



Corporate Social Responsibility Statement

AMENDMENT LIST

Issue No	DATE	DESCRIPTION	COMPILED BY	APPROVED BY
1	5/9/17	First Issue	B Doak	WIG Board
2	11/3/19	Second Issue	Review	Group Board
3	10/3/20	Third Issue	Review	Group Board
4	17/3/21	Fourth Issue	N Moss	Group Board
5	7/3/25	Fifth Issue	Review	Exec Committee

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CORPORATE SOCIAL RESPONSIBILITY STATEMENT

We are mindful of the impact that our business may have on local communities and the environment. Our business is committed to fulfilling its responsibilities as an employer and to achieving a balance between the social and economic benefits of our growth and any potential negative impacts on the communities and areas we operate in. Our approach to Corporate Social Responsibility is aligned to this and we have a clear commitment to protect our environment and to position our business as a key contributor to economic and social development in local communities.

As a business we have the following strategic objectives:

1. COMMITTED TO THE ENVIRONMENT

We aim to minimise any negative impact from our operations on the environment, strive to prevent pollution and to implement policies which minimise waste and maximise efficiency. We aim to maintain and, where possible, improve our environmental performance through the support and involvement of all our employees, our customers and our wider supply chain partners.

We have identified the following as the key negative impacts which our business could have on the environment:

- **Planning Considerations:** in selecting locations for new assets deployment or undertaking projects across our existing assets, we will work to ensure that all relevant planning statutes and guidelines are adhered to in order to minimise our impact on the local community.
- **Electro Magnetic Frequency (EMF) Radiation:** we are committed to ensuring safe operation of our assets in line with industry best practice, current legislation and health and safety guidelines. Our customers are obligated at all times to ensure safe operation of their equipment either installed on or connected to our assets. Where issues relating to EMF are identified, we will act to partially or fully restrict the use of our assets or access to them as necessary until we are satisfied that those issues are fully rectified.
- **Diesel Pollution:** we will continue to ensure that where back-up diesel powered generators are deployed, a full bunding solution is in place to ensure that any leakage or spill of generator fuel is safely captured without any penetration into the ground or water course.
- **Carbon Footprint:** WIG will continue to develop a roadmap that enables us to operate as a net-zero business as part of our wider ESG plan.

2. COMMITTED TO OUR PEOPLE

Our aim is to maintain our position as an employer of choice, where our people want to work in a highly motivated environment supporting the business now and in the future. Our priority is to ensure we are providing a safe, healthy and diverse workplace which provides an attractive level of staff benefits and supports our people in helping them achieve their full potential.

Examples of our commitment to the people who work with us include:

- Accreditation as a Living Wage Provider by the Living Wage Foundation to ensure WIG employees earn a wage that is enough to live on.
- Provision of pension benefits significantly exceeding minimum mandated levels.
- Provision of family medical benefits, mental health counselling, life assurance and income replacement policy benefits.
- Holding regular team events and solicit employee feedback.
- Investment in IT and furniture to ensure the working environment remains comfortable and safe.

3. COMMITTED TO OUR COMMUNITY

We strive to maintain our position as a business leader within our industry, contributing to the growth of the economy and providing employment. Our continued objective is to enrich and support local communities through the provision of high quality and sustainable mobile voice and broadband coverage in areas where people live, work and play. WIG also works with local charities and communities to support community wireless projects on a discounted or free access basis and all colleagues have the ability to apply for funding from WIG to support their own local community cause.

WIG is a registered supporter of the Armed Forces Covenant, a promise to ensure fair treatment, support and respect for service personnel, veterans and their loved ones.

4. SUPPLY CHAIN CONSIDERATIONS

We aim to look beyond our own operations and to consider the impact we may have on the environments, employees and communities that are local to our supply chain partners. We aim to select partners who share our commitment to acting responsibly. In particular, we are committed to maintaining compliance with The Modern Slavery Act 2015 and selecting suppliers that share this commitment in order to eliminate any risks within our supply chain.

5. ANTI-BRIBERY AND CORRUPTION

We are committed to operating our business in accordance with the highest standards of integrity and have a comprehensive anti-bribery and corruption policy in place, which applies throughout the organisation.

6. GOVERNANCE

The WIG Senior Management Team retains overall responsibility for the implementation of the commitments outlined in this Corporate Social Responsibility Statement and to ensuring the achievement of its objectives. WIG is committed to compliance with applicable laws and regulations. WIG will also seek to exceed standards set out in legislation where established industry best practices exist for businesses of similar scale and operations. The Senior Management Team is also responsible for reporting all material incidents and all material breaches of this Corporate Social Responsibility Statement and any related policies to the Board promptly upon their occurrence.

The Senior Management Team is responsible for ensuring that all of our employees who are involved with the management of operational activities performed on our assets by supply chain partners remain aware of this Corporate Social Responsibility Statement and its requirements and commit to meet any relevant legal Corporate Social Responsibility requirements imposed upon them.

The Senior Management Team will review the company's exposure to risk and its performance in this area annually.