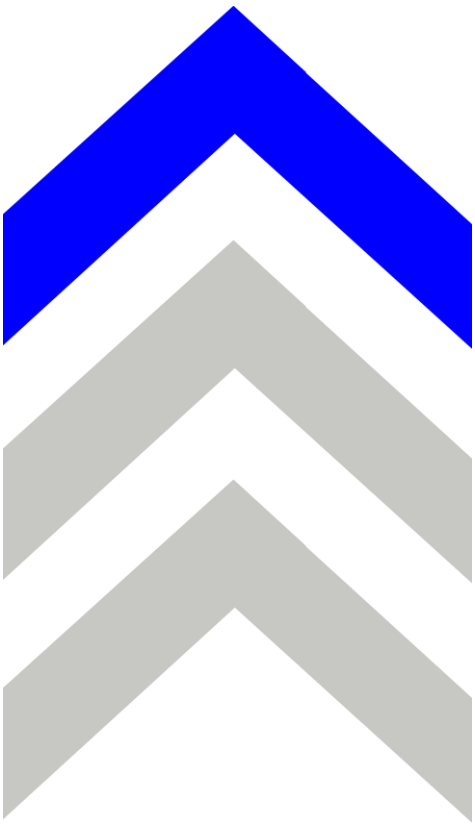
ESG Policy
PlatformX Communications



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About PlatformX

PXC is the UK's leading wholesale provider of innovative solutions for connectivity, voice, cloud and security underpinned by the UK's most robust, secure, resilient and reliable network. PXC is uniquely positioned with a scaled customer base and diversified fibre infrastructure partners, powered by a national network covering 98% of homes and businesses. Born from the combination of Virtual1 and TalkTalk's wholesale services and national network business, PXC's deep understanding of the issues that players in the wholesale market face means it knows the right kind of support to offer for businesses big and small.

Environmental Responsibility

1.1 Carbon: We are actively working towards reducing our carbon footprint and minimizing greenhouse gas emissions. Although we have already reduced our carbon footprint, we are not stopping there. We are cutting carbon, not corners and that's why we're reviewing every link in our supply chain to reach net zero.

1.2 Materials: At TalkTalk we aim to reduce, reuse, and recycle at every possible opportunity. We will work with our suppliers to minimise waste, embrace circularity, and create truly sustainable products.

1.3 People: We are going to mobilise our greatest asset: our people. With an environmentally focused work culture, we'll strive to empower employees to make sustainable lifestyle choices in and out of the office.

1.4 Communities: We're in a unique position to help build a more sustainable future for our communities. As a business. We can raise awareness of the challenges ahead, but as a connectivity provider, we can maximise the power of our services to support wider decarbonisation effects at a societal level.

1.5 Energy: We will continually improve our energy performance across the business; set objectives and monitor our performance in areas of greatest impact; consider energy efficiency factors in business decisions. We will promote energy saving awareness to our employees and provide resources and training where required. We will assure the availability of information and resources to meet our objectives and targets. We will communicate our energy policy, activities and performance to employees, the public and other interested parties. We will comply with all legal and other requirements related to energy management and strive to meet all of our voluntary commitments. We will review our energy policy and management system regularly to ensure it remains effective. We will support the purchase of energy-efficient products and services, and design for energy performance improvement.

Social Responsibility

2.1. Health and Safety: We are committed to providing a safe and healthy working environment for our employees, contractors, and visitors. We comply with health and safety legislation, implement safety protocols, and provide appropriate training and resources to mitigate risks.

2.2. Human Rights: We will not tolerate any form of discrimination, harassment, child labour, forced labour, or any other violation of human rights within our operations or supply chain. We will conduct due diligence to identify and address any human rights risks.

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2.3. Colleague Wellbeing and Diversity: We support an inclusive culture that values diversity from a wider range of these different perspectives, experiences, and skills. We believe that this creates a more engaged, more productive working environment for us all. We will provide fair compensation, benefits, and opportunities for professional growth and development. We will prioritize colleague well-being through our benefits, policies and our Values.

2.4 Digital Inclusion: We are committed to Digital Inclusion. We strive to provide equal access to technology resources for all, bridging the digital divide. Through affordable connectivity, user-friendly technologies, and comprehensive digital skills training, we aim to empower individuals and communities to thrive in the digital age

2.5. Skills and Talent and opportunities for all: At TalkTalk we recognise the importance of skills, talent and opportunities in driving growth and innovation. We focus on nurturing a diverse and inclusive workforce, providing support through apprenticeships, professional development and advancement. We strive to create an environment that fosters continuous learning, promotes collaboration, and rewards merit. We endeavour to unlock the full potential of our employees and create a culture of excellence. Through these efforts, we seek to attract top talent, cultivate their skills, and provide them with ample opportunities to thrive and contribute to TalkTalk's success. We also recognise the need to build a pipeline of Talent for the future, therefore we work with a broad consortium of local businesses, academic institutions, and schools to help grow the region's pool of tech talent T.

2.6. Cybersecurity and online safety: At TalkTalk cyber security and online safety are essential. We prioritize safeguarding sensitive information and protecting user privacy. We have adopted many security measures to mitigate cyber threats. Through comprehensive employee training and awareness programs, we promote a culture of cyber-security and educate our staff and users on safe online practices. As well as our safety within the workforce, it is important to note that we also believe strongly in providing online safety to our customers, while protecting them from online dangers. We partner with charities to ensure that our customers are protected and safe at home. We also prevent scam behaviour by providing services which protects them from viruses and malware.

