our part in building a sustainable world and are committed to ensuring high standards and environmentally responsible practices across all touch points.

### Some advantages of a sustainable workplace include:-

- Recycling and waste reduction
- Cost savings
- Greater employee retention and recruitment
- Diminished work place hazards
- Improved employee development
- Increased sustainability and environmental awareness

Alongside adopting these practices internally, AzteQ are committed to increasing sustainability awareness to our customers through responsible discovery, design and deployment programmes, including responsible buying practices. Not only reducing carbon footprints but also bringing value and tangible benefits to our customers business'.

## From our CEO



Committed to building a sustainable future for us, our people, our customers and future generations

In addition to natural resources, we also need social and economic resources. The goal in developing sustainable business practices is to create strategies that preserve the long-term viability of People, Planet and Profit. Put it in another way, it's about managing People, Planet and Profit – otherwise known as the triple bottom line\*. Sustainability is not just environmentalism. Embedded in most definitions of sustainability we also find concerns for social equity and economic development.

We are driven to continually develop our contribution of sustainable business practices, through our AzteQ CUBe methodology - discovery, design and deployment of technology roll outs.

"AzteQ's goal is to develop strategies and processes that preserve the long-term viability of people, planets and profits. Sustainability is not just about environmentalism. Social equity and economic development are key in building a sustainable business.

These areas are always a key consideration in our AzteQ CUBe methodology – discover, design and deployment of technology roll outs . this enables us to have a number of tangible touchpoints to ensure our customers and team have sustainability front and foremost in their mind.

By placing sustainability at the forefront of our business we hope to build valuable partnerships that have a positive impact on the future of our customers, employees and the planet they inhabit."

## Diversity & Inclusion

Here at AzteQ we are passionate about creating an inclusive workplace that promotes and values diversity. Companies that are diverse in age, gender identity, race, sexual orientation, physical or mental ability, ethnicity, and perspective are proven to show increased productivity and enable companies to be more financially successful than less diverse ones. More importantly, creating an environment where everyone, from any background, can do their best work is the right thing to do. It fuels our innovation and connects us closer to our customers and the communities we serve.

### Gender

We continually work to attract, develop and retain women at all levels within our business. We want to increase the number of women in leadership positions. We promote equal pay for equal work irrelevant to gender. We recognise and support non gender specific diversity.

### Disability

We are creating an accessible and inclusive company where people of all abilities will want to work, we embrace neurodiversity and recognise the value and contribution made by all individuals.

### Ethnicity

We are supporting and encouraging a multicultural environment for all our employees regardless of nationality, faith, race and ethnicity. We are proud to have diverse ethnicity within our team and within our management structure. We continue to promote an all-encompassing approach to recruitment and retention.

### Age

We are proud to support employees across 5 generations, recognising the breadth of knowledge, expertise, energy and dynamic thinking this demographic brings to our business and our customers.

### Sexual Orientation

We are proud to continuously support our colleagues and customers across a non-boundaries spectrum of sexual and gender identity, recognising and supporting non gender specific diversity.

