



Environmental, Social and Governance (ESG) Report 2023

ENGINEERING A DIGITAL FUTURE

Contents

Foreword

from our Chief Executive Officer

As the CEO of Indigo, I am proud to introduce our first official ESG report.

There is a global increase for faster and more reliable communications and connectivity. This growth has brought with it a renewed commitment to upholding the principles of Environmental, Social, and Governance (ESG).

As we have expanded our network design and support services, and our footprint in data centres, we have also recognised the importance of taking a closer look at our impact on the environment and the communities where we operate. Through a comprehensive materiality survey and engagement with our stakeholders, we have identified where Indigo can have the greatest positive impact, and we are fully committed to making a meaningful difference in these areas.

Our governance structure has also evolved alongside our growth, ensuring that we remain a well-run and sustainable business. This report outlines the progress we have made towards our ESG goals, as well as our ambitious targets for the future.

We are proud of the work we have done so far and recognise that there is always more to be done. We welcome feedback from all our stakeholders and partners and look forward to updating you on our continued progress in the years to come. Thank you for taking the time to read our inaugural ESG report.



Ian Duggan
CEO Indigo

Introduction

Indigo is a purpose-driven company committed to making the world a better place. We are dedicated to connecting people, businesses, and communities to new and exciting possibilities while also making a positive difference. Our commitment to Environmental, Social and Governance (ESG) is critical to all our activities. We recently restructured our board and senior management team to tackle climate change and play a more active role in creating a safe and inclusive world.

We are proud to build and maintain the digital infrastructure and data centres that make it possible for people to live, work and play as never before. With our global footprint spanning over 90 countries, we partner with the world's largest communication and internet service providers. Our relentless pursuit of innovation empowers our customers to deliver richer experiences for businesses and more meaningful connections for consumers. By collaborating and challenging our customers, we help them stay ahead of fast emerging and expanding technologies.

We cultivate talent with an appetite for innovation and foster technical skills to improve the performance of networks and data centres. Whether it's fibre or 5G, a hyperscale data centre or a colocation facility, we design to innovate, deploy to evolve, and provide support to continually enhance the service. We pair dynamism and diligence to realise and maximise the value of connectivity, end-to-end and from present to future.

We are creating future-focused networks and data centres, the digital foundations of modern society. We work closely with our customers, helping them scale at pace to meet the global demand for reliable connectivity and a better customer experience. We continue to focus on the positive impact we can have on our customers, partners, and employees, while remaining agile enough to embrace market uncertainty and adapt to opportunities that may arise.



UN Sustainability Goals

As we move forward in our commitment to ESG, we recognise that there is a bigger picture beyond what our company can control and influence. With this in mind, we have aligned our activities to the United Nations (UN) Sustainability Goals. By doing so, we can ensure that our contributions are in line with the global community's focus and that we are playing our part in achieving the overall aspiration.



'The UN Sustainable Development Goals are underpinned by 169 targets which address a wide range of issues facing both developed and developing countries. These interconnected issues include poverty, inequality, climate change, inclusive societies and access to health and education. A central commitment of the Goals is to Leave No One Behind, ensuring that development progress reaches the most vulnerable and marginalised populations. The SDGs apply to all countries, with all sectors playing a role in supporting their delivery.'

(Source: Gov.co.uk)

While we support the ethos of all the UN goals, we understand the importance of focusing our endeavours to make our approach to ESG more meaningful. To help us achieve this, we conducted a materiality survey with all our stakeholders in October 2022. The survey revealed that business ethics and compliance, along with decarbonisation and resource efficiency, were significant areas of concern. Other areas such as diversity and community engagement were also important.

We have used this survey to shape our approach, selecting goals that are most relevant to our business, important to our stakeholders, and where we can have the biggest impact. We have aligned these goals to a series of pledges, each with its own set of targets and actions. By doing this, we can ensure that all our ESG activities are in line with the mission of the UN Goals.

