

# SUSTAINABLE BUSINESS REPORT 2024





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# Introduction

Founded in 2011, Six Degrees is an award-winning secure, integrated cloud services provider delivering cloud, colocation, data, and unified communications solutions to the public and private sectors across multiple vertical markets including construction, financial services, government, insurance, manufacturing, and retail.

We work as a collaborative technology partner with our clients to achieve successful digital transformations with our industry-leading portfolio of assets and capabilities including cutting-edge data centres and cloud platforms, a next generation data network, and a state-of-the-art unified communications infrastructure, all of which are secure by design. Our clients are always at the heart of our strategy, and our passionate teams combine technical expertise and deep sector-specific knowledge to innovate, craft and manage the right solutions to power our clients' businesses.

The breadth and strength of Six Degrees' technology is its foundation. Solutions range from data and application performance through to colocation and unified communications, all with private, public and hybrid cloud at its core. We continually innovate the right solutions to enable client brilliance and work collaboratively to build long-term partnerships through exceptional services that meet our clients' changing needs.

As our business grows, we are developing our approach to Environmental, Social and Governance (ESG) aspects and our overall sustainable business journey to record, track and build on our history of performing with integrity for our people, our communities, and the environment. This year we are pleased to report on our efforts with our second annual Sustainable Business Report. With our partners, clients, and alongside our industry peers, we recognise and have a passion for delivering our services in a sustainable way. We know how important it is to shed light on all the ways that we work to build a brighter future as a collective.

While developing this report, we've identified areas where more data collection is necessary and have put the tracking mechanisms in place to gather additional metrics for future reports. Sustainable business is a journey which we are undertaking and improving as we move forwards. We hope that you gain an insight and understanding through our report as to the many ways that Six Degrees empowers our people, protects the environment, acts with integrity, and supports our community.

# Our Year at a Glance

## Climate Action

Electricity 26% CO2e  
tonne reduction  
23/24 = 2293.34  
22/23 = 3093.92



## Employees

6.5/10  
Recommended as a  
great place to work



## Carbon Intensity per Employee – CO2e Tonne

23/24 = 7.55  
22/23 = 7.57



## Governance

£0.00 Regulatory fines



## Health and Safety

0 – Fatalities  
0 – RIDDOR Reports



## Quality Education

23 x Apprenticeships  
commenced



# A Message from our CEO

As we complete another successful sustainable business year, I am delighted to share this report with you. Highlights include a 26% reduction in our electricity CO<sub>2</sub>e emissions, a continued decrease in carbon intensity per employee, and a highly successful partnership with New City College, where many students attended our Cyber University. In this report, I will reveal our business's inner workings, our ongoing aspirations, and our commitment to delivering lasting value to our clients, employees, and community.

Over the past year, we collaborated with our stakeholders to identify their top priorities for Six Degrees. Based on their input, we have developed and continue to refine a sustainability strategy with measurable goals aligned with the UN Sustainable Development Goals (SDGs).

Six Degrees has always adhered to the core values detailed in this report, and we are proud to share our achievements and philosophy with a wider audience.

We hope you find our report useful. If you have any questions, comments, or feedback, my colleagues and I would be happy to hear from you.

**Vince DeLuca**





# Vision, Mission, and Values

## Vision and Mission

The Six Degrees vision is our statement of intent with our mission, strategic pillars and values complementing and assisting us in driving forwards with our clients and our people at the heart of everything we do.

### Vision

United Kingdom's number one provider of secure, integrated cloud services

### Mission

To enable organisations to thrive in the cloud through secure solutions, powered by our passionate people.



#### Value

*"We deliver continuous operational efficiencies and share the value with our clients"*

- Best cost to serve
- Leverage our partners
- Ambitious in our growth plans
- Continuous service improvement



#### Quality

*"We ensure the highest standard of quality with security at the core of everything we do"*

- Easy to collaborate with
- Proven record of delivery
- Simplify through technology
- Strive for excellence



#### Client

*"We build lasting relationships through deep understanding of our clients' needs"*

- Trusted advisors
- Ruthless attention to clients' needs
- Care about our clients' challenges
- Share our clients' goals



#### People

*"We create an inclusive and diverse culture where top talent seeks to build a career"*

- Our people differentiate us
- Enable and empower
- Culture that rewards and recognises success
- Meaningful work which contributes to the community

### Values

Challenge Boundaries

Create Value

Take Ownership

Act Passionately

Think Client

Learn Daily

## Our Strategic Pillars

Our strategy is built around four key principles which we call our strategic pillars, as shown in the diagram above.

### Value:

Ensuring we deliver continuous operational efficiencies and share the value with our clients.



### Quality:

Ensuring the highest standard of quality and security at the core of everything we do.



### Client:

Building lasting relationships through deep understanding of our clients' needs.



