

# NUVIAS

Connect. Secure. Grow.



## 2021

Corporate social responsibility  
report for the Nuvias Group





# About This Report

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This report covers the CSR results for Nuvias Group, integrated into core systems, for the calendar year ending 31 December 2021. Data incorporates our operations in Belgium, France, Germany, Italy, the Netherlands, Norway, Poland and the United Kingdom. Monetary figures are in pounds sterling unless otherwise noted.



# 2021 Corporate social responsibility report for the Nuvias Group

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# Message from Simon England, Nuvias' CEO.

How we do things is really as important as what we do. Every day, we should carry out our roles to personally earn the trust of all of our vendors, customers, colleagues and others that we come into contact with. We gain credibility by honouring our commitments, role modelling honesty and integrity.

As the CEO of Nuvias, I am proud to share our Corporate Sustainability Report for 2021, which outlines our progress and commitment to understand our social, economic and environmental impact of everything we do and create a positive effort to encourage inclusion and transparency at all levels within the organisation.

Our CSR report focuses on our impact in four areas: our employees, the Environment, our supply chain and communities. We know we can do more and, in the year ahead, for the first time, we will set objectives for each of our unique contributions and share our longer-term vision.

The last year has been unsettling for all of us in the grips of the Covid pandemic. Although it has been difficult, I believe that we have grown as an organisation, and we are moving forward as more unified and agile company, through the use of technology. As with many companies, remote working has become standard practice across many parts of our organisation as possible, and we are currently considering whether to move to a hybrid office and home working model on a long-term basis.

Oversight of our CSR program starts with our board, which believes that corporate social responsibility remains an ongoing priority to strive for a better company and a better world. These values not only embody who we are as a company today, but will continue to sustain our environmental, social, and governance priorities going forward.

As part of the report, we have started a CSR process, building investment and objectives to ensure continuous improvement, in alignment with our business values and our ambitions.

As an ongoing progress, we want to acknowledge the progress we have made and thank everyone for their continued support. The report reinforces our commitment to our values and our leadership in Corporate Social Responsibility.



**"I AM PROUD OF OUR ACCOMPLISHMENTS AND LOOK FORWARD TO SHARING MORE TO COME ON OUR JOURNEY."**

**Simon England**  
— Chief Executive Officer

## Company profile

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Nuvias is a distributor of ICT technologies and services in the Cyber Security and Intelligent Networking arenas.

Nuvias is part of the Rigby Group of businesses and operates in the ICT channel, connecting vendor technologies with ICT resellers and fulfilling business requirements with value-added services.

The Rigby Foundation Charitable Trust was founded and operates on the principle that success in business goes hand-in-hand with putting back into society and communities. <https://www.rigbygroupplc.com/about/the-rigby-foundation>

Nuvias delivers services across its vendor portfolio to ICT reselling partners and their customers, without any end-user direct engagement. We operate across Europe, supplying our customers with physical, stocked goods from our warehousing locations in the UK and EU, and also directly from our vendor partners.

Rigby Group has an extensive Corporate social standing with the impressive Rigby foundation, and we will follow their footsteps as we grow. <https://www.rigbygroupplc.com/about/the-rigby-foundation>

## Nuvias



### Connect

through Intelligent Networks  
People through unified communications  
With high growth vendors and expert partners



### Secure

Networks data and communications  
Converged information & operational technology  
Hybrid Cloud



### Grow

Business Opportunities  
Knowledge and capabilities  
Market reach

# Values

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Our People  
are our Strength

We are committed to a culture of diversity & inclusion, positivity, teamwork, support & personal development based on mutual respect



Ownership and  
Responsibility

We conduct ourselves with Honesty, transparency and integrity being accountable for our actions



Environmental and  
Social Commitment

Protecting the planet is a key concern for Nuvias as a business. We behave ethically, supporting the social community in which we live, promoting a safe and healthy environment for all

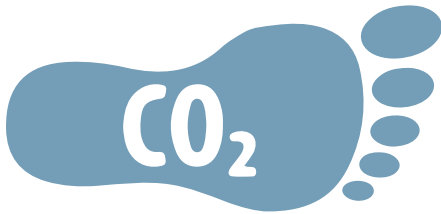


Excellence  
In Execution

We are passionate about what we do. We work proactively and collaboratively with focus on innovation and customer satisfaction

# Nuvias CSR at a glance 2021

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Environmental spend – Est on carbon delivery miles