Our Pledges and Targets

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Our Pledges and Targets

To ensure that our commitment to ESG is meaningful and impactful, we have established a series of pledges that outline our intent for each ESG area. These pledges summarise our ambition and approach and are supported by a set of targets that will help us stay on track. We will measure and reduce our overall carbon emissions and footprint.

Our journey towards achieving our ESG goals is ongoing, and our targets will evolve as we make progress. These pledges represent our long-term commitments to creating a sustainable future for our company and our communities.

Environmental

We pledge to consider the environmental impact of everything we do and to continuously look for innovative solutions to reduce harm to the planet

We pledge to take care of the planet, to responsibly use resources, to eliminate or reduce our waste and to design infrastructure with end-of-life and sustainability in mind

We pledge to reduce our carbon footprint, to become more energy efficient and contribute to cleaner air quality



Environmental Targets

1. We will measure using modern toolsets and reduce our overall carbon emissions and footprint
2. We will continue to develop tools and systems that will reduce our travel requirement to site and lower our transport emissions by keeping a well maintained modern fleet of vehicles, monitoring efficiency and continually looking for ways to improve this
3. We will comply with and exceed the Waste Carrier standards set out by Natural Resources Wales to protect the environment and human health

Social

We pledge to treat everyone with respect, always promoting diversity, equity, and inclusion for all

We pledge to engage with and listen to our employees, clients, service providers and the communities we work in, to make a lasting and positive impact on society

We pledge to provide a safe and positive working environment for our people with initiatives that support positive physical and mental health

We pledge to work with all our delivery, supply-chain, and other partners to help them achieve their ESG goals. We will share best practice and ideas to drive the best solutions for us all



Social Targets

1. We will continue our exemplary safety performance and keep our accident frequency rate as low as reasonably practicable
2. We will create a specific wellbeing strategy that focusses on supporting the mental and physical health of our people. This will complement our existing health and safety strategy
3. We will increase the participation in our annual people survey from 70% in 2023 to 75% in 2024
4. By 2024, we will appoint a female Director to our Board and voluntarily publish our first gender pay gap report, as we work towards increasing the representation of women across all levels of our organisation
5. Our target for community engagement is to establish ongoing partnerships with local non-profit organisations, with the goal of making a measurable positive impact on that community

Governance

We pledge to run our business in a transparent, ethical way with integrity at the core of everything we do

We pledge to always engage with local economies and adhere to their laws, whether it's by paying our taxes or complying with regulatory requirements

We will have strong governance with good checks and balances on all strategic decision making

We are committed to growing a successful and sustainable business that provides decent, fairly paid work for our people and our supply chain



Governance Targets

1. We have developed a comprehensive five-year business strategy aimed at achieving sustainable and profitable growth. Our strategy focuses on creating additional opportunities for individuals to collaborate and work with us. Furthermore, this growth positively impacts the economies of the communities in which we are active
2. By 2024 we will have assessed all our governance against the Wates Principles to ensure we are continually reviewing and improving in this area

Environmental

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Carbon Emissions

1. We will measure and reduce our overall carbon emissions and footprint

Green House Gas Emissions

Indigo uses 2022 as the baseline year for sustainability performance and our annual reporting on greenhouse gas (GHG) emissions. Our sustainability plan has been approved by the Board and will be implemented by Indigo's Sustainability Working Group, which comprises of our CEO, senior management, and function heads.

We use the operational control approach (as outlined in the GHG Protocol), collecting and collating sustainability data from areas of the business where we have the authority to introduce and implement our policies.

As an organisation that operates in the engineering and infrastructure market, we are mindful of the risks that the current climate crisis presents, both physical and regulatory, and the competitive advantage in providing new technologies and solutions to address challenges related to decarbonisation.

We actively engage, listen, and learn from stakeholders because what matters to them matters to us. Together with current sector-specific regulations and standards, and research into wider social and environmental trends, we have been able to define our strategic targets for the short, medium, and long term. Providing a guardrail is our ISO 14001 certification, a systematic way of identifying and controlling the effects the company has on the environment.