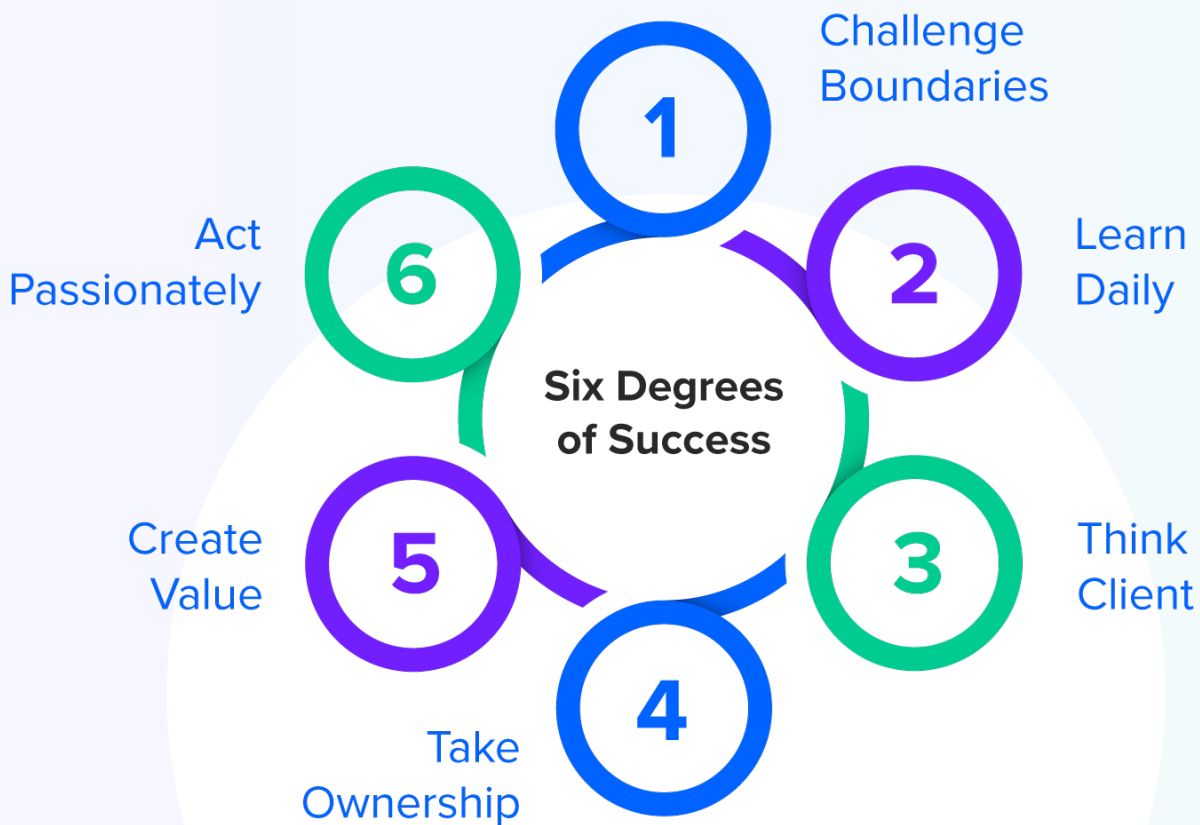
### People:

Creating an inclusive and diverse culture where top talent seeks to build a career.



## Values

To ensure our people stand by our values we embed them into everything we do. Our values are our Six Degrees of Success.