£15 000



Carbon neutral customer deliveries

92.03%



Company and employee charity donations

£6366



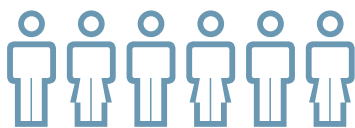
£26000

Nuvias Joint fundraiser  
Kitchen Talk

## Looking after Nuvias employees

**From the very beginning of their experience, we strive to ensure that Nuvias employees feel valued. We're committed to attracting, developing and retaining a exceptional workforce with a culture of diversity & inclusion, positivity, teamwork, support & personal development based on mutual respect.**

Nuvias recognises that our success and reputation depend on the wellbeing, effectiveness, conduct and skill base of our employees. We are committed to continuous improvement in all these areas. Professional development is about more than just performance: it's about inspiring our employees to be their best and thrive.



£74000

Employee Training and  
development spend.

We have implemented several initiatives across multiple countries. These include a new performance appraisal process and increased enablement tools.

The Company provides workplaces of a high standard for the benefit of our employees, customers, vendors and other visitors, with equally high standards of adherence to health and safety requirements.

The Company is taking an active stance on mental fitness and providing employee wellness support services and education. In many of the countries where the Company operates, employees receive additional benefits to those required by local legislation. We have also trained and supported managers to lead with compassion and empathy during these difficult periods.

# Training and development

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**We invest in our employees and empower them with the skills they need to encourage growth and development. We value training as an integral component of our workforce development strategy and strive to ensure that our course offerings expand our employees' leadership, technical and personal skills. In 2021 our full training and development spend for employees amounted to £74 000.**

Employees also receive role-specific training along with other topics such as human rights, anti-bribery and corruption, environmental and compliance, in line with the Nuvias Professional Code of Conduct.

## Apprenticeships

We endeavour to constantly introduce new apprentice roles, working closely with colleges and training providers. This creates an excellent opportunity for Nuvias to grow its own talent pipe line as the majority of apprentices secure permanent roles at the end of their apprenticeship. This slowed during the pandemic but as we go back to normal we have plans to get back to pre-pandemic levels.

# Covid response

Early in the pandemic, full impact assessments of all employees and workplaces were undertaken proactively. This allowed us to respond quickly to government advice, adhering to all requirements. All of our employees continued to work safely at home to ensure that we could provide uninterrupted services and support to our customers in a safe and legal manner.

## Health and Safety report

Good management of health and safety is fundamental to creating a positive environment while contributing to improving business performance. Our priority is to run our offices with the utmost concern for the safety of people and local community.

### Health and Safety overview

Number of employees

376

Number of reportable Injuries

0

Injury recovery time (Days)

0

Major injuries Fatalities

0

## Mental Health Day

### Looking after our mental fitness: a personal and business priority

Sunday 10th October 2021 was World Mental Health Day, devoted to raising awareness for what is a growing concern globally, aggravated by the pandemic. Supported by the World Health Organization and the Mental Health Foundation, this was an occasion to acknowledge the importance of a holistic approach to health, not just physical but mental too.

At Nuvias, we want to support this awareness and balance. Across the company, we celebrated this theme on Monday October 11th, 2021.

We shared valuable hints and tips from Coach Scott Cochrane, from Bold Mind X, an international speaker and published author on leadership and creativity, who shared tips on how you can improve your mental fitness.

Across the offices we celebrated with events including extended lunch breaks with lunch and morning and afternoon drinks and snacks delivered to the office.



# Environmental

We are committed to doing the right thing, by decarbonising our company and by implementing policies that support a positive impact on both our workforce and our planet. We pledge to identify and remove the root cause of any negative environmental repercussions for which Nuvias is responsible. Our commitment to sustainability paves the way for Nuvias to have a positive impact on the environment in the service of building a better future for all.

## Nuvias Recycling Programme

Over the past 2 years we have seen a steady increase in requests from our partners to document our carbon footprint and environmental position. In the last year, these requests have increased in quantity and it is clear that the change in business' approach to the environment is upon us.

One of our key initiatives at present is our recycling programme, that partners can leverage free-of-charge to improve their environmental practices. The programme enables partners to responsibly dispose of old IT equipment, ensuring it is recycled rather than ending up in a landfill.

The totality of revenues generated through our WEEE-compliant recycling action are re-invested into environmental and social charities. At present we have collected 30 pallets ready for disposal.

We'd like to remind our partners to take advantage of Nuvias' free and easy recycling programme, to help improve their environmental footprint. Get in touch with your Nuvias point of contact or email: [logistics.an@nuvias.com](mailto:logistics.an@nuvias.com).

