



Version v1.0	Review due:	January 2025
LR_POL_005	Owner:	Gareth Jones
	Status:	Public

Corporate Social Responsibility & Sustainability Policy

The need for responsible business practices has never been more important than it is today. Business ethics is a vital component of any type of business. Fighting climate change and working in a way that benefits wider society as well as delivering sustainable business success should be at the top of every business leader's agenda.

The regulatory environment becomes more complex and far reaching every year, but at LIGHTRISE we believe that companies should take responsibility themselves for managing their businesses in a socially responsible and sustainable way, because this best serves the interests of all its stakeholders and the wider community.

At LIGHTRISE, we want to lead the way in developing best practice in the stewardship of our company so that we continue to rise to these challenges.

We believe that good corporate responsibility and delivering our services in a sustainable way delivers real value to our clients, employees, shareholders, business partners and the communities in which we live and operate.

At LIGHTRISE, the principles of corporate responsibility and sustainability underpin everything we do. They are embedded in our values, our processes, and ways of working.

Values

Underpinning **our core values of humanity, integrity, humility, and respect** are the principles of honesty, transparency & trust. We want to build an environment where these core values are embodied into everything we do, and our business ethics code defines our business practices, procurement principals and employee welfare policies. To successfully champion these values, we demand innovation and authenticity and are constantly thriving to do things in new and better ways.

Sustainability: We are working to reduce our impact on the natural environment from energy, business travel and waste. We raise employee awareness on critical issues in sustainable development and seek to contribute to all the 17 UN Sustainable Goals publishing progress on our website

Community: We support and encourage our employees to actively participate in community development projects at home, or abroad with a volunteering day.



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Culture: We aim to be the employer of choice in the partner community and to encourage diversity and equality. We invest heavily in professional development and the well-being of all our employees with the aim of delivering excellence and a good work life balance.

Clients: Our clients benefit from our world class experience in delivering sustainable business transformation projects and embodying these principals into their businesses as well as our own.

Ethics:

We follow the Microsoft Trust Code for Partners and ensure all our employees undertake Ethics and Integrity training.



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Environmental Policy

At Lightrise Consulting we are committed to minimizing our environmental impact and promoting sustainability in all aspects of our operations. We recognize that environmental stewardship is crucial for the well-being of our planet and future generations. This policy outlines our commitment to environmental responsibility and the actions we will take to achieve our goals.

We use My Carbon Plan to offset the annual emission of our employees. My Carbon Plan is the only not-for-profit offset provider. My Carbon Plan aims to plant 100,000 trees each year in the UK and create vast new maintained woodland.

Compliance with Environmental Regulations:

We will comply with all applicable environmental laws, regulations, and standards set forth by local, regional, and national authorities. Our operations will be conducted in accordance with these requirements to prevent pollution and protect the environment.

Resource Conservation:

We will strive to conserve natural resources by minimizing energy and water consumption in our offices. This includes:

a. **Energy Efficiency:** We will promote energy-efficient practices, such as using energy-saving devices and enforcing policies to put equipment in standby and reduce power consumption, turning off lights and equipment when not in use, and optimizing equipment power settings.

b. **Water Conservation:** Through our ongoing partnership with Microsoft, we will reduce water consumption by encouraging responsible water use, and benefit from Microsoft Policy on becoming water positive by 2030

c. **Waste Reduction:** We will minimize waste generation by adopting the principles of reduce, reuse, and recycle. This includes implementing recycling programs, encouraging employees to use digital documents instead of paper whenever possible, and enforcing and promoting the use of reusable materials and products.



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Sustainable Procurement:

We will prioritize environmentally friendly products and services in our procurement processes. This involves considering the environmental impact of products, such as energy efficiency, recyclability, and the use of sustainable materials. Whenever feasible, we will choose suppliers and partners who share our commitment to sustainability, and products that use post-consumer recycled waste and/or make a positive contribution to humanity and the environment are given preference.

Transportation and Commuting:

We are a fully remote organisation, where we use transportation, we will promote sustainable transportation practices among our employees. This includes:

- a. Encouraging the use of public transportation, carpooling, and cycling for commuting to work locations.

Environmental Awareness and Training:

We will raise awareness and provide training to our employees about environmental issues and sustainable practices. This includes regular communication about our environmental policy, sharing tips for eco-friendly behaviour in the workplace, and organizing educational sessions or workshops.

Continuous Improvement:

We will continually monitor and review our environmental performance to identify areas for improvement. Through regular assessments, we will set measurable targets and implement action plans to reduce our environmental footprint further. We will also strive to integrate sustainability considerations into our decision-making processes.



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Community Engagement:

We will actively engage with the local community and participate in environmental initiatives. This may involve volunteering for environmental clean-up activities, supporting local conservation programs, or sharing our knowledge and expertise to promote sustainable practices.

This environmental policy will be communicated to all employees, stakeholders, and interested parties. We are committed to regularly reviewing and updating this policy to ensure its effectiveness and alignment with our sustainability objectives. By implementing this policy, we aim to contribute to a healthier and more sustainable future while setting an example for other organizations.
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As a Microsoft Cloud Company, we benefit from Microsoft’s policy:

Microsoft has four very ambitious goals to ensure sustainability across its whole company and its cloud services:

Carbon negative by 2030 and removal of historical emission by 2050: Microsoft wants to remove its carbon footprint from the environment completely. This means the removal of all Microsoft's historical emissions since the company’s foundation in 1975 by 2050 but first hit the goal of carbon negative by 2030.

100% renewable energy by 2025: Microsoft has currently purchased agreements for the supply of green energy for 100% of the carbon-emitting energy consumed in all its data centres.

Water positive by 2030: By reducing and replenishing more water than we consume and targeting water-stressed regions where Microsoft work.

Zero Waste by 2030: By diverting waste from landfills or incineration and reducing wastes from direct operations, products, and packaging. Microsoft has diverted more than 60,000 metric tons of waste in the 2020 financial year. To achieve part of this, Microsoft is developing



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Circular Centres on-site which aim to increase reuse of their servers and components by 90% by 2025.