We are proud to be in the top 5% of all evaluated companies to have achieved gold status in the EcoVadis rating, but we also recognise we need to do much more to reduce our carbon emissions and to unlock ways to eliminate and reduce unsustainable materials in our construction projects.

To Reduce Scope 1 & Scope 2 & Scope 3 Emissions

In 2022, we carried out a comprehensive exercise of collecting and analysing data to determine our Scope 1 and Scope 2 emissions, which fall under our operational control, directly (emissions in vehicles and facilities) and indirectly (emissions from procured power for our facilities). With the use of a dedicated software tool, TiccBox Carbon, we were able to calculate our carbon footprint at our offices.

Scope 1 Emissions (2022) - Gas

Source	Unit	CO ²
Gas	11,365 M ³	25,815kg
Transport (Fleet & Co. Car)	1,960,950 litres	557,287kg

Note. Gas is from the Limerick Office.

Scope 2 Emissions (2022) - Electricity

Source	Unit	CO ²
Electricity	9,177 kWh	50,698kg

Note. No electrical data for Liverpool collected. Denver for the months of Oct, Nov. Dec.

Scope 3 Emissions (2022) - Business Travel

Source	Unit	CO ²
Flights	80,893 miles	22,934kg
Ferry	245 miles	51kg
Train	2,612 miles	149kg

These figures will be used as our baseline going forward, for year-on-year comparison as we look to reduce our overall carbon emissions and footprint. We will achieve this by:

- ▶ Addressing transportation and fleet vehicle management
- ▶ Partnering with credible suppliers committed to ethical sourcing, the prevention of deforestation and habitat destruction, and with demonstrable emissions reduction across their own operations
- ▶ Promoting company-wide climate-conscious behaviour and accountability
- ▶ Monitoring and measuring energy consumption on all new builds with sensors and thermostats
- ▶ Promoting sustainable travel options, and reducing travel overall by utilising virtual meetings and conferences where possible

Transport Emissions

2. We will continue to develop tools and systems that will reduce our travel requirement to site and lower our transport emissions by keeping a well maintained modern fleet of vehicles, monitoring efficiency and continually looking for ways to improve this

Transport has the greatest negative impact on Indigo's Scope 1 emissions and carbon footprint. With a current fleet of over 175 vehicles, 139 are diesel and 18 are electric vehicles (EV) or hybrid.

By lowering our transport emissions, we will reduce our negative impact on the environment – and save money. We will achieve this by:

- ▶ Signing up for the Worldwide Harmonised Light Vehicle Test Procedure (WLTP)
- ▶ Doing a continuous review our fleet to reduce transport carbon emissions by the most practical and economical vehicles implement technology to increase efficiency
- ▶ Monitoring fuel efficiency per mile
- ▶ Working from home with more virtual meetings to cut down on travel
- ▶ Training drivers of company vehicles to drive in a sustainable way
- ▶ Installing trackers to all company vehicles to drive improved driving and identify areas where training may be required
- ▶ Transitioning company vehicles from diesel and petrol to EVs and hybrid vehicles
- ▶ Adopting new technologies, such as AI, to accelerate net-zero planning and execution

Eliminate and Reduce Waste

3. We will comply with and exceed the Waste Carrier standards set out by Natural Resources Wales to protect the environment and human health

Another output from our materiality survey was the need to eliminate and reduce waste. The construction and engineering industry plays a vital role in the economic backbone of all economies, but it also contributes significantly to waste and pollution.

Reducing waste begins at the design stage of a project for Indigo, where we choose to use sustainable, reusable, and recyclable materials.