## Our Logistics Partners

Nuvias will continue to reduce its operational dependency on natural resources through 2021 and beyond. We have selected a logistics partner who has a strong environmental ethos and who is accelerating the creation of more sustainable solutions enabling a lower-carbon footprint, through renewable fuels, fuel-efficient aircrafts, electric delivery trucks, lower-carbon electricity and intelligent route optimisation.

## WEEE and Packaging Update

Nuvias has teamed up with recycling compliance partner to ensure we fulfil all of the legal WEEE and packaging obligations across Europe and the UK, as well as continually



working with our vendors to understand and fulfil legal requirements.

All electrical waste contains chemicals that are harmful to the environment. When it is dumped in landfills, the products decay and leak toxins into the earth and our water systems, potentially leading to toxins entering our food chain. All businesses and government bodies across Europe and UK are legally required to dispose of their electrical waste in compliance with current regulations as well as reporting requirements for the supply chain.

This partnership also includes the regulations covering all types of packaging and waste across Europe and UK to ensure all reporting and obligations are met for the Nuvias distribution channel.

# Our Office

We are committed to providing a quality service while ensuring a safe, healthy workplace for our employees, while minimizing our impact on the environment.

We are evolving our workspaces to be carbon neutral, powered by renewable energy, with a focus on energy, and waste reduction strategies across our facilities. As part of our 2021 objectives we completed a detailed review of our offices, with many improvements implemented soon after. New longer term goals have been set for the forthcoming year to further improve all of our offices, including electric car chargers, improved recycling facilities and additional green policies.

## Protecting Employees - Suppliers Review

Our organisation is committed to preventing slavery and human trafficking across our supply chain . As part of our Modern Slavery and Trafficking statement for 2021 we set out two new practices.

As a first step, we reviewed our 50 main vendors and suppliers to assess if any of their head offices are located in countries listed on the global slavery index for government response. When this is the case, it enables better practises throughout the supply chain.

A rating indicates: **“The government has implemented a comprehensive response to most forms of modern slavery, with strong victim support services, a robust criminal justice framework”**

B rating indicates: **“The government has introduced a response to modern slavery with limited victim support services, a criminal justice framework that criminalises some forms of modern slavery (or has recently amended inadequate legislation and policies)”**.

BBBrating **“The government has implemented key components of a holistic response to some forms of modern slavery, with victim support services, a strong criminal justice response, evidence of coordination and collaboration, and protections in place for vulnerable populations”** with the next steps moving towards an A rating.

The assessed vendors and suppliers are operating in countries that are in part of the above ratings.

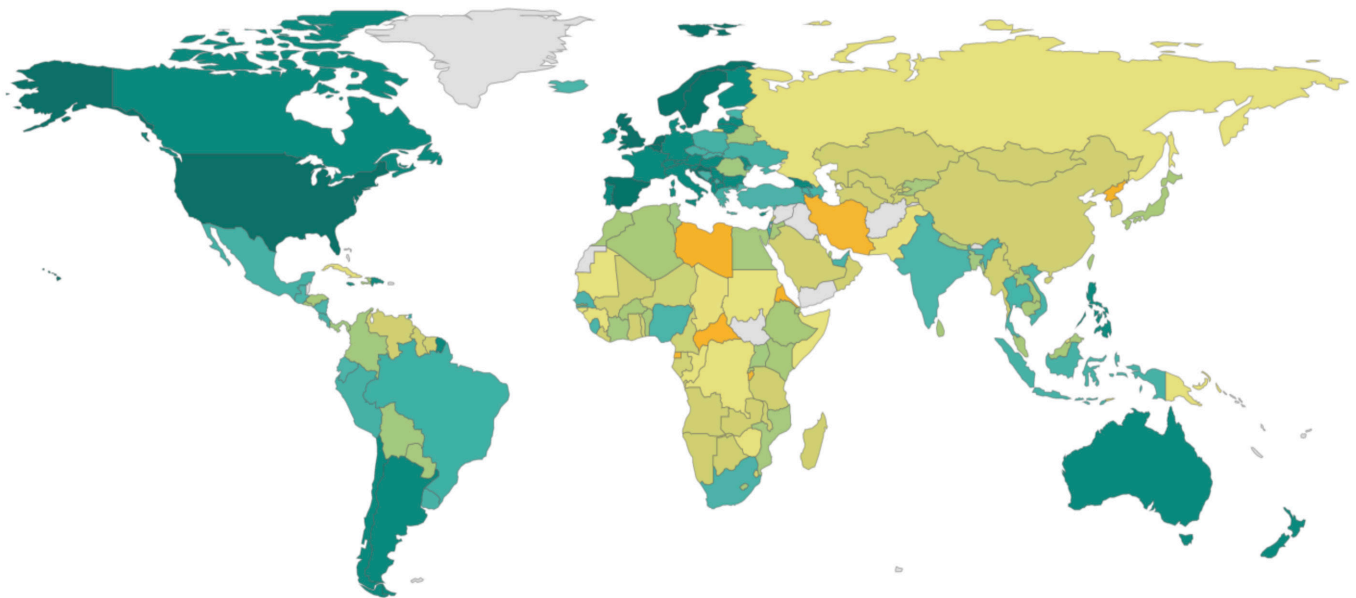
We have revised our onboarding processes to evaluate modern slavery and human trafficking risks for each new supplier. We will continue to increase focus on slavery and human trafficking where general risks are identified.



