

# Environmental, Social & Governance Statement

**Titan Data Solutions is a specialist in edge to cloud technologies and services that facilitate data storage, management, and security around the world.**

Our unique approach to distribution puts the customer at the heart of our proposition, delivering the best fit solution for their requirements.

By combining best-of-breed solutions complemented by extensive service capabilities, Titan are redefining value and driving new market opportunities.

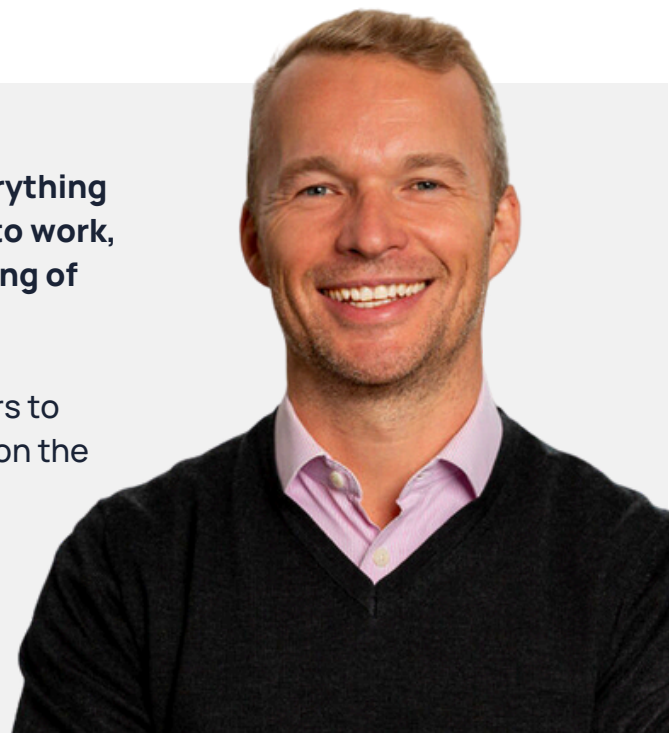
Our ESG statements underline our goal of conducting our business in a sustainable and ethical manner.



**As a company, we will continue to do everything we can to make Titan an enjoyable place to work, that is inclusive and that has the well-being of its people at its heart.**

In addition, we work with all our stakeholders to manage the overall impact of the business on the environment, aiming to make a positive contribution to a sustainable future.

**Ben Jackson, CEO**



## Environment

It is our policy to seek continual improvement throughout our business operations to lessen our impact on the local and global environment.

The key points of our strategy to achieve this are:

- Minimise waste by evaluating operations and ensuring they are as efficient as possible.
- Actively promote recycling both internally and amongst our customers and suppliers.
- Work with our vendors and service providers to ensure that their operations include policies and strategies to support our environmental aims.
- Meet or exceed all the environmental legislation that relates to the Company.
- Ensure our employees understand the environmental issues that may affect their work and promote environmental awareness.


## Social

At Titan we promote a positive company culture and ethos, with every member of the business having a shared goal and working together to help each other succeed. Empowering people with open channels of communication has been the cornerstone of our success to date.

We achieved Investors in People Gold accreditation, a level only achieved by 16% of companies who are assessed by the IIP, an external organisation assessing what it's like for the people who work at Titan. We are immensely proud of this achievement and will continue investing in our people.

We have employees from all backgrounds and ethnicities and positively encourage diversity and inclusion.

There are two awards that recognise team players who consistently demonstrate the behaviours that reflect Titan's culture and company values. The monthly Most Valuable Player Award recognises individuals who go above and beyond and is voted for by everyone in the company. The Quarterly Culture Bonus is recognition by the Board of the individual who has not only contributed to the success of the company but is also a recognised team player and consistently demonstrates the behaviours that the award is there to recognise.



The health and wellbeing of our staff is our primary focus, and in 2021 we employed a Head of Wellbeing, who has accelerated the delivery of the Titan people plan. Focusing on delivering a robust employee health and wellness programme to nurture staff morale and wellbeing.

We provide Healthshield cover for every employee, to provide financial assistance against every day medical expenses, health and wellbeing and specialist consultations. In addition, there is an Employee Assistance Programme providing 24/7 counselling and a support helpline, with a GP anytime service.

Our work with charities includes Tower Hamlets Schools Partnership with The Switch.org, Primary and Secondary volunteer programs with employees, work experience opportunities and trips and bursary to all trips and activities for schools.

## Governance

We focus on internal controls and practices to maintain compliance with regulations, industry best practices and corporate policies.

The following documentation is available on our website:

- Privacy policy
- Terms and conditions
- Data protection policy
- Modern slavery statement
- ESG statement

It is the responsibility of the Board to ensure financial transparency and business integrity in all operations, and that ethical business practice is maintained at all times. The Board meets formerly once a month and Governance is an agenda item.

Our ESG framework is continually reviewed and developed. It will ensure that all stakeholders understand how we are managing risks and opportunities related to environmental, social, and governance criteria.

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