

Leap Networks Global Ltd — ESG Annex

Mission-critical IT/ICT & OT systems for regulated environments (aviation, utilities, oil & gas, industrial on-shore & off-shore infrastructure).

EcoVadis rating: 90/100 (99th percentile, Telecommunications) Platinum 1%
Publication: 14 Oct 2025
Theme scores: Environment 98 · Labour & Human Rights 88 · Ethics 90

1) Executive Summary

Leap Networks Global Ltd integrates ESG into the design, integration, and maintenance of mission-critical IT/ICT and OT systems for regulated sectors (aviation, utilities, oil & gas, industrial infrastructure). We hold an **EcoVadis rating of 90/100 (published 14 Oct 2025; valid to 14 Oct 2026)**, ranking in the **99th percentile** of the Telecommunications sector.

2) Policies & Management System

We maintain formal, approved policies and controls covering:

- **Labour & Human Rights** (incl. DEI & Anti-Harassment; Working Conditions; Grievance)
- **Health & Safety** (risk assessments, incident reporting, emergency preparedness)
- **Ethics & Compliance** (anti-corruption; whistleblowing; data privacy)
- **Sustainable Procurement** (Supplier Code of Conduct; risk-based due diligence)

EcoVadis indicators recognise our **Policies = 100/100, Measures = 75/100, Certifications (Env) = 100/100, Reporting = 50/100, 360° Watch = 75/100**.

3) Objectives & KPIs (2025–26)

We track and review KPIs quarterly; examples below are suitable for contract reporting.

Health & Safety

- 0 lost-time injuries; 100% staff complete annual H&S training
- 100% projects with documented risk assessments and emergency plans

Labour & Human Rights

- 100% employees on fair contracts aligned to UK law
- 100% completion of DEI & anti-harassment training; zero substantiated cases

Ethics & Compliance

- 0 substantiated corruption/privacy incidents
- 100% staff complete annual ethics & data-protection training
- Whistleblowing channel reviewed annually (non-retaliation enforced)

Sustainable Procurement

- 100% strategic suppliers sign our Supplier Code of Conduct
- ESG screening for 100% new suppliers; corrective actions for 100% high-risk cases

(These KPIs reinforce EcoVadis improvement areas on **Reporting** and **Measures**.)

4) Health & Safety (H&S)

- Safe systems of work; role-based training matrix; first aid & fire safety; incident/near-miss logging
- Office and site-specific risk assessments; method statements; toolbox talks
- Annual programme: inductions, refresher training, emergency drills

Indicator context: EcoVadis recognises advanced implementation of measures and outstanding environmental certifications, supporting our H&S management maturity.

5) Labour & Human Rights

- Written terms of employment; fair working hours; grievance mechanism
- DEI & Anti-Harassment policy (zero-tolerance) and annual awareness training
- Recruitment and onboarding checks; annual appraisals and training plans

Theme score: 88/100; Reporting within this theme targeted for uplift via quarterly KPI disclosure.

6) Ethics & Compliance

- Anti-corruption programme; gifts & hospitality register
- Whistleblowing channel (confidential, non-retaliation)
- Responsible information management and data protection training

Theme score: 90/100; 360° Watch shows no adverse records in third-party databases.

7) Sustainable Procurement

- Supplier Code of Conduct required for strategic suppliers
- Risk-based due diligence (labour, H&S, environmental, ethics) prior to engagement
- Corrective Action Plans for identified high-risk cases
(Theme not scored on the current card; practices included in our management system.)

8) Certifications & Evidence

- **Environmental certifications:** externally certified (per EcoVadis indicator = **100/100**).
- Evidence available on request: policy set, training logs, incident register, supplier screening records, whistleblowing summary, KPI dashboards.

9) Governance & Oversight

- **Executive owner:** Sales & Operations Director
- **Review cadence:** Quarterly ESG reviews; annual policy/KPI updates
- **Transparency:** Public ESG page summarising policies, objectives, and results

10) Contact

ESG & Supplier Assurance: sales@leapnetworksglobal.co.uk