

A photograph of an offshore wind farm in the ocean. Three large white wind turbines are visible, spaced out across the blue water. The sky is a clear, bright blue. In the foreground, the water is a deep blue with some ripples. The wind turbines have yellow bases. A red rectangular frame is overlaid on the upper part of the image, containing the title text.

SUSTAINABILITY REPORT 2025

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ABOUT NASH SQUARED

Nash Squared is the leading global provider of technology and talent solutions.

We're equipped with a unique network, that realises the potential where people and technology meet.



35

years experience



9

countries



£1.3bn

revenues



700+

colleagues



10,000

solutions delivered



500,000

experts placed



31

offices



5

brands



1

vision:
limitless futures

Our Nash Squared brands



crimson

spinks

Talent iit

A MESSAGE FROM OUR CEO



Our vision is to build limitless futures

I feel great pride knowing that every year Nash Squared supports hundreds of companies on their digital transformation journeys and helps the careers of tens of thousands of technology experts across the world.

In doing so we also help to contribute to technological advancements which play a critical role in sustainability whether that is through our technology solutions business or by supporting organisations with their hiring needs.

We also recognise the important role we take in society and the communities in which we operate. This is something we take seriously which is why we are focused on putting in place actions which support long-term, sustainable change.

In this report we outline some of the things we are doing to make positive steps we are taking to make progress. We talk about how we are working to reduce our carbon footprint, how we are supporting the wellbeing of our colleagues, and how we are helping to build an inclusive culture. To ensure we follow a clear structure we align our plans with the UN Sustainability Goals:



We recognise this journey is not completed in one year, but through continuous collaboration, innovation and actions we can positively contribute to the social, economic and environmental elements of sustainability.

Welcome to our Sustainability Report

Bev White

OUR VALUES

As a technology and talent business we have a core set of values which help to connect our colleagues and provide a common purpose. They are our guiding principles and our fundamental beliefs which set us apart from other employers; they describe how we see ourselves.

Entrepreneurial

We are courageous, we challenge ideas, we pursue excellence in all we do. We are ambitious, we are innovators and we are change agents.

Open

We are consistently honest, open and straight forward. By doing so we remove barriers and focus on the right outcomes.

Human

We trust, respect and care for one another and those around us. It is our ability to connect and to understand the value each person brings that makes us special.

Hungry

We constantly strive to identify opportunities, deliver outstanding results and inspire others.

Collaborative

We believe in the power of working together. We listen and evolve together by utilising our expertise to produce exceptional outcomes.



ENVIRONMENT

Our Responsibility for the Environment

Climate change is one of the most significant challenges facing the planet. At Nash Squared, we are committed to making a positive environmental contribution and recognise our responsibility to ensure a bright future for the next generation.

We recognise we have an important role to play in achieving environmental sustainability through targeted actions in our organisation and wider value chain. We are determined to lead the way and be part of the solution.

With this in mind we have set ambitious targets to become carbon net zero by 2030 across our operational carbon footprint (scope 1 and 2 emissions) and carbon net zero by 2050 across our entire value chain carbon (including scope 3 emissions).

Our Carbon Reduction Pathway

Our pathway to net zero will be guided by the four steps outlined in our Carbon Reduction Plan:

Review	assess and improve processes, tools and systems for carbon emission data collection
Reduce	implement energy and carbon reduction and efficiency measures to reduce energy demand
Renew	identify and implement measures to increase generation and use of renewable energy
Rebalance	offset the remaining balance of carbon following reduce and renew measures (with restrictions)

Scope 1-3 Emissions

Scope 1 covers direct emissions from owned or controlled sources.

Scope 2 covers indirect emissions from the generation of purchased electricity, steam, heating and cooling consumed by the reporting company.

Scope 3 includes all other indirect emissions that occur in a company's value chain.

There are a number of milestones on this pathway which will guide our journey:

2024



Enhanced data capture
Incorporate net zero management into current management systems
Increased insight and scrutiny to environmental reporting

2030



Zero scope 1 & 2 carbon emissions

2040



Advanced engagement with value chain providers on carbon reduction

2050



Net zero carbon emissions for scope 1, 2 & 3



CASE STUDY:

Moving to Electric Vehicles in the UK

In the UK the group run an electric car scheme in support of more sustainable personal and business travel in place of conventional petrol or diesel schemes.