# Our vendors and suppliers

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Full maps and rating definitions can be found at: [Maps | Global Slavery Index](#)



## Vendors

**Aternity**

 Cambium Networks™

**CATO**  
NETWORKS

 **CHECK POINT™**

**FORTINET®**

 **Gigamon®**

 **GitHub**

**JUNIPER**  
NETWORKS®

**kaspersky**

**KnowBe4**  
Human error. Conquered.

**NETSCOUT.**

**nsn**

**solarwinds** 

 **VARONIS**

# Our community

Nuvias actively encourages its employees to contribute to charity by providing match-funding for causes that carry particular resonance for them. We hold events in collaboration with employees, vendors and partners to raise funds for charitable causes.

## **Nuvias Germany raises EUR 31,000 in donations**

"Dining for a good cause" – this was the motto of the September edition of the Nuvias Kitchen Talk. Nuvias invited to the table and called for a joint fundraiser.

"Dining for a good cause" – Helge Scherff and Thomas Henk from Nuvias invited to the table on September 16th 2021. In the stylish ambience of the VLETH cooking school in the heart of Hamburg, 20 top-class guests and well-known figures from the German IT industry awaited them.

The invitation was accepted by friends and partners from Bitdefender, Fortinet, Kaspersky, Macmon, Riverbed, Securonix, Syclope, Varonis, WatchGuard, AirIT, Gordion and VINTIN.



This time, however, the active exchange on IT topics and product innovations was not the focus of the event. During the event, Nuvias called for a joint fundraiser, which the invited guests were only too happy to join.

Thanks to generous donations from guests and Nuvias, an unbelievable sum of EUR 31,000 was collected. The financial support now goes to the Sternenbrücke children's hospice, Chance zum Leben - ALS e.V., Dunkelnummer e.V., Lebensweg Stormarn, Corsten Jugendhilfe and the Children's Hospital Concerts e.V.

# Our community continued



Nuvias UK organised a Christmas Jumper day in support of young Minds Charity.

**YoungMinds | Mental Health Charity For Children And Young People | YoungMinds**

Young Minds is the UK's leading charity fighting for children and young people's mental health.

We all want to see a world where no young person feels alone with their mental health, and all young people get the mental health support they need, when they need it, no matter what!

It takes courage to ask for help. But for many young people who do, the support they need just isn't there. In the UK today, an estimated five children in every classroom have a mental health problem. A quarter of 17-year-old girls have self-harmed in the last year while suicide remains the single biggest killer of boys and young men. But things can get better.

Young Minds provide young people with tools to look after their mental health. We empower adults to be the best support they can be to the young people in their lives. And give young people the space and confidence to get their voices heard and change the world we live in. Together, we can create a world where no young person feels alone with their mental health.

**YOUNGMINDS**

Other charities Nuvias Has donated to throughout the year



**Save the Children**



**British Heart Foundation**



# Looking to the future

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The report reinforces our commitment to our values and our leadership in Corporate Social Responsibility. We are confident we can do more in the year ahead.

A CSR budget has been approved by our board, including a number of volunteer days and further commitment to charity and community. We have doubled the training budget for employees and looking into employee perks for the offices. We look forward to sharing our progress in our next CSR Report in 2022. As Nuvias grows and expands through acquisitions we look to combined CSR policies as part of a formal onboarding process. The next report will be done in line with the financial year end and published after year end.





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