Current Waste Breakdown

Waste (2022)

Type	Weight
General Waste	5,200 ltrs
Mixed Recyclable	5,200 ltrs
Compostable	1,040 ltrs

As a registered Waste Carrier with the Natural Resources Wales (Reg. No. CBDU2098), we have a duty of care to protect the environment and human health. We will achieve this by:

- ▶ Creating a detailed picture of our different waste streams
- ▶ Working with our supply chain partners to increase the use of recycled materials
- ▶ Reducing single-use plastics
- ▶ Providing training to our employees and subcontractors on minimising our different waste streams
- ▶ Recycling IT and electronics (old laptops go to charity)
- ▶ Our decommissioning, disposal and recycling services are compliant with UK and EU legislation and support our certifications in ISO 14001 Environmental Management Systems and ISO 27001 Information Technology Security Techniques



Social

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Health Safety and Wellbeing

1. We will continue our exemplary safety performance and keep our accident frequency rate as low as reasonably practicable
2. We will create a specific wellbeing strategy that focusses on supporting the mental and physical health of our people. This will complement our existing health and safety strategy

The health, safety, and wellbeing of our employees, subcontractors and public at large is our number 1 priority. Certified to ISO 45001, the standard for occupational health and safety management systems, we implement, maintain, and continually improve an effective safety culture to promote a safe and healthy working environment and to achieve better occupational health and safety performance.

Our safety statistics speak for themselves. In 2022, only 3 accidents were recorded in over 600,000 hours worked. But we will never be complacent in this area which is why we continue to target ourselves to keep our accident frequency rate as low as possible.

We recognise that the health and wellbeing of our employees are critical to their success and our overall success as a business. Going forward, we will place equal importance on both the safety and wellbeing aspects of our Health and Safety programme. We believe that a holistic approach to employee wellbeing, encompassing physical, mental, and emotional health, is essential to creating

a culture of thriving, engaged employees.

To achieve this, we will continue to invest in initiatives and resources that support our employees' health and wellbeing. We started this journey in 2022. We rolled out our Employee Assistance Programme, offering confidential support to all our employees. The programme covers everything from bereavement counselling to legal advice. We also extended our healthcare benefits across the business providing more options to more people.

By placing equal focus on safety and wellbeing, we aim to create a workplace culture that fosters employee health, happiness, and productivity.

We want to be at the forefront of Health, Safety and Wellbeing practices and will achieve this by:

- ▶ Ensuring our Safety Management System is driven by employees. Allowing our expert field and office-based staff to inform senior management on how we can improve their safety and health as they perform their duties. We do through continued consultation between staff and SHEQ
- ▶ Partnering with external organisations to help support our employees. For example, we are rolling out a financial wellbeing programme in 2023 in association with HSBC. The aim is to help people better manage their personal finances in difficult economic times
- ▶ Conducting 'start the conversation' webinars to raise awareness about physical and mental health concerns
- ▶ Promoting and growing a wellbeing calendar of events, such as webinars and drop-in sessions that explore different areas of physical and mental health
- ▶ Supporting nationally recognised external events such as Men's Health Awareness Month, National Menopause Day, and World Suicide Prevention Day

Continuing Professional Development

Indigo values the learning and development of its people, and partners with institutions such as TUS (Technical University of Shannon), University of Limerick, Cardiff Metropolitan University and University of South Wales to provide job opportunities and placement programs for students and graduates.

Indigo supports the professional growth of its employees through Continuing Professional Development (CPD) and was awarded the Investors in People Gold accreditation in 2021 for our efforts.

To enhance our people development approach, We are launching a new performance management system called "My Success Plan" by XCD in 2023. The system will help identify and nurture the skills, aspirations, and potential of all employees at every stage of their career with Indigo. Through in-depth reviews and personal development plans, Indigo aims to create a culture of continuous learning and improvement, recognising that people's aspirations evolve over time.