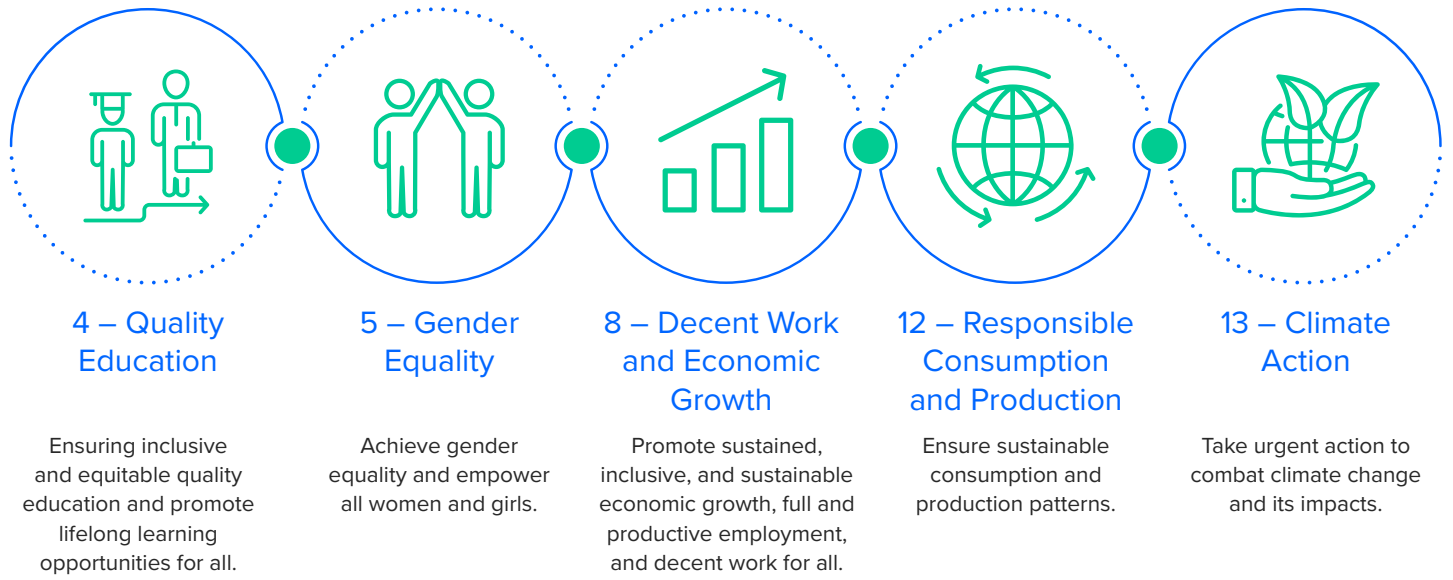


- **Challenge Boundaries:** We operate in a fast-paced industry and challenge the status quo to exceed our clients' expectations and outperform our competition. We believe in setting ambitious expectations and targets, staying ever dynamic, proactively advancing inclusion, and stretching our approach through ensuring diversity of thought to deliver on what our clients will need tomorrow, as well as what works today.
- **Learn Daily:** We encourage each other to keep up to date with the latest technologies and sector trends to ensure we continue to inspire ideas and instil confidence in our clients. We believe every day presents an opportunity to grow, develop and embrace something new, and recognise this can be achieved by appreciating and learning from the diverse backgrounds and experiences of our people.
- **Think Client:** We build long-term relationships with our clients by being innovative, responsive, inclusive and the trusted experts they can depend on. Matching our exceptional service to our clients' needs is paramount and we ensure a collaborative partnership by putting client experience at the heart of everything we do.
- **Act Passionately:** We approach any challenge with positivity, energy, and enthusiasm, while ensuring inclusivity and recognising the benefit that the richness of different contributions and experiences can bring. Sometimes the work we do is challenging but it makes a difference and enables our clients to be brilliant. Leading by example is what we do, and this enables our clients and colleagues to enjoy the journey.
- **Create Value:** Whilst enabling our clients' brilliance is our central focus, we know that their success ultimately depends on our own brilliance. We believe all our people can contribute to value creation, by driving efficiencies and achieving operational excellence through our entrepreneurial, inclusive, and diverse culture.
- **Take Ownership:** We believe in running towards issues and taking decisive and informed action. We take pride in having the courage to be accountable, having the confidence to own outcomes and the integrity to always act fairly, work hard and deliver as promised.

# Sustainable Development Goals

The material aspects identified within our materiality assessment 2023 enabled us to identify the relevant UN Sustainable Development Goals (SDGs) from the set of 17 SDGs adopted by the United Nations in 2015 to achieve a better and more sustainable future for all.

We have aligned to five SDGs, each of which contain a range of key performance indicators (KPIs). While we cannot input to all the KPIs, we have identified key aspects aligned to our business operations and set ourselves targets to impact each of the material SDGs positively.



## SDG 4 – Quality Education

We recognise that our people and their skills are central to our business, as well as to the growth and personal development of the individual. Training and development play a key role in ensuring our business is highly skilled to deliver our services to our clients, and to ensuring we maintain a high-quality environment for our people.

We are currently encouraging our employees to develop their skills and capabilities through the following programmes:

- Induction program to understand how the organisation operates and how the different job roles fit in with the teams and the organisation.
- Annual appraisals and one to ones to update skills requirements and identify development opportunities.
- Access to the integrated management system to provide relevant information relating to health and safety, business continuity, data protection, information security, and environmental performance.
- Diversity and inclusion mandatory training modules.
- Annual refresher training across a range of subjects, including: Health and Safety, Diversity and Inclusion, Information Security, and Environmental Protection.
- Education and qualification support, including access to budget allocated for specific training and qualifications.

### 23 Employee Apprentices

We promote a wide range of employee learning through our centralised learning management system and have invested in over 400 external modules in addition to in-house subject matter experts building content, as well as employing apprentices and encouraging existing employees to partake in modern apprenticeships.

23 employees were actively studying through modern apprenticeships in the financial year ending 31st March 2024 where Six Degrees commit a minimum of 20% of each employee's working hours to study.

All employees are provided with mandatory and additional training specific to their development needs throughout the course of each year.

Mandatory training includes four key areas:

- Information security
- Conduct (policy and best practice)
- Health and safety
- Equality and diversity

Each employee has regular opportunities to develop through education and experience with our company-wide Performance Review System ensuring that all employees have regular and proportionate performance reviews and adequate training access to advance their career. Our internal leadership program promotes the development of our staff through learning behavioural and technical skills.