This is an important transition away from fossil fuels and supports our net zero strategy.

Providing such a scheme brings benefits to employees and group such as:

Environmental benefits

- Electric vehicles reduce air pollution and greenhouse gas emissions compared to a petrol or diesel equivalent. Promoting the use of electric cars through such a scheme helps our contribution towards climate change, improving air quality and reducing the dependence on fossil fuels
- Reducing our carbon footprint due to the reduced CO2 emissions that electric cars produce versus petrol and diesel cars

Technological advancements

- Electric cars provide more driver-focused technology to keep the driver rested and situationally aware helping to minimise any mishaps

Cost savings

- Most electric cars can improve and reduce operating costs. Electricity is generally cheaper than fossil fuels and recharging is becoming increasingly easier with the provision of more charging stations alongside fossil fuel alternatives
- Electric car service intervals are also less frequent due to the limited nature of moving parts and systems, reducing service and maintenance costs



CASE STUDY:

Measurement of Global Travel Data

Across the business there are varying travel demands and differences in booking behaviour and data capture. To streamline this and its group reporting, Nash Squared operates a global travel platform with primary aims of achieving:

Enhanced travel visibility and reporting

- Greater visibility into travel activities with comprehensive reporting and analytics supporting travel choices, cost optimisation, policy improvements and leverage with suppliers
- Capturing data points across air, rail and hotels to allow for reporting on carbon emissions and wider management and education on sustainable travel choices

Duty of care and risk management

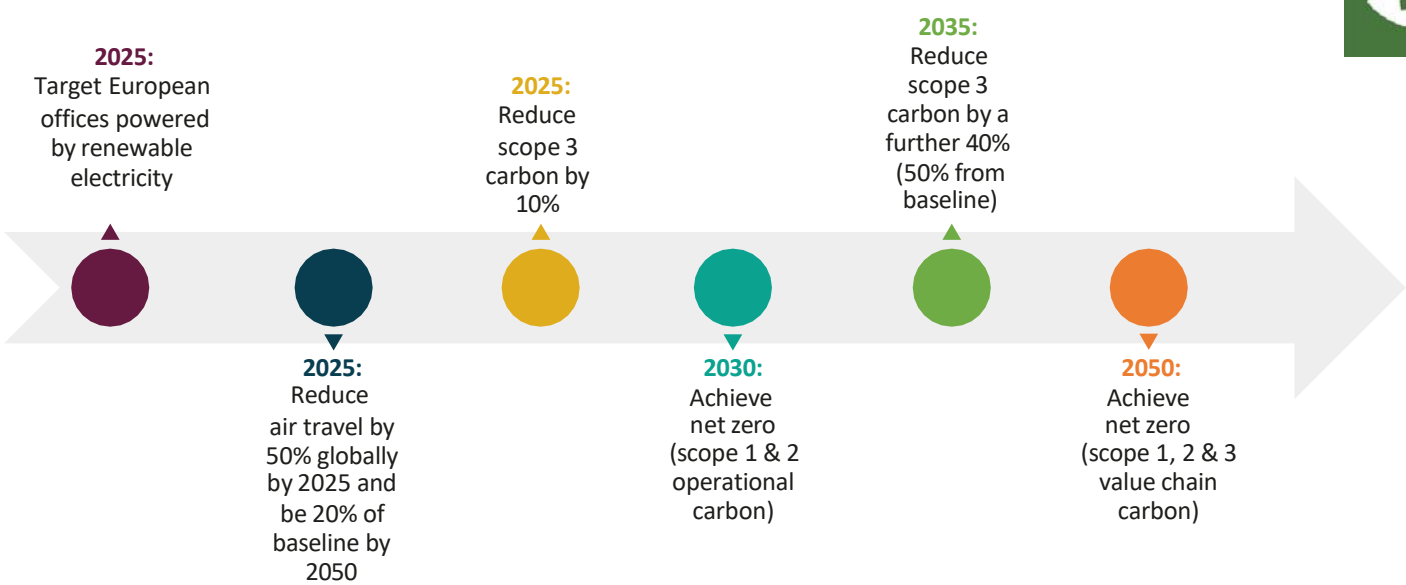
- To support the safety and wellbeing of employees including real-time visuals of traveller plans and 24/7 customer service support

Policy compliance

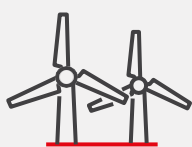
- Group management can control, amend and add travel policy controls centrally to ensure that traveller choice reflects the ambitions and requirements of the organisation with active management and compliance

The data captured in a year can be used to assess, educate and influence better travel choices for future travel and allows us to address a better approach to all travel patterns.