The actions we will be taken are:

- ▶ Partnering with bodies such as Engineers Ireland and bringing their CPD standards into our business

- ▶ Designing a Programme that provides structured opportunities for School Leavers and Graduates

People Engagement

3. To increase the participation in our annual people survey from 70% in 2023 to 75% in 2024

In January 2023 we conducted a People Survey. We have done engagement surveys before but this one took a new approach, with revised questions and included a section on Diversity, Equity and Inclusion.

We were delighted that 70% of our people participated in this survey. Our goal is to increase the participation rate in our People Survey from 70% to 75% by 2024. We will achieve this by proactively communicating the importance of feedback and how it contributes to creating a better workplace. We will also take action on the feedback received to demonstrate our commitment to listening to our people.

The other actions we will take to increase our internal People Engagement are:

- ▶ We will include a 'You Said, We Did' section in all our Company Town Halls to share what we are doing with the People Survey Feedback
- ▶ We will conduct Listening Groups with smaller groups of people to add colour and context to the results on key issues
- ▶ We will continue with our CEO Employee Forums
- ▶ We will relaunch our online suggestion box to encourage a steady stream of feedback
- ▶ We will commit to conducting an annual People Survey and a mid-year Pulse Survey to measure our progress

Diversity, Equity and Inclusion

4. By 2024, we will appoint a female Director to our Board and voluntarily publish our first gender pay gap report, as we work towards increasing the representation of women across all levels of our organisation

At Indigo, we believe that diversity is not just about meeting a quota, but about fostering a workplace culture that celebrates differences and encourages collaboration and innovation.

Currently, we have people from 37 different nationalities working at Indigo, representing a diverse range of ethnicities, sexual orientations, and genders. We value and respect all our employees for who they are and what they bring to our business as individuals.

In 2022, we launched our Diversity, Equity, and Inclusion working group, comprising a cross-section of employees. The group has had a massive impact on our business, reinvigorating our culture and providing monthly updates to the Board on our progress towards becoming an even more diverse and inclusive workplace.

One area where we acknowledge we have a challenge is gender diversity. Currently, our workforce is 81% male and 19% female, which is partly driven by the male-dominated nature of the engineering sector. However, we are not complacent and are committed to making change happen

sooner rather than later.

We believe that diverse and balanced teams are the most successful and productive, which is why we are committed to attracting more women to our business. We want to create an environment where all individuals, regardless of gender, are welcomed and valued.

Our efforts have been paying off, as our 2023 People Survey showed that 93% of the women we employ enjoy working at Indigo, 82% are proud to work for Indigo, and 78% would recommend Indigo as a place to work to their friends and family. This positive feedback from our female employees is a great foundation for us to build on.

We currently do not have to publish a gender pay gap report because we do not meet the required threshold of employees. However, we see this as a useful tool in setting out our intent with regards to gender balance and to show our commitment to transparency about where we are as a business. Therefore in 2024 we will be voluntarily publishing our first gender pay gap report.

The other actions we will be taking are:

- ▶ Ensuring we advertise our opportunities across broad and diverse channels
- ▶ Reviewing our benefits, including family leave to ensure we are attractive to female candidates
- ▶ Ensuring our family leave and flexible benefits are publicly available to candidates considering joining us
- ▶ Offering agile or flexible working options for all roles where we can
- ▶ Rolling out a new performance and talent management system that we help us systemically and objectively find and nurture talent in our business, so that women and people from diverse backgrounds can forge a career at Indigo
- ▶ Maintaining our gold status in the Investors in People Programme

Community Contribution and Initiatives

5. Our target for community contributions is to increase our time committed to total community initiatives

This community investment includes both financial contributions and volunteer hours dedicated to community organisations and initiatives. We will prioritise partnerships with organisations that align with our ESG priorities and engage our employees in meaningful ways to maximise our impact. By achieving this target, we aim to create positive and lasting change in the communities where we operate.

The communities where we work give Indigo a business licence to operate, which we greatly appreciate and try to reciprocate by giving something back. We always look to enhance our local environment and provide resources to help clubs and groups thrive.

