



**connekt**  
your future **today**



# Connekt EV Charging **ESG Strategy**

(Jan 2025)



At Connekt, we recognise that delivering a more sustainable future requires more than installing EV chargers. We are committed to embedding Environmental, Social and Governance (ESG) principles into the way we operate, partner, and grow.

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## **Environmental**

- **Tree Planting with Every Installation**

Through our partnership with [more:trees], we plant a tree for every Connekt EV charger installed. These projects support global reforestation efforts, improve biodiversity, and contribute to local communities. It's a small change with a big impact – helping our customers reduce Scope 3 emissions while enhancing their own ESG credentials.

- **EV-First Company Culture**

We actively promote EV adoption within our business. All management and senior staff have access to an EV salary sacrifice scheme via our partner, Pike & Bambridge, and we encourage EV use at all levels where practical.

- **Minimal Printing Policy**

We operate a default-digital policy to reduce unnecessary printing. All internal documents, proposals, and communications are shared electronically wherever possible.

- **Recycling and Responsible Waste Management**

We recycle all office waste through certified partners and ensure responsible disposal of materials during charger installations, including old or redundant electrical hardware.

- **Future Goals**

- Evaluate carbon footprint of charger installations (Scope 1 & 2)
  - Switch to 100% renewable energy suppliers for office premises
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## **Social**

- **Supporting Local Employment**

We work with regional contractors across the UK to support local economic growth and skills development. Wherever possible, we hire locally for installation, maintenance, and customer service roles.

- **Customer Education & Accessibility**

Through our branded installations and simple booking interfaces, we aim to make EV charging more inclusive and user-friendly – particularly for those new to EV adoption.

- **Wellbeing & Flexibility for Staff**

Our team operates under a flexible work policy, with remote working options and support for

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work-life balance. We promote physical and mental wellness, and actively support team members' personal development journeys.

- **Diversity & Inclusion**

As a growing business, we are building inclusive hiring practices and are committed to fostering a diverse team, representative of the communities we serve.

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## **Governance**

- **Ethical Business Conduct**

Our leadership team is committed to transparency, fair business practices, and ethical supplier relationships. We assess partners not only on technical capabilities but also on alignment with our values.

- **Data Security & Privacy**

Our systems are compliant with GDPR, and we uphold strong data protection standards across our platform and communications.

- **Health & Safety**

All installations are conducted under rigorous health and safety procedures, overseen by qualified professionals. We are fully compliant with UK HSE standards.

- **Accountability**

ESG performance is discussed at management level, and we intend to introduce ESG-linked KPIs as the business scales. Our ESG commitments are integrated into board-level decision making.

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