OUR OBJECTIVES FOR CARBON REDUCTION



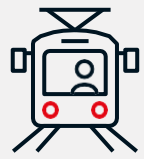
The objectives set out above can only be met if there is a concerted effort across the business to achieve them. To coordinate this effort we will focus on three main aspects: Energy and Fuel, Travel and Commuting, and Purchasing and Investment.



Energy and fuel consumption

Reduction through maintenance and investment, and through policy and procurement decisions

We will work to reduce our energy consumption, using renewable energy sources where possible and low-carbon suppliers



Travel and working choices

Through education, policy, strategy and organisational changes, make the shift to low-impact working practices

We will reduce non-essential business travel, especially air travel. This will be achieved by implementing revised policies and procedures, and making use of technology for international meetings



Purchasing and investment

Using climate as a deciding factor in decisions from pension providers to paper suppliers

We are committed to working with suppliers who comply with our Supplier Code of Conduct. As part of this commitment, it is important that our suppliers operate in an environmentally friendly and sustainable manner. This includes meeting all relevant national and regional legislative requirements to reduce carbon emissions and responsibly manage waste disposal, with a strong emphasis on recycling whenever feasible

PROGRESS AGAINST THE PLAN

2025: All European offices powered by renewable electricity

At the point of energy and lease contract renewal, preference is being given to renewable energy options. Following this approach 56% of our European offices are now supplied by renewable energy.

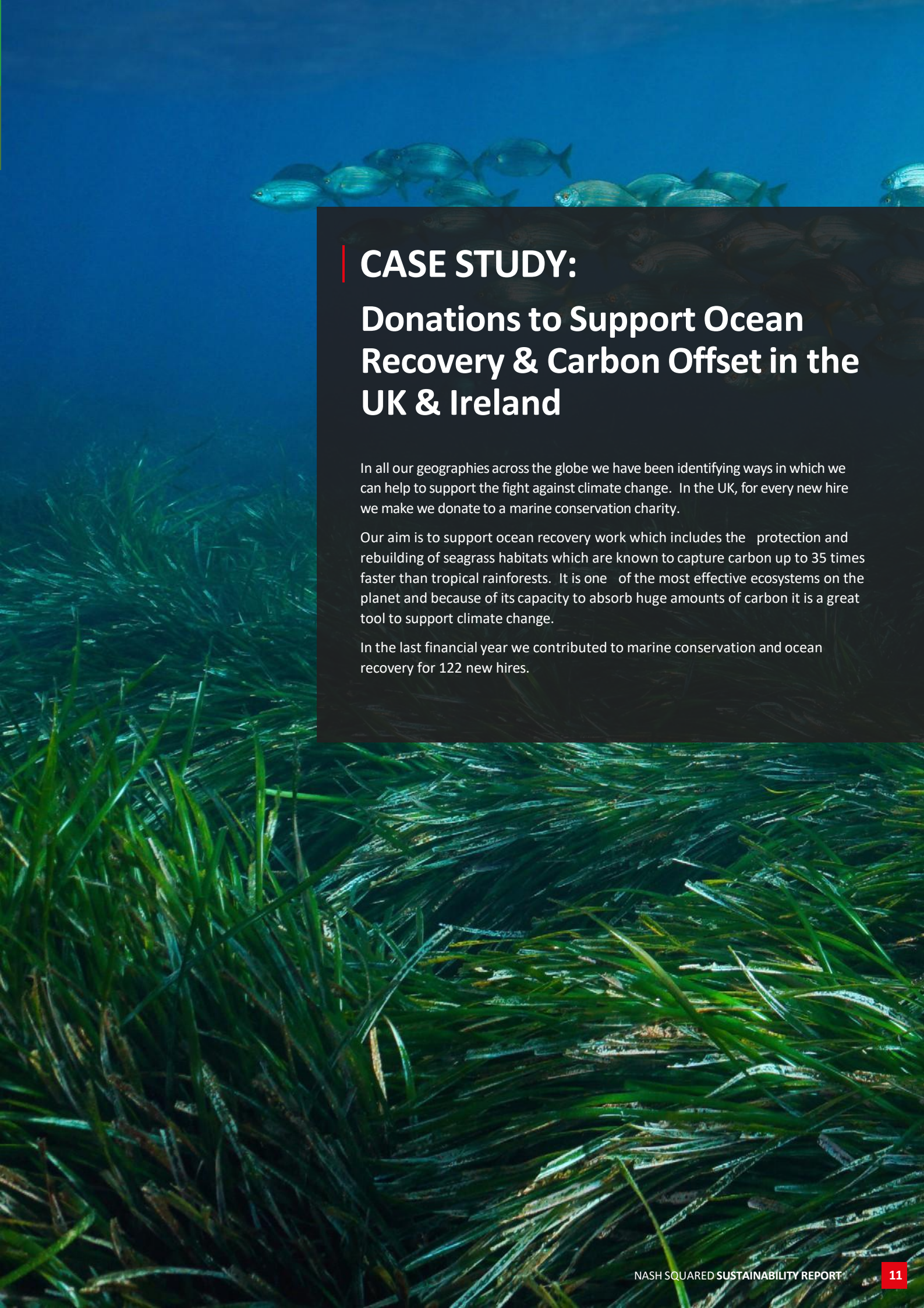
2025: Reduce air travel by 50% globally by 2025 and be 20% of baseline by 2050*