## SDG 5 – Gender Equality

We're committed to creating a respectful, fair, and inclusive work environment where every employee can meaningfully contribute to the success and growth of Six Degrees. We recognise the value of a range of views and experiences that mirror the society in which we operate, the breadth of experience and the value it can create in innovation, quality and awareness of our technology solutions and the way we work to deploy them.

Our goal is to enable an inclusive, equitable and culturally competent working environment within Six Degrees. We expect all our people and teams to work together to achieve a highly inclusive and well-functioning, enjoyable place of work with a diversity and inclusion strategy to attract and retain diverse talent. We achieve this by collecting better data to better understand our people, and by considering areas where our people may be over- or under-represented, and putting in place measures to address this which include:

- Reviewing where employment opportunities are advertised and using new suitable sources to encourage a more diverse applicant pool.
- Targeting channels for underrepresented minorities by being more present in local communities, for example schools, colleges, and universities.
- All job adverts run through gender bias language tool.
- Recruitment process clearly communicated on careers page.
- Job descriptions for live recruitment reviewed to ensure only relevant criteria is included and language is accessible.
- All recruitment agencies instructed to provide diverse applicant pool with a goal to ensure every recruitment shortlist contains

at least one female who will be guaranteed an interview which assisted us in achieving 28% of new starters being female.

- Forward looking recruitment processes that ensure there are multiple assessors from different perspectives and backgrounds, providing diversity in opinion and an opportunity for candidates to relate to different people at Six Degrees.



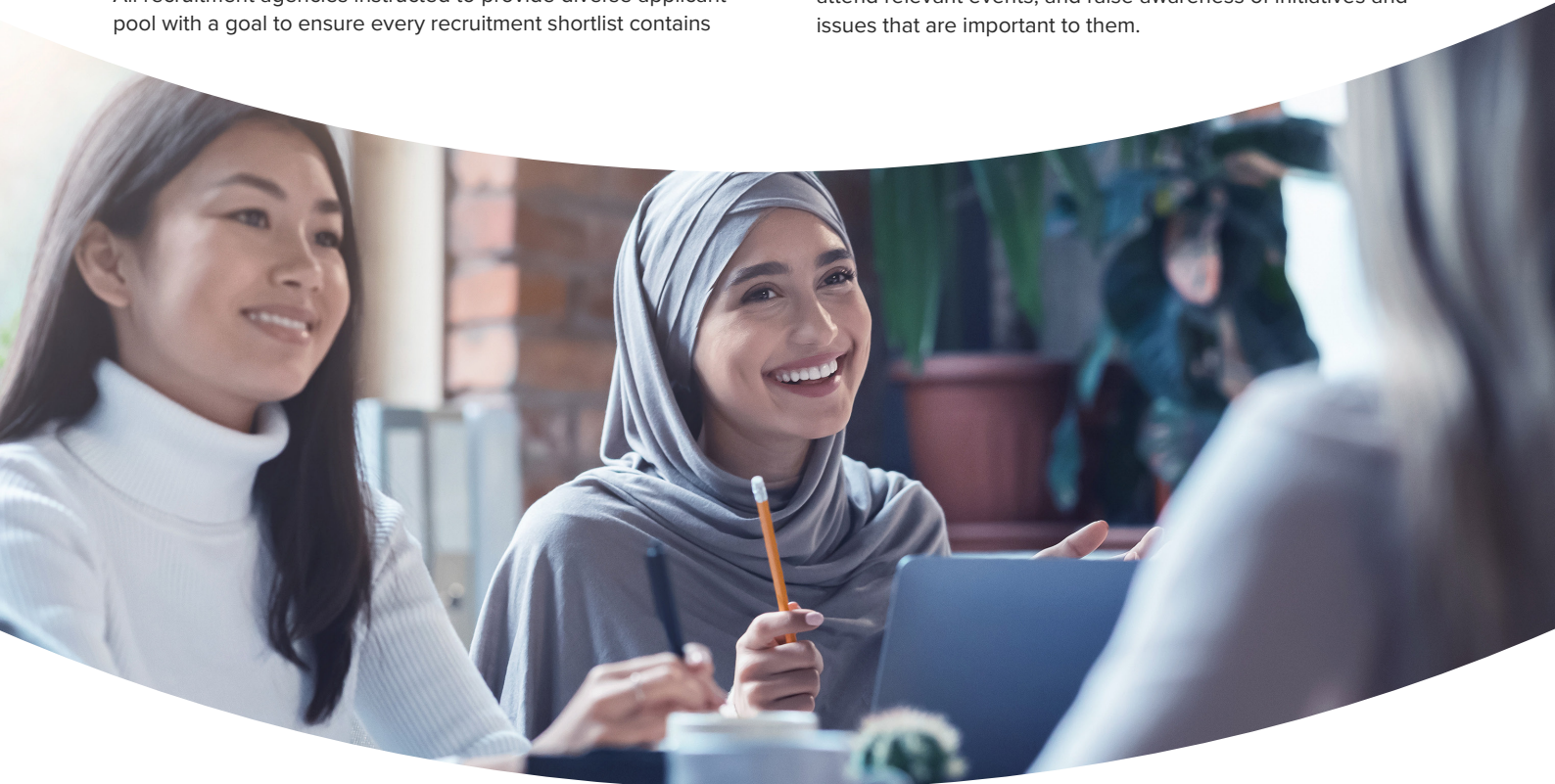
We have collaborated with The Employers Network for Equality and Inclusion (ENEI) over the last three years and achieved a Silver TIDE (Talent, Inclusion, and Diversity Evaluation) Award for 2023.

