



## Mosaic Island Responsible Business, Sustainability and Corporate Social Responsibility Statement

### Overview

Mosaic Island is committed to conducting its business responsibly, ethically and sustainably. We recognise our responsibility to our people, our clients, our suppliers and the wider community, and we seek to operate in a way that minimises environmental impact, promotes fair and inclusive working practices, and upholds high standards of professional and ethical conduct.

This statement sets out Mosaic Island's overarching approach to Responsible Business, Sustainability and Corporate Social Responsibility (CSR), supported by a framework of policies, plans and governance arrangements.

### Ethical Business Conduct

Mosaic Island is committed to operating with integrity in all business activities. We maintain clear expectations around ethical behaviour, including compliance with applicable laws and regulations, zero tolerance of bribery or corruption, and responsible management of gifts and hospitality.

These principles apply to all employees, contractors and third parties acting on behalf of Mosaic Island and are reinforced through internal policies and training.

We are also committed to fostering a culture in which concerns can be raised appropriately and in good faith. We do not tolerate retaliation against any individual who speaks up about suspected wrongdoing, unethical conduct or breaches of policy.

### People, Equality and Wellbeing

We are committed to providing a fair, inclusive and respectful working environment. Mosaic Island promotes equality of opportunity and does not tolerate discrimination, harassment or unfair treatment.

We support employee wellbeing and safe working practices and expect these standards to be upheld throughout our business and, where relevant, throughout our supply chain.

We also support responsible and inclusive ways of working through a range of practical initiatives for our employees. These include opportunities to take charity days, participation in cycle-to-work and electric vehicle schemes, along with charitable giving initiatives such as company match funding, which reflect our broader commitment to wellbeing, sustainability and positive social impact for all.



Mosaic Island is committed to respecting fundamental human rights in the conduct of its business. We do not tolerate forced labour, modern slavery, child labour or any form of exploitation, and we expect the same standards to be upheld by those we work with.

## **Environmental Responsibility**

Mosaic Island takes a proportionate and practical approach to environmental responsibility, aligned to the nature of our IT-focused professional services operations.

Our commitments are set out in our Environmental Policy and our published PPN 006-compliant Carbon Reduction Plan, which includes measurable targets, annual monitoring and board-level oversight.

We are committed to reducing greenhouse gas emissions, minimising waste, preventing pollution, and supporting more sustainable ways of working, including our remote-first operating model and digital-first service delivery.

As a consultancy business, we recognise that our principal environmental impacts arise primarily from business travel, energy use, purchased goods and services, and day-to-day business operations. We seek to manage these impacts responsibly and in a way that is proportionate to the size and nature of our organisation.

## **Responsible Procurement and Supply Chain**

Mosaic Island expects its suppliers and partners to operate responsibly and ethically. Our Supplier Code of Conduct sets out clear expectations in relation to environmental management, labour standards, equality, working conditions, human rights and ethical business practices.

We seek to work with suppliers that share our commitment to responsible business and sustainability, and we encourage continuous improvement across our supply chain.

Where appropriate and proportionate, responsible business considerations are taken into account in supplier selection, onboarding and review processes. Where concerns are identified, we expect suppliers and partners to engage constructively and take appropriate remedial action.

## **Governance and Review**

Responsibility for Responsible Business and Sustainability sits with senior leadership and is embedded within Mosaic Island's governance framework. Relevant policies and plans are reviewed periodically, and at least annually where appropriate, to ensure they remain suitable, effective and aligned with legal requirements, client expectations and good practice.



Mosaic Island will continue to review and evolve its approach to Responsible Business and Sustainability as the organisation grows and in response to client, regulatory and stakeholder expectations.

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**Approval and Sign-off**

This Responsible Business, Sustainability and Corporate Social Responsibility Statement is approved and endorsed by Mosaic Island's senior leadership. Its principles are communicated across the business and reflected, where appropriate, in our policies, processes and day-to-day ways of working.

**Signed:**

David Morgan

Managing Partner

Mosaic Island Ltd

**Date:**

January 2026