### Sustainability

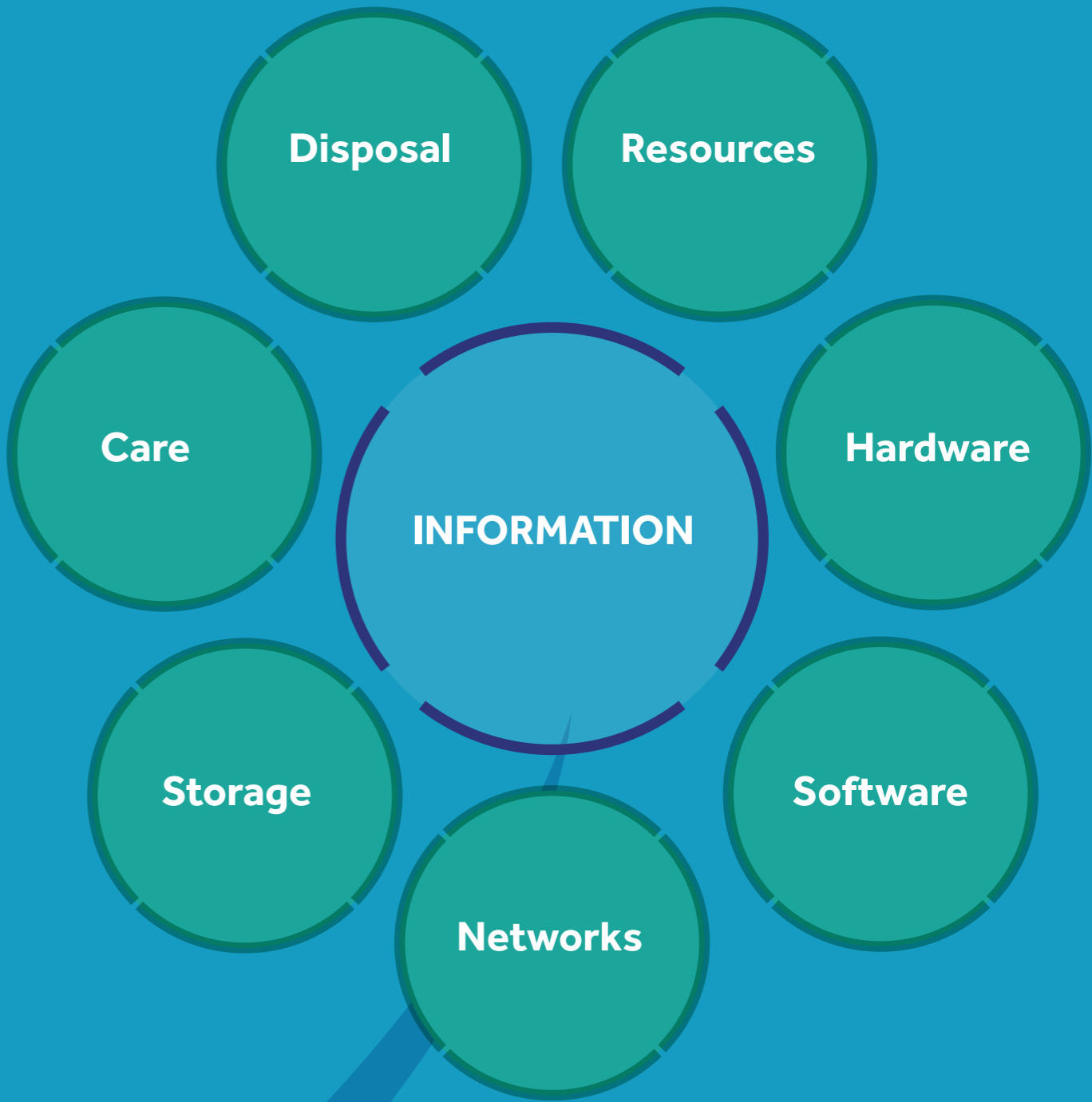
In developing nations, information systems are a means of enabling communication and exchange where no such infrastructure existed before, and that in turn creates many new opportunities from education to economic development. The reality is that these services are not "free"; quite apart from the financial cost, the production and use of these systems is affecting the global ecosystem which supports life on earth.

Here at AzteQ we take our role as a sustainable technology company seriously. We work with our customers IT departments to ensure there is a positive outcome and impact on the environment with all technology roll -out programmes and we do this by engaging our AzteQ CUBe methodology.

By effective discovery, design and deployment we can help our customers recognise the consequences that poor technology buying choices can have on the environment and guide them to a net positive outcome.

**In order to reduce AzteQ's carbon footprint, we have set environmental KPI's within the business.**

- **% Fuel Vs Sales** – Fuel spend should remain under 1% of to total revenue
- **Recycling** should make up more than 60% of the overall waste
- **Electricity usage** should be under 2300 Kwh per month
- **Gas usage** should be under 5500 Kwh per month





# Anti – Bribery Policy

Here at AzteQ we value our reputation for ethical behaviour and for financial probity and reliability. We recognise that over and above the commission of any crime, any involvement in bribery will also reflect adversely on its image and reputation. Its aim therefore is to limit its exposure to bribery by:

- setting out a clear anti-bribery policy,
- establishing and implementing anti-bribery procedures as appropriate, Copyright Citation Ltd Version 1.0 37
- communicating this policy and any relevant procedures to employees and to others who will perform services for the Company,
- undertaking appropriate due diligence measures before engaging others to represent the Company in its business dealings,
- monitoring and reviewing the risks and the effectiveness of any anti-bribery procedures that are in place.

