



SUSTAINABILITY POLICY

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Introduction

We are committed to the Sustainable Development Goals of the United Nations and will integrate the goals into our working practices where relevant to our business.

Xynomix aims to:

- Implement sustainability and environmental actions within the organisation
- Monitor and review the sustainability and environmental actions and improvements internally

Scope

This Sustainability Policy applies to all employees and contractors. To demonstrate the organisation's commitment to sustainability, the policy will be communicated to all employees, suppliers, partners, and consultants.

Purpose

This policy formalises our commitment to supporting the principles of environmental sustainability and recognises that a sustainable environment is central to our organisation and the lives and work of our employees.

This policy was produced by following the guidance provided in the [17 Sustainable Development Goals of the United Nations](#).

Our Commitment

What we are doing

- We pay all employees a minimum of real living wage hourly rates (Development Goals 1 and 10)
- We provide access to technical training portals and multiple training days per year to develop knowledge and upskill (Development Goal 4)
- All staff are encouraged to communicate to line managers if they have training needs (Development Goals 4 and 10)
- 30% of the leadership team are female, involved in decision-making and governance of the organisation (Development Goals 5 and 10)
- Zero-tolerance of all forms of violence at work, including verbal and/or physical abuse and sexual harassment (Development Goal 5)
- Providing modern slavery training for recruiters so that they can recognise the signs of forced labour through supply chains and take action where abuses are discovered (Development Goal 8)
- All of our business operations are cloud-based and paperless. We use Google, which is a net zero company (Development Goal 12)
- Providing recycling and food waste disposal facilities and encouraging all staff to use them (Development Goal 12)
- Secure recycling of unwanted technology (Development Goal 13)
- Permitting remote working and employing locally to reduce emissions associated with travel to the office. Using sustainable travel methods to client sites wherever possible (Development Goal 13)
- Replaced all lighting within the building to energy efficient LED units (Development Goal 13)

What we will do

We aim to implement the following within the next 2 (two) years:

- Sustainability training for all staff (Development Goal 12)
- Awareness to all employees of the importance of:

- Turning off taps when they aren't in use (Development Goal 6)
 - Not flushing items down the toilet which can't be broken down in water (Development Goal 6)
 - Turning off lights and air conditioning in unoccupied rooms (Development Goal 13)
 - Opening windows rather than using air conditioning for cooling where possible (Development Goal 13)
- Improve recycling facilities to include soft plastics and provide guidance on items that can be recycled (Development Goal 12)
- Move to an energy supplier with 100% renewable energy
- Ensure our supply chain does not include services or products which may contribute towards corruption, violence and conflict (Development Goal 16)
- Ensure our supply chain is reviewed for sustainability, particularly in relation to promotional materials and consumables (Development Goal 12)
- Investigate ways to support more environmentally friendly travel options for employees who commute to the office (Development Goal 11)