






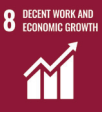







our goals & objectives

Based on our company values, atNorth have outlined the following goals to guide the company's sustainability agenda for the next five years. We will continually report against these targets and seek to align our measures with global standards including the United Nations Sustainable Development Goals (UN SDGs).

Goals	Objectives	Target	UN SDGs
Climate	1 Reduce our climate impact Measure and report greenhouse gas emissions to cover scope 1, 2 and 3 ISO14001: Environmental Management System certification for all sites Identify key opportunities to reduce GHGs, and a roadmap to implement	by 2023 2024 2023	
	2 Maximize energy efficiency Optimize PUE at all sites Obtain certified status of ISO 50001: 2018 Energy Management Systems Measure and report on renewable energy ratio used in our operations in compliance with ISO 30134	ongoing by 2028 2024	 
Circularity	3 Circularity in our operations Ensure all facilities have effective recycling systems to meet our 100% recycling goal for IT equipment and 90% for other waste Consider more sustainable alternatives for all materials used Assess every atNorth facility for heat reuse suitability. Where deemed suitable, integrate into the heat reuse scheme Assess building and operational processes/materials to minimize the total lifecycle environmental impact of our facilities	2025 by 2028 by 2028 ongoing	 
Community	4 Safe workplace and employee welfare Obtain certified status of ISO 45001: Management Systems of Occupational Health and Safety (OH&S) Strive to improve diversity mix in all departments Maintain Equal Pay Conformity within 1% differential Promote health improving activities/opportunities for employees Enhance training and development opportunities to increase skills and industry knowledge and provide a pathway for employee progression	2024 ongoing ongoing annually ongoing	  
	5 Empowering the community Offer internships to students in local communities Strengthen our charitable donation policy with a focus on local communities Include local companies in work opportunities within our facilities	2025 annually annually	  
Integrity	6 Strong Risk Management framework Maintain ISO 27001 certification and integrate into all new facilities Define the sustainability risk factors and create appropriate action plan Implement a climate risk assessment in risk analysis Sustainability data and framework certified by a third party	ongoing 2023 2025 annually	 
	7 High ethical standards and anticorruption procedures Ensure a strong Code of Conduct policy is in place Improve the frequency and subject matter of supplier evaluations to ensure compatibility to our values	2023 2025	