Our employees have been offered a range of Equality and Inclusion information sessions and training through our partnership with ENEI including:

- Pride in work: A journey through LGBT+ history and inclusion
- Supporting menstruation and menstrual health in the workplace
- Navigating ADHD

It is important that our culture supports all and is fully inclusive throughout our organisation. Providing regular presentations and training enables all employees to access information, ensure discussion surrounding diversity and inclusion takes place in a safe and welcoming environment and ensure we all understand how to support our colleagues.

We've been running our Women in Tech group for three years. This group provides a safe and supportive forum for women (and men) across our business to share experiences, gain mentors, attend relevant events, and raise awareness of initiatives and issues that are important to them.





## SDG 8 – Decent Work and Economic Growth

In addition to our work with gender equality we focus on providing decent work which in turn assists with progressing towards our financial and strategic goals.

We are proud to say our gender pay gap for FY23 has decreased to 13% – which is lower than the tech industry average of 16%. One of the main drivers behind our decreased gender pay gap is many females joining in higher paid roles and making up more of our senior leadership team than before.

We continue to be committed to diversity and inclusion in all aspects of reward and pay, and providing meaningful opportunities and careers with salary increases awarded in line with gender split, ensuring employees are treated fairly and are valued equally for their contribution.

We launched our internal recognition program, Above and Beyond, awarding a flat rate reward to many of our employees throughout the year.



## SDG 12 – Responsible Consumption and Production

We recognise that providing communications and IT services requires significant amounts of electricity. Every additional connected device and gigabyte of data transmitted or stored represents a potential increase in energy consumption.

We act in a responsible way when advising clients about the products and services we offer, selecting our data centres, and disposing of equipment.

We are licenced to operate the disposal of waste electronic equipment and are certified as a waste dealer and broker under the Waste Electronic Equipment Directive which is intended to reduce the amount of electrical and electronic equipment being produced, and to encourage everyone to reuse, recycle and recover IT and equipment. This means that we operate on the following principles:

- If we give our waste to another person or business then we check they are properly authorised to accept it, for example as a permitted site or a registered waste carrier.
- We make sure the correct documentation is completed for each transfer of waste and that it correctly describes the waste.
- We make sure any waste is safely handled and stored.
- We minimise the environmental impact of waste by prioritising waste prevention, reuse, recycling, and recovery over disposal.

We are taking steps to coordinate social and community opportunities to ensure that reusable technology is deployed effectively into charitable and worthwhile causes for free, or as part of our social value commitment to a local community.

Our data centres must be as efficient as possible, and we continually review environmental aspects within data centres by monitoring the Power Usage Effectiveness (PUE). We have taken the following action to achieve a high level of efficiency at our data centres:

- UPS systems selected based on power factor and efficiency.
- Air conditioning systems use a 'free cooling' system to reduce compressor runtime and make use of natural cold air and are constantly monitored for load levels with configurations adjusted accordingly.
- Electronically commutated fans (EC fans) now fitted as standard to reduce air handling unit fan power requirements.
- Cold aisle containment installed and unused rack blanking installed as standard to control airflow and increase availability of free cooling.

- Data floors are run 'warm' (excluding air supplies to hosted equipment) to improve efficiencies and reduce power.
- Lighting in server rooms and office spaces controlled by presence detectors to minimise redundant illumination.
- Generators selected on basis of efficiency.
- Recycle of internal cardboard and paper.

We've also implemented measures to mitigate extreme weather. These include:

- Lightning protection systems fitted, including surge suppression on the main incoming and external services to mitigate the threat of a direct lightning strike.
- All the air conditioning units or water carrying pipework within the data centres have water leak detection systems to provide early warning of a leak.
- Spill kits available for minor leaks, or access to sump pumps for a major event, and power routing designed to be resilient.
- All the data centres have a comprehensive fire detection system, including combination of ionisation and optical detection sensors, and a fully operational highly sensitive smoke detection.

We have relocated our business away from sites that had the greatest risk of environmental interference whether through flooding or ground movement, such as our data centre in Greenwich, and carry out risk assessments on our sites to ensure we select locations that are suitably secure from risk and mitigated.



