Internal ESG Policy

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ESG at NorthEdge

NorthEdge is committed to building better businesses – businesses that are sustainable, secure, inclusive and diverse, and that includes our own.

This policy sets out our internal approach to ESG. Our approach to responsible investing across new opportunities and existing portfolio companies can be found in our Responsible Investment policy which can be accessed here.

We seek to lead by example and apply our experience and insights to drive change internally. We aim to:

- Take responsibility for the impact we have on the climate and society; we measure and manage the emissions generated by our business activities, train colleagues on Carbon Literacy and became one of the world's first Private Equity firms to become a Gold Carbon Literate Organisation.
- We have published a Net Zero plan and have made commitments to reducing our carbon footprint both operationally and through the influence we have in our portfolio – progress is reported annually in our ESG/Sustainability Report.
- Enhance diversity efforts across all underrepresented groups, because we recognise that having a diverse and equitable culture can lead to faster growth, productivity and innovation.
- Proactively seek to engage with a diverse range of talent for new recruits – we have recruitment guidelines that support us in doing this.
- Encourage active listening and personal development as well as cultivate cultures of trust, support and encouragement. This is underpinned by our dedicated partner Sanctus, our formal internal mentoring programme and our annual colleague engagement survey, measuring eNPS and our appraisal process.
- Keep learning, adapting and leading the way for D,E&I. We focus on all areas of diversity but accept that we cannot deliver everything at once. Our approach is to therefore explore, implement, build and embed across each area of diversity. We accept this will take longer to drive change across all underrepresented groups, but it is important to us that we embed change effectively.
- Support our communities through our regional led approach to charitable activity – the charities we support align with our values but also to our D,E&I approach and focus on supporting people to get into/progress their careers and/or education. We also support more national charities through a number of events across the year.
- Train our colleagues through Annual Compliance Training, which includes topics such as data protection and privacy, anti-money laundering and bribery prevention, Equality and Diversity and Modern Slavery among others. We also have a formal onboarding process for all new recruits which includes training relevant to their role (alongside the compliance-led training).
- Engage the business on cybersecurity awareness through regular training.
- Make continuous improvements, linking ESG contribution to remuneration and reward.