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 Sustinable Development Goals (UN SDGs).

Goals		Objectives	Targets	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 Compensate emissions from diesel back-up generators Compensate CO2 emissions for employees' work-related air travel	ongoing DONE ongoing ongoing	13 CLIMATE ACTION
Climate	**2** Maximize energy efficiency	Obtain an average PUE level at 1,2 at all sites Obtain certifed status of ISO50001:2018 Energy Management Systems Measure and report on renewable energy ratio used in our operations in compliance with ISO30134	ongoing by 2028 2024	7 AFFORDABLE AND CLEAN ENERGY / 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
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 CNDCP WUE targets of 0,4L/kWh 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 2025 ongoing ongoing	12 RESPONSIBLE CONSUMPTION AND PRODUCTION / 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
Community	**4** Safe workplace and employee welfare	Obtain certifed 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	DONE ongoing ongoing annually ongoing	3 GOOD HEALTH AND WELL-BEING / 5 GENDER EQUALITY / 8 DECENT WORK AND ECONOMIC GROWTH
Community	**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	4 QUALITY EDUCATION / 5 GENDER EQUALITY / 8 DECENT WORK AND ECONOMIC GROWTH
Integrity	**6** Strong Risk Management framework	Maintain ISO 27001 certificaton and integrate into all new facilities Obtain ISO9001: Quality Management Define sustainability risk factors and create appropriate action plan Prepare for EU Corporate Sustainability Reporting Directive (CSRD)	ongoing 2025 ongoing 2026	12 RESPONSIBLE CONSUMPTION AND PRODUCTION / 13 CLIMATE ACTION
Integrity	**7** High ethical standards and anticorruption procedures	Procedures in place to ensure that the code of conduct is enforced. EU Taxonomy assessment for all sites Improve the frequency and subject matter of supplier evaluations to ensure compatibility to our values	annually 2024 2025	12 RESPONSIBLE CONSUMPTION AND PRODUCTION

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