## SDG 13 – Climate Action

There is clear evidence that man-made greenhouse gasses (GHGs) are having a direct impact on the climate. Six Degrees supports the view that urgent action is needed to address climate change.

As an organisation we have committed to Net Zero by 2050 from our baseline year of 01/04/2021 to 31/03/2022 and we are aiming to reduce our absolute carbon emissions by at least 90% from our baseline year or achieve (and maintain) a carbon intensity metric of <1 tonne CO2e per employee, whichever comes soonest. This is in line with science-based Net Zero targets. To keep ourselves on track with these long-term targets, we have set the following goals:

- Reduce our Scope 1 and 2 emissions by 50% from our baseline year by 2030.
- Reduce our Scope 3 emissions by 30% from our baseline year by 2026.
- Reduce our Scope 3 emissions by 50% from our baseline year by 2030.

With the introduction of our ESG team we have recorded and targeted ourselves in key areas to focus our activities on reduction of GHG emissions. This also assists us with the Streamlined Energy and Carbon Reduction (SECR) regulation and Public Sector PPN 06/21 reporting.

We publish our Carbon Reduction Plan separately which includes a range of carbon reduction initiatives that are complete, underway, or in planning phase to assist us in meeting our target and in all sites where we control the source of our energy, we use 100% green certified energy.

Where we use metered power provided by a third party, we take steps to encourage transition to a green certified source.

The Six Degrees ESG team takes the lead in communicating and leading activities across our business to drive positive reduction of our overall emissions.

We are aligned to International standard ISO 14001.





# 360 Group

We have created our very own 360 Group from different areas of our business, combining colleagues with different backgrounds, experiences and views who focus on developing three core initiatives across our organisation:

## Including Everyone, Everywhere

## Healthy Minds, Healthy Lives

## For the Benefit of Others

With the aims and objectives of:

- Promote and raise awareness of diversity and inclusion (D&I) issues.
- Promote and raise awareness of mental health and well-being issues.
- Establish and deliver on initiatives for charity fundraising, CSR, and environmental improvements.
- Enable better engagement with our people and drive cultural changes.

- Provide a sense of community and the opportunity to network with colleagues.
- Provide a collective voice on any issues our people may be facing.
- Ensure our people are more involved in activities and decisions that impact the working experience.
- Support people to feel that they can be themselves at work.
- Enable our people to feel proud that they work with a business that is helping the wider community.
- Provide a two-way communication channel between the organisation and its people – to help inform strategy and policies, while leading on and delivering meaningful initiatives.

Throughout each year the 360 Group focuses on specific activities that everyone can be part of including, for example, religious celebrations, Pride month, and International Women's Day, and advertises a calendar of special days and events that all employees are invited to take part in. They also organise or promote fundraising activities as part of our ongoing partnership with Macmillan, where we have raised over £60k to date.

As part of our Healthy Minds, Healthy Lives structure we provided a range of exercise and informational classes with our employee benefits provider Vitality including yoga classes and summer family workout, nutrition made easy, mastering the weekly shop, and an optimal gut health nutrition information session.

We are big advocates of community engagement, which we drive through our 360 Group and our Women in Tech team. A recent example includes our partnership with New City College in London where we are engaging with their students and local community in several ways. Our experts ran engaging sessions with IT students, providing them with practical, real-world insights into cyber security and its role in business. Topics included:

- Cyber security and the importance of incident response plans
- Cyber security open source intelligence
- Computing in business

The sessions, part of our Cyber University series, were the first in a series of events Six Degrees will be running in partnership with New City College. We're excited to engage with students and adult learners and share our knowledge around cloud, cyber security, and how technology is used in business.

In addition, our Talent Acquisition team recently joined college learners at a careers fair to talk about careers in tech, how to get job-ready, and sharing a few useful tools and resources.



# Operating Responsibly

At Six Degrees we are committed to ensuring our business operates ethically, lawfully, and with integrity, as this is critical to our long-term business success.



## Supply Chain Partners

We work with our supply chain to ensure integrity by managing legal, social, ethical and environmental risks. We encourage those who work directly with us to maintain sustainable business practices and regularly review their progress.



## Health and Safety

Ensuring that our people are healthy and safe is a strategic imperative. We promote our positive approach to health and safety by adhering to regulations, sharing policy throughout our employee and contractor base, and having appropriate contractual arrangements.



## Anti-bribery and Corruption

Six Degrees does not tolerate any form of bribery or corruption. We prefer to walk away from a business opportunity than engage in perceived or actual corruption. We maintain and train our policy throughout the business and onwards to our suppliers and contractors.



## Privacy and Cyber Security

Our strict governance and compliance controls ensure protection of our clients' data. We respect privacy and proactively manage security risks to ensure we remain compliant to regulatory requirements and best practice frameworks.

## Supply Chain Integrity

We have a range of direct suppliers that assist us in meeting our business and client needs. We rely on complex and multilayer supply chains with our direct suppliers often having multiple suppliers of their own, who in turn rely on multiple suppliers. Intermediaries are also involved in our supply chain such as distributors who are connected at various points.