Armed Forces Covenant – we are committed to being an armed forces-friendly company and are very proud that we not only employ a number of ex-service personnel, but we also offer support to employees who have chosen to volunteer to serve in the Reserve Forces.

Cancer Fund for Children – a charity close to our hearts, it provides support to the children and

their families in challenging time. As well as emotional support, the charity offers short breaks in their Daisy Lodges for the whole family to get away and relax in a supportive environment.

Tŷ Hafan – we support a much-loved Welsh charity that provides life-changing care to children with life-shortening conditions and their families.

The Cain McKee Memorial Cup – we established an annual football match to commemorate our late colleague who sadly passed away playing football a few years ago. In 2022 we decided to make it international by having our Irish and UK teams compete for the trophy.



Governance

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Governance

We pledge to run our business in a transparent, ethical way with integrity at the core of everything we do

We always engage with local economies and adhere to their laws, whether it's by paying our taxes or complying with regulatory requirements

We will have strong governance with good checks and balances on all strategic decision making

We are committed to growing a successful and sustainable business that provides decent, fairly paid work for our people and our supply chain



Five Year Strategy and Growth

1. We have an ambitious five-year business strategy which will deliver sustainable, profitable growth. This will create more opportunities for more people to work for and with us. This growth also contributes to the economies of the communities in which we operate

We know that growing our business creates jobs and contributes to the local economies where we operate. So, this is one of the most important ways we can have a positive impact. In 2023 we will be launching our refreshed 5-year strategy which will contain an ambitious growth plan.

We have developed a comprehensive five-year business strategy aimed at achieving sustainable and profitable growth. Our strategy focuses on creating additional opportunities for individuals to collaborate and work with us. Furthermore, this growth positively impacts the economies of the communities in which we are active.

Continuous Improvement in our Governance

2. By 2024 we will have assessed all our governance against the Wates Principles to ensure we are continually reviewing and improving in this area

Effective corporate governance and compliance are essential components for any successful business. At Indigo, we understand the importance of adhering to regulatory requirements and

maintaining stakeholder trust. This is why we have built our business on a foundation of rigorous attention to detail and a commitment to ensuring our business practices meet the highest ethical standards.

Our corporate governance framework is designed to be simple and scalable, providing the foundation for our growing business to operate with integrity and diligence. Our experienced Board of Directors oversees all aspects of the business in line with the Companies Act, ensuring that we remain compliant with all relevant regulations and legislation.

Reporting to the Board is our Executive Committee, which is responsible for the day-to-day management of the business. This ensures that all operational activities are aligned with our corporate strategy and our commitment to ethical business practices.

We understand that the regulatory environment is constantly evolving, and we are committed to ensuring that our governance practices continue to be fit-for-purpose as we expand our business. In 2022, we refreshed our formal delegation of authority matrix for tenders and contracts. This allows us to manage financial and operational risks effectively while remaining agile and responsive to customer demands.

At Indigo, we believe that effective corporate governance and compliance are fundamental to building a successful and sustainable business. We will continue to review and improve our governance framework to ensure that we meet the highest standards of ethical and regulatory compliance.

To assist us in ensuring our corporate governance remains appropriate we use the Wates Principles of Corporate Governance as a guide and as an assessment tool. The Wates principles are designed to provide a flexible framework for privately owned Companies to follow as best practice.

The principles are detailed below with some commentary under each. We will use these headings to map how we continuously review and improve our governance.

1. Purpose and Leadership

This principle talks to company culture, purpose, and values. We already have an embedded and established set of values in our CURVE framework (see below), but we intend to build on this to cement a sense of purpose and cultural alignment across our business.

Customer First: we forge long-standing relationships by listening to our clients, learning about their challenges and by responding to them with bespoke and environmentally friendly solutions.

United: teamwork is integral to our culture, helping colleagues develop personally and professionally. We believe in emboldening and empowering each other by celebrating ideas and sharing successes.