The completion of the global travel system installation allow us to accurately measure carbon from travel, empowering the group to design and implement policy to achieve the 2025 target.

2025: Reduce scope 3 carbon by 10%

Whenever renewing or tendering contracts or investments, we place a high focus on the environmental credentials of our prospective suppliers. This focus enables us to take positive action across our supply chain, giving preference to low-carbon suppliers as part of overall procurement policy.

* Baseline is the year ended 31st January 2020. To take into account the growth of the company, performance will be measured as a % of revenue vs the baseline year.

An underwater photograph showing a school of fish swimming in the upper half of the frame against a deep blue background. The lower half of the image is filled with a dense, vibrant green seagrass bed. A dark, semi-transparent rectangular box is overlaid on the right side of the image, containing white text.

CASE STUDY:

Donations to Support Ocean Recovery & Carbon Offset in the UK & Ireland

In all our geographies across the globe we have been identifying ways in which we can help to support the fight against climate change. In the UK, for every new hire we make we donate to a marine conservation charity.

Our aim is to support ocean recovery work which includes the protection and rebuilding of seagrass habitats which are known to capture carbon up to 35 times faster than tropical rainforests. It is one of the most effective ecosystems on the planet and because of its capacity to absorb huge amounts of carbon it is a great tool to support climate change.

In the last financial year we contributed to marine conservation and ocean recovery for 122 new hires.



3 GOOD HEALTH AND WELL BEING



5 GENDER EQUALITY



10 REDUCED INEQUALITIES



8 DECENT WORK AND ECONOMIC GROWTH



DELIVERING A POSITIVE SOCIAL IMPACT

DELIVERING A POSITIVE SOCIAL IMPACT

At Nash Squared we are focused on ensuring that we deliver a positive social impact through our actions to support our employees, the work we do with clients every day and through our actions with local communities. We know this puts us in a privileged position because we can help to build limitless futures by bringing together great people and technology with a deep reach into society. We will use our position to make a sustainable impact.

We will use our position to deliver:

A positive impact on inclusion in the technology sector. Using our actions and our voice as a force for good

Access to wellbeing which benefits our colleagues, our clients, our candidates, our contractors and our connections

Impact through the work we do with charities, not for profits and society

There are many challenges such as technology evolving, market trends changing, a well- documented skilled talent shortage, continued and potential further impact on pay gaps due to gender or ethnicity. Our [Digital Leadership Report](#) provides us with insight into the experiences of many organisations and we use this insight to help continue our transformation through a structured and considered approach to Diversity, Equality and Inclusion (D,E&I), wellbeing and our work with local communities.