We work to manage integrity in our supply chain by analysing and acting upon the various legal, social, ethical, and environmental risks that can be identified, and we encourage our direct suppliers to adopt sustainable business practices and work with us to ensure safe and legal working practices and positive environmental impact. Safety in our supply chain is critically important, so we have comprehensive measures in place and designed to make sure everyone who works for us does so in a safe and lawful way. We reinforce this culture across our supply chains through close working relationships and contractual arrangements to meet at least the same standards as us.

We believe that engaging directly with suppliers through regular monitoring and reviews is one of the most effective ways of building partnerships and improving performance, and we work to improve processes and strengthen our joint working practices.

Our Procurement and Compliance departments together centrally manage the provision of new suppliers and support the needs of our whole business. The Product Team manages the ongoing reviews and improvement process for each critical supplier.

A supplier cannot be engaged without the full on-boarding process and risk assessment across environmental, social, information security, and governance being completed. This process is designed to provide an objective and consistent approach to supplier on-boarding prior to the commencement of contractual negotiations and creates a risk level based on the answers provided by the suppliers. We do not engage with very high-risk suppliers.

## Health and Safety

We have an excellent record in our approach to health and safety (H&S) and take appropriate and proportionate steps to keep our employees safe. We are committed to managing H&S effectively to protect our employees and other persons with whom we interact because we recognise that we have not only a moral and legal duty but also that our people are our greatest asset.

We promote a positive H&S approach across the business by engaging employees through training and regular updates. All employees undertake an annual review of policies and procedures relating to H&S.

Accident and near miss data is collected centrally and all reports are investigated and wherever possible mitigated or processes updated to avoid a recurrence.

As we continue to develop our agile working practices we promote the importance of adhering to good practice in our homes as well as the office and client sites; we regularly review regulation to keep our people healthy and safe in all locations and while completing all types of activities.



## Governance and Risk Assessment

Our Chief Executive Officer takes overall responsibility for adherence to policies and preventing bribery and corruption throughout our organisation and is supported by the Executive Leadership Team, senior leaders, and the Audit and Risk Committee.

Adherence to published policies is monitored through regular internal and external audits aligned to International Standard ISO 9001 – Quality.

The compliance team and risk committees throughout the business assist the Audit and Risk Committee to fulfil their responsibilities with regards to risk management and policy compliance with regular reviews being completed during each year.

## Privacy and Cyber Security

We recognise that privacy and information security is a top priority for client confidence, legal, regulatory, and contractual compliance, and for the protection of the Six Degrees brand.

Our commitment to privacy and information security is a vital part of our responsibility to clients and employees and is central to our Information Security Policy that all employees must adhere to. Our privacy commandments include:

### Privacy by design

### Limit collection

### Secure data

### Respect rights and freedoms

### No unauthorised disclosures

### Protect confidentiality

### Contractual compliance at all times

Our privacy approach is governed by compliance with relevant data protection regulations and respect for individuals' rights and freedoms. This includes:

- **Accountability:** The overall responsibility lies with our Chief Executive Officer, who is responsible for ensuring compliance with regulations, assisted by the Executive Leadership Team and the Legal team. At departmental level implementation of policies and procedures resides with the department leads.
- **Assurance:** Six Degrees has been awarded a range of widely recognised certifications which are subject to a schedule of external audit and testing each year, including:
  - ISO 27001 – Information Security
  - ISO 22301 – Business Continuity
  - ISO 9001 – Quality
  - Cyber Essentials
  - Cyber Essentials Plus
  - PCI DSS (limited scope)
  - SOC II
  - CREST
  - CHECK
- **Transparency:** Our privacy notices and communication provide straightforward, easy to understand information for our clients and employees.
- **Engagement:** We actively engage with key stakeholders to share best practice and learn from our partners.

We use a combination of fixed, mobile, cloud and hosted services to provide reliable and secure products and services to our clients and manage our internal business. Our approach to cyber and information security with our integrated management system ensures our processes, procedures and people safeguard our company and client information.

Our cyber and information security controls are integrated by design and risk management is central to our approach and fundamental to maintaining the security of our business and services. We assess business strategy, new products and services, regulations and cyber threats which includes horizon scanning.

Our Security Operations Centre (SOC) is fully involved in the review and monitoring of all aspects of cyber and information security and detection and response to cyber threats.

Our infrastructure is independently tested by a qualified third party, at least annually, to ensure effectiveness and conformity to our range of security accreditations and client contractual arrangements.

An important part of cyber and information security is the knowledge and actions undertaken by our employees. To ensure best practice is embedded we regularly run our employee security awareness training program which includes:

- Initial induction and at change of role where we include training for policies and procedures.
- All employees undertake mandatory annual refresher training and policy review.
- Where a technical role requires additional security clearance, additional training is provided in the relevant aspects.
- A regular communication and reporting structure is in place with updates on key themes.