Respect: a cornerstone of our workplace culture is that diverse perspectives are embraced, that it's up to each of us to uphold and promote equality, to be mindful of the people we work with and the planet we live on.

Versatile: our 'can do' attitude is what drives every customer engagement. It draws on our vast experience in using emerging technologies and complex systems to drive sustainable transformation.

Excellence: exceeding customer expectations is always a top priority. We take a first-time right approach, setting ourselves the highest standards of safety and quality to produce consistently superior work.

2. Board Composition

Effective board composition requires an effective chair and a balance of skills, backgrounds, experience and knowledge, with individual directors having sufficient capacity to make a valuable contribution. The size of a board should be guided by the scale and complexity of the company.

3. Directors Responsibilities

The board and individual directors should have a clear understanding of their accountability and responsibilities. The board's policies and procedures should support effective decision-making and independent challenge.

4. Opportunity and Risk

While we have always maintained rigorous procedures to mitigate risk – it's impossible to succeed and grow an engineering business without them – we are not complacent and know there is always more to do. The Board continuously reviews our control frameworks to ensure they have clearly allocated roles and responsibilities.

5. Remuneration

We believe in paying people fairly and appropriately for the job they are doing, but we are conscious of the need to better benchmark our approach to remuneration. In a time of skills shortages, we are more focussed than ever on attracting and retaining top talent across the organisation.

6. Stakeholder Relationships and Engagement

We want to build on the close relationships we nurture with stakeholders to create and sustain long-term value for them and our shareholders. We want to be in continuous dialogue with them to better inform our social, economic, and environmental strategies and to improve our understanding of how our business impacts wider society, now and into the future.

We will measure ourselves against these principles and respond to feedback from all our stakeholders in our 2025 ESG Report.

As part of the collective assessment of our governance against the Wates principles we will also undertake assessments of our Board Directors performance and experience. This will be supported by a Board development plan to ensure that the Directors' skills and knowledge remain current. This may include specialist refresher training in areas such as the Companies Act, the Competition and Markets Act, and Diversity, Equity and Inclusion (DEI).

As part of our commitment to creating an open and honest culture in 2024 we will be partnering with a confidential external whistle-blowing provider. The details of this support will be published on our website and will be communicated to all our stakeholders, to enable anyone with any concerns to raise these in a confidential manner.

Certifications

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We are Indigo

We are committed to advancing long term sustainability and social responsibility policies and practices to the benefit of our employees, shareholders, and society.

We relentlessly pursue creating a better world empowering our customers to deliver richer experiences for their businesses and more meaningful connections for their customers.

We are engineering a digital future connecting people, businesses, and communities to ever more possibilities.

Certifications

Indigo is committed to continuously expanding and improving its Integrated Management Systems and keeping all certifications and accreditation up to date. We believe that these also demonstrate our open commitment to being a well governed organisation with high, externally recognised, standards.

- Certified to ISO 9001 (Quality Management System), ISO 14001 (Environmental Management System), ISO 27001 (Information Security Management System), ISO 45001 (Health and Safety Management System)
- Certified to SafeContractor, which recognises high standards in health and safety management
- Registered as a Waste Carrier with Natural Resources Wales (n. CBDU2098) with a duty of care to protect the environment and human health
- Registered with the Information Commissioner's Office (no: Z1741062) to uphold information rights and data privacy
- CHAS accreditation strengthens our supply chain compliance, mitigates risks and supports efficient supply chain management
- Project teams are certified practitioners under Prince2
- Project Teams are certified for all duties under CDM (UK) and Construction Regs (Irl)
- IT Service Management teams are certified to ITIL V4 standards
- Engineering teams are certified to NRSWA and ECS
- Awarded Gold by the Royal Society for the Prevention of Accidents (RoSPA) for outstanding health and safety practices
- Recognised by Engineers Ireland for Continuing Professional Development (CPD) systems and practices
- Awarded the Investors in People Gold accreditation