

The Board's Statement on s172(1)

The Board of Directors, in line with their duties under s172 of the Companies Act 2006, act in a way they consider, in good faith, would be most likely to promote the success of the Company for the benefit of its members as a whole, and in doing so have regard to a range of matters when making decisions for the long term. Key decisions and matters that are of strategic importance to the Company are appropriately informed by s172 factors.

Details of the Company's key stakeholders and how we engage with them are set out below.

Shareholders

Maximising the long-term value for our shareholders, comprising both private equity investment and management, is very important. We have monthly meetings with our main investor which cover not only financial performance but also operational outputs and strategic options available to the group. During the year this resulted in the acquisition of Sitec Infrastructure Services Limited by the group of which the company is part which has allowed the group to further enhance its professional services offering and enter the fixed line telecommunications market.

Colleagues

Our people are crucial to our success as a company and, with that in mind, we have continued to engage closely with them and invest in appropriate training and development. We ensure that all appropriate policies and procedures are in place to promote employee wellbeing and that employees have access to support where needed, be that via health schemes or confidential whistleblowing lines. The group has obtained Investors In People status and also introduced a company-wide staff incentive scheme linked to both the company's financial performance and individual appraisals, which in turn are based on agreed objectives and group-wide values and behaviours.

Customers

We strive to ensure that our customers receive class-leading service across their networks, built on our long-standing and deeply embedded relationships. We use our knowledge of their networks to ensure that our service proposition and programme management best serves their needs and that our detailed customer account plans are aligned with their requirements.

Suppliers

We engage closely with our suppliers to ensure that our relationships are mutually beneficial and long lasting. We onboard suppliers in a controlled manner to ensure they have appropriate insurances, risk assessments and qualifications that will allow them to be best placed to help us deliver our customers' requirements across their networks.

Communities

We aim to work closely with the communities in which we operate and have ensured that where possible we support charitable work carried out by our employees. We also ensure that all staff are aware of the Modern Slavery Act 2015 policy and statement.

In terms of supporting the environment, the Company is ESOS (Energy Savings Opportunity Scheme) compliant and is currently in the process of sourcing its office energy requirements from carbon-free suppliers.

Government and regulators

A key area of focus for the business is ensuring compliance with all applicable laws and regulations. To that end we have a dedicated Safety, Health, Environment and Quality (SHEQ) department which ensures compliance and that the group also retains all applicable ISO accreditations including 9001, 14001, 27001 and 45001. The company is also Safe Contractor and Achilles registered.

The board is kept fully abreast of any legal and regulatory developments as and when they arise.