Our policies are underpinned with a range of policy standards that everyone adheres to including:

Policy Name	Description
<b>Acceptable Usage</b>	Rules and user responsibilities for the acceptable usage of the corporate network, email, and internet.
<b>Access Control</b>	Mechanisms in place to assure that all systems have secure access controls enabled. This is supplemented with the Access Controlled Systems and Password Management Details document.
<b>Agile Working</b>	Policy covering the provision of facilities to enable remote staff, working for or on our behalf, to have secure and reliable access to any of the information systems which they have been authorised to use, provision of equipment, and manager and employee responsibilities.
<b>Asset Management</b>	Framework for the appropriate and effective management of IT equipment (hardware and software) from procurement to disposal with Six Degrees.
<b>Back Up and Restore</b>	The approach to providing a robust backup regime for all IT systems. This further details the methodology and approach to backing up media.
<b>Call Recording</b>	Details of how and when calls are recorded.
<b>CCTV</b>	How CCTV is used and accessed throughout Six Degrees.
<b>Change Enablement</b>	How we plan and enable changes to achieve maximum positive impact.
<b>Communications Policy</b>	How and what we communicate both internally and externally for effective management and direction of IMS Management System and company certifications and accreditations.
<b>Cookie Policy</b>	Privacy notice and cookie policy on Six Degrees website.
<b>CSOC Data Handling Policy</b>	How CSOC adhere to HMG data handling guidelines.
<b>Data Protection</b>	The requirements for Six Degrees and its employees with regards to the Data Protection Act 2018 and General Data Protection Regulation.
<b>Encryption</b>	Controls that are used within Six Degrees that employ forms of encryption.
<b>Firewall Policy</b>	How Six Degrees secures access to and from its environments.
<b>Forensic Readiness</b>	How we enable consistent and rapid investigation of major events or incidents and pro-actively plan, gather, and store evidence in advance of need.
<b>Information Classification and Handling</b>	Details what is classified for documentation, electronic information, and hardware.
<b>Incident Management</b>	How security incidents are categorised, the reporting mechanisms and actions to be taken should an event occur.
<b>Media Handling and Disposal</b>	Processes and guidelines all Six Degrees staff must follow when handling media.
<b>Mobile and Bring Your Own Device (BYOD)</b>	Requirements and acceptable criteria for members of staff to use their own devices. This includes (but not restricted to) smart phones, tablets, and laptops.
<b>Mobile Working</b>	Security arrangements for devices when working outside of the office.
<b>Mobile Working – Public Sector</b>	Security arrangements for devices when working outside of the office when accessing specific Public Sector information.
<b>Monitoring and Logging Policy</b>	Framework for monitoring and alerting, allowing for the timely detection of and response to unauthorised information processing.
<b>Network Architecture</b>	The types of networks deployed within Six Degrees and the effective monitoring and measuring of the networks for reliability and efficiency.
<b>Password</b>	The rules in place dependent on which systems are being used and advice and best practice for the passwords to be implemented by users and managed by the IT Department.
<b>Patch Management</b>	Identifying patches, testing and notification prior to implementation.
<b>Physical and Environmental Security</b>	Framework for the physical and environmental security of all locations.



Policy Name	Description
<b>Physical and Environmental Security (CSOC)</b>	Framework for the physical and environmental security of all locations.
<b>Retention</b>	Six Degrees management of equipment, records and documents including retention periods and methods of disposal and destruction.
<b>Risk Management</b>	The overall approach to risk management within Six Degrees and a framework for ensuring consistency in the identification, assessment, reporting and on-going review of risk.
<b>SC Clearance Tier 2</b>	How access is granted, and data managed within the OFFICIAL SharePoint site.
<b>Secure Build Policy</b>	Security measures that are implemented when building and installing computers and network devices to reduce unnecessary cyber vulnerabilities.
<b>Secure Design Principles</b>	Secure engineering principles that Six Degrees has established to ensure that security is designed into all layers of their information systems.
<b>Secure Development – Corporate Systems</b>	Requirements and information to be considered and addressed when developing software and or scripts within both the production environment and testing environments.
<b>Software Development Lifecycle</b>	Standardisation of software development for all enterprise-level applications and services using industry leading practices.
<b>Supply Chain Remote Access</b>	How we provide access to third parties to provide support for our client installations.
<b>Sustainable Procurement and Supplier Management</b>	How Six Degrees approach supplier management and the criteria for supplier evaluation including our approach to sustainable procurement.
<b>Starters, Movers, and Leavers</b>	Actions and responsibilities for employees starting, leaving, or moving throughout Six Degrees.
<b>Threat Management</b>	How we manage threats and implement preventative measures.
<b>Vetting</b>	Who has security vetting and the standards it is completed to, based on access requirements.



**Six Degrees**

Protecting UK organisations and helping them  
thrive in the cloud by giving them secure  
platforms to innovate and grow.