



Corporate Social Responsibility Statement

Content

1.	CORPORATE SOCIAL RESPONSIBILITY POLICY STATEMENT	3
2.	COMMITTED TO THE ENVIRONMENT	3
3.	COMMITTED TO OUR PEOPLE	3
4.	COMMITTED TO OUR COMMUNITY	4
5.	SUPPLY CHAIN COSIDERATIONSCOMMITTED TO AN ANTI-BRIBERY POLICY	4
6.	GOVERNANCE	4

CORPORATE SOCIAL RESPONSIBILITY POLICY STATEMENT

We are mindful of our impact on local communities and the environment and dedicated to our responsibilities as an employer, and member of local communities. Our business is committed to achieving a balance between the social and economic benefits of our growth and any potential negative impacts. Our CSR policy sets out a clear commitment to protect our environment and to position ourselves as a key contributor to economic and social development in the local community areas in which we operate.

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 people our business partners and wider supply chain.

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

- **Planning Considerations:** in selecting new site locations or carrying out works at existing sites we will work to ensure that all relevant planning statutes and guidelines are adhered to in order to minimise the impact of such works or infrastructure on the local community.
- **Electro Magnetic Frequency (EMF) Radiation:** we are committed to ensuring safe operation of our sites in line with current legislation and health and safety guidelines. Customers are obligated to ensure safe operation of their equipment on WIG sites and, where WIG owns active network assets, we will ensure they are installed in line with industry guidelines. Where necessary, we will act to partially or fully restrict the operation of a site where an issue is identified until this is fully rectified.
- **Diesel Pollution:** we ensure, and will continue to ensure that, at all sites 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:** During 2021, WIG will conclude its review of its carbon footprint and will determine the timeframe to become net-zero carbon.

2. COMMITTED TO OUR PEOPLE

Our aim is to maintain our commitment 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:

- 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 employee surveys.
- Investment in IT and furniture to ensure working from home is comfortable for all staff.

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 by engaging with key stakeholders to support and highlight the case for provision of high quality mobile voice and broadband coverage across all local communities. WIG will also work with local 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.

4. SUPPLY CHAIN CONSIDERATIONS

We aim to look beyond our own operations and to consider the impact that our suppliers may have on their own local environments, employees and communities. We aim to select partners who share our commitment to acting responsibly towards their environment, employees and local communities. 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. COMMITTED TO AN ANTI-BRIBERY POLICY

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

6. GOVERNANCE

The WIG Senior Management Team (“Management Team”) will have overall responsibility for the implementation of this policy, achievement of its objectives and to ensure the policy complies with relevant laws in this area, or, where clearly established industry best practices exist for wireless infrastructure service companies akin to WIG and of a similar scale to WIG, to seek to apply those standards if they are higher than relevant laws. The Management Team is also responsible for reporting all material incidents and all material breaches of the policy to the Board promptly upon their occurrence.

The Management Team is responsible for ensuring that all of our employees who are involved with the management of our operational activities performed by our material external Service Providers are aware of this policy and its requirements, and for ensuring that all such material Service Providers commit to meet any relevant legal CSR requirements.

The Board will review the company’s exposure to risk and its performance in this area at least annually.