

## Bytes Technology Group CSR Policy Statement

Bytes has chosen to model its corporate social responsibility commitments on the published United Nations Sustainable Development Goals.

From the UN website:

*“The Sustainable Development Goals are the blueprint to achieve a better and more sustainable future for all. They address the global challenges we face, including those related to poverty, inequality, climate change, environmental degradation, peace, and justice. The 17 Goals are all interconnected, and in order to leave no one behind, it is important that we achieve them all by 2030.”*

This familiar approach ensures our clients, in varied industries, have a direct comparison to their own organisation’s or industry’s individual CSR challenges and objectives. For our staff, it provides real world application and global credence to our goals as a business.

As a Group we collectively align in the efforts to delivering against the [17 UN Sustainable Development Goals](#) with 7 of these forming the Group’s primary focus in the immediate years ahead. We practically detail these goals with a tailored approach for each business unit’s unique staff and customer needs within in our separate business policies found at the end of this document.

The BTG 7 UN Sustainable Development Goals:



***“At Bytes we take our corporate social responsibility very seriously. We aim to conduct business in a way that is completely ethical. This means we take account of the social, economic and environmental impact of everything we do. We encourage staff to volunteer time to spend with charities and with people who need assistance. Staff work with a range of charities and the company is fully supportive in terms of charitable donations and giving staff time off.***

***Employee welfare sits right at the top of our priority list and goes hand in glove with our regard for societal impact. In terms of the environment, we actively participate in and encourage as many forms of recycling and carbon reduction as we can. Key to our philosophy is our active and positive effort to encourage diversity and inclusion at all levels within the organisation”***

### Neil Murphy

Chief Executive Officer  
Bytes Technology Group

#### Board members:

**PJM De Smedt** | Chair  
**NR Murphy** | Chief Executive Officer  
**AJ Holden** | Chief Financial Officer  
**SJ Mudd**  
**MS Phillips**  
**E Schraner**  
**WK Groenewald** | Group Company Secretary

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**“Bytes’ mission is to deliver innovation that matters.** We firmly believe that positive change can be achieved through the modern technology and expertise we provide to our customers.

*Our sustainable development goals are part of our identity as a business and the solutions we provide help enhance health, wellbeing, productivity and security for individuals, organisations and communities around the world.*

*We are on a journey to empower and inspire our people and partners to make a difference locally, nationally and globally through our activism initiatives.*

*We aim to invest more into meeting our objectives for sustainability, equality and employee wellbeing, with our long-term goal being to improve social, economic and environmental conditions for future generations.”*

**Jack Watson**

Managing Director  
Bytes Software Services

*“There are immense challenges facing our society and the corporate world has the power to help overcome them, it cannot just be the responsibility of government. When individuals and organisations who care enough to make a difference work together, we can deliver real, meaningful change to people’s lives and show the world that business can be a force for good.*

*As a pure UK Public Sector IT Solutions and Managed Service provider, we are committed to delivering social value for our customers, staff and community. We have undergone a major transformation of our social value strategy to make Phoenix a more socially responsible business, as we wanted to craft a socially impactful culture to shape the everyday practices of the company, our employees and managers so that everyone is involved in fulfilling our social purpose.”*

**Sam Mudd**

Managing Director  
Phoenix Software

**To view the individual company CSR Policies – click below**

Bytes Software Services



Phoenix Software