To read our full policy please follow the link here or via [www.azteq.com](http://www.azteq.com)

# Anti-Slavery and Human Trafficking Statement

**We are committed to eliminating acts of modern-day slavery and human trafficking within our business and from within our supply chain.**

Our annual turnover is under £36 million and although we are not legally obliged to report on slavery and human trafficking, this statement is made in accordance with section 54(1) of the Modern Slavery Act 2015 and is our slavery and human trafficking statement for the financial year ending 31st September 2020.

**Organisational structure, business and supply chains**

We are a provider of digital enablement services and we operate solely in the UK. Our business comprises of one warehouse and associated head office based at the address below. Our suppliers are based in the UK, Europe and America. None of our material products are sourced directly from manufacturers.

**Policy on slavery and human trafficking**

We are committed to ensuring that there is no modern slavery or human trafficking in any part of our business or in our supply chains. This policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere within our supply chain.

**Due diligence**

We consider ourselves to be a low risk business with regard to slavery and human trafficking. However, we have fostered a culture that encourages the identification and reporting of any such risks within our business. We recruit all our employees either directly or through employment agencies. We do not recruit from outside the UK or use agency workers.

**Assessing and managing risk**

We have a whistleblowing policy in place and, as part of our efforts to identify and mitigate risks within our supply chain, we are introducing systems to identify, assess and monitor potential risk areas.

**Effectiveness in combating slavery and human trafficking**

We have zero tolerance to slavery and human trafficking. To ensure that all those in our supply chains comply with values we are putting in place a supply chain compliance programme that will require our suppliers to confirm that they have a slavery and human trafficking policy in place and that they require the same from their suppliers.

**Training**

We are providing appropriate training to ensure that relevant employees understand the risks of modern slavery and human trafficking within our business and supply chains.

## ISO 14001

The environmental policy of AzteQ Group Ltd ( the company) including all companies owned by AzteQ Group is broadly in line with current thinking whereby responsible companies make efforts to ensure that they operate in an environmentally friendly way and look to their suppliers and customers to do likewise.

AzteQ have achieved the ISO 14001 certification for environmental management which demonstrates that we are actively working to reduce waste management costs and continually work to project the environment.

**To read our full policy please follow the link here or via [www.azteq.com](http://www.azteq.com)**

## Cyber Security Policy

Here at AzteQ we take Cyber Security seriously, and as part of our initiatives, AzteQ have gained the ISO 27001 certification in Information Security Management.

ISO 27001 is an international recognised standard for Information security and provides a framework for an effective Information Management System, it is designed to cover more than just IT and includes data security across all areas of our business whether online or offline.

In essence this enables us to be a trusted partner for our customers, demonstrating our ability to protect their information.

### Key Benefits are :

- **Compliance – fulfilling legal obligations and complying with regulations**
- **Confidentiality – robust Security Policies and Access Management**
- **Risk management – Manages and minimises risk exposure.**
- **Customer satisfaction – develops our customer relationships**
- **Culture of security – building confidence internally and externally**
- **All – round protection – protecting company assets, shareholders and directors**

## Charities – giving back

### Our Fundraising Charity partner **DENS: Action Against Homelessness**

At AzteQ we have chosen to support DENS, a local charity providing support to the homeless with a number of initiatives to include:-

- **Payroll giving**
- **Event sponsorship**
- **Take part in events**
- **CSR volunteering opportunities**

By providing a regular financial commitment, we can help DENS plan for the future, knowing that this provides a reliable, steady income throughout the year.



### Next Steps

## WE INTEND TO DO MORE IN 2022

Here at AzteQ we see 2022 as the opportunity to build on our efforts so far to become a more sustainable organisation, with the environment front and centre in all we do.

Giving back is a key element of our approach for 2022, with DENS charity being a focal point for all of us here at AzteQ. Giving back doesn't stop there, we intend to give back to the environment as well by encouragement and education of our employees and customers to make the best decisions and choices.

### Our commitments for 2022

- 1. Allocate time for volunteering**
- 2. Raise awareness and education regarding carbon footprint**
- 3. Continue to encourage our people to become actively involved in events.**



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