

Environmental, Social and Governance (ESG)



Our People

→ Enable Hybrid Working

encourage continuous adoption for all employees; made easier with the provision of market-leading cloud-based unified communications, collaboration applications, and video endpoints.

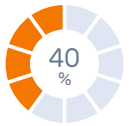
Goal: Maintain 80/20 split hybrid working week across 90% of organisation
Target: by end of FY 23/24



→ Minimise staff travel

where delivery via remote working is not commercially viable, minimise staff travel via road and air, encourage sustainable methods of travel, and carefully consider vehicle sharing.

Goal: Reduce internal (UK) flights by 65%
Target: by end of FY 24/25



→ Offer Cycle To Work (CTW) scheme

obtain board sign-off and implement a CTW scheme via a financially supported mechanic, promoting health and well-being and improving Environmental and Sustainability outcomes.

Goal: Offer CTW to 100% of staff
Target: by end of FY 23/24



→ Offer Electric Vehicle (EV) scheme

research, evaluate, and formally launch a company-wide EV scheme via salary sacrifice or a similar tax-efficient scheme that encourages employee adoption.

Goal: Offer salary sacrifice EV scheme to 100% of organisation
Target: by end of FY 23/24



Workspace

→ High CO2 Emitting Vehicles

due to diesel vehicles contributing a higher proportion of CO2 emissions, we are committed to assessing the number and impact of removing diesel engine vehicles from use within our Company fleet and replacing them with petrol as a minimum and EV in the longer term.



→ Decommission Data Centre (DC) Hosting Facility

with the move to cloud workloads leaving minimally used but constantly powered infrastructure, we've focussed on further carbon footprint reduction by removing the data centre deployment.

Goal: 100% Decommission DC facility and dispose of legacy equipment using sustainable and circular focussed methods
Target: by end of 2023



Supply Chain

→ Inbound and Outbound Shipments (method)

work with our Distribution Partners and Couriers to assess delivery method transport options and ensure that, where possible, the method used for our inbound and outbound shipments is via the most Environmentally Sustainable delivery method possible at the time and preferably by EV.

Goal: Increase EV based delivery method by 30%
Target: by end of 2025



→ Inbound and Outbound Shipments (volume)

to minimise further CO2 emissions, we will work closely with our Distribution Partners and Couriers to ensure that both inbound and outbound shipments are consolidated into as few shipments as possible, reducing unnecessary journeys and promoting our sustainability message.

Goal: 100% of deliveries both inbound and outbound to be in single shipments
Target: by end of 2024



Net Zero Operations

→ External Carbon Offsetting Audit

where ESG Goals do not achieve a Net Zero operating characteristic for the company, we leverage our organisation-wide assessment of current CO2 emissions, energy usage, and staff working practises and, through engagement with an external auditor, ensure we achieve Carbon Neutral status through offsetting for that year.



(for 2022-23)