2.7. Local community and Corporate Social Responsibility: We continue to provide support for a range of charities. At TalkTalk we care greatly about helping and serving our local community. We are proud to be a Salford based business and are committed to building a strong connection to our neighbours in our city. We work closely with a number of local charities and organisations to promote prosperity and opportunity in Salford and across Greater Manchester.

Governance and Ethics

3.1. Ethical Conduct: We will comply with all applicable laws, regulations, and industry standards. We will maintain accurate records and financial reporting and prohibit any form of bribery, corruption, or conflicts of interest. Our Bribery, Corruption and Fraud Policy specifically sets out our commitments.

3.2. Board Accountability: Our board of directors will provide effective oversight of our ESG performance and ensure alignment with our strategic objectives. They will establish clear governance structures and processes to monitor and manage ESG risks and opportunities. Our board builds upon best practice corporate governance, recognising that robust corporate governance practices underpin effective management of the business. Specifically, we prioritise an experienced, active and engaged board of directors with the skill to

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properly oversee direct management and encourage transparency which is required for good governance. We therefore follow the Wates Principles as our corporate governance framework.

3.3. Stakeholder Engagement: We will engage with our stakeholders, including shareholders and investors, colleagues, customers, suppliers, government and local communities to understand their concerns, expectations, and needs regarding ESG matters. We will seek to incorporate their feedback and perspectives into our decision-making processes. In line with our duties under Section 172 ('s172') of the Companies Act 2006, our Board considers the potential impact of decisions on relevant stakeholders and the likely consequences of these decisions in the long term.

Monitoring and Reporting

4.1. Performance Tracking: We will establish metrics and targets to track our ESG performance. We will regularly assess and monitor our progress, identify areas for improvement, and implement corrective actions when necessary.

4.2. Continuous Improvement: We are committed to continuous improvement in our ESG practices. We will regularly review and update our ESG policy and related procedures to ensure they remain relevant and effective.

This ESG policy reflects our commitment to sustainable business practices and responsible corporate citizenship. All employees and stakeholders are expected to uphold and support this policy in their actions and decision-making processes.

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Appendix – United Nations Sustainable Development Goals

The following clauses adhere to the following Sustainable Development Goals (SDGs)

1. Environmental Responsibility

Clause 1.1

- Number 7 (Affordable and Clean Energy)
- Number 11 (Sustainable Cities and Communities)
- Number 12 (Responsible Consumption and Production)
- Number 13 (Climate Action)

Clause 1.2

- Number 7 (Affordable and Clean Energy)
- Number 9 (Industry, Innovation, and Infrastructure)
- Number 11 (Sustainable Cities and Communities)
- Number 12 (Responsible Consumption and Production)
- Number 13 (Climate Action)

Clause 1.3

- Number 8 (Decent work and economic growth)
- Number 11 (Sustainable Cities and Communities)
- Number 12 (Responsible Consumption and Production)
- Number 13 (Climate Action)

Clause 1.4

- Number 7 (Affordable and Clean Energy)

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- Number 9 (Industry, Innovation, and Infrastructure)
- Number 11 (Sustainable Cities and Communities)
- Number 12 (Responsible Consumption and Production)
- Number 13 (Climate Action)

Clause 1.5

- Number 7 (Affordable and Clean Energy)
- Number 9 (Industry, Innovation, and Infrastructure)
- Number 11 (Sustainable Cities and Communities)
- Number 12 (Responsible Consumption and Production)
- Number 13 (Climate Action)

2. Social Responsibility

Clause 2.1

- Number 3 (Good health and wellbeing)

Clause 2.2

- Number 3 (Good health and wellbeing)
- Number 4 (Quality Education)
- Number 5 (Gender Equality)
- Number 8 (Decent work and economic growth)
- Number 10 (Reduced Inequalities)

Clause 2.3

- Number 4 (Quality Education)
- Number 5 (Gender Equality)
- Number 8 (Decent work and economic growth)
- Number 10 (Reduced Inequalities)

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Clause 2.4

- Number 8 (Decent work and economic growth)
- Number 9 (Industry, Innovation, and Infrastructure)
- Number 10 (Reduced Inequalities)

Clause 2.5

- Number 3 (Good health and wellbeing)
- Number 4 (Quality Education)
- Number 8 (Decent work and economic growth)
- Number 10 (Reduced Inequalities)

Clause 2.6

- Number 8 (Decent work and economic growth)
- Number 16 (Peace, Justice, and Strong Institutions)

Clause 2.7

- Number 3 (Good health and wellbeing)
- Number 8 (Decent work and economic growth)
- Number 10 (Reduced Inequalities)

3. Governance and Ethics

Clause 3.1

- Number 8 (Decent work and economic growth)
- Number 16 (Peace, Justice, and Strong Institutions)

Clause 3.2

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- Number 16 (Peace, Justice, and Strong Institutions)
- Number 17 (Partnerships for the Goals)

Clause 3.3

- Number 8 (Decent work and economic growth)
- Number 16 (Peace, Justice, and Strong Institutions)
- Number 17 (Partnerships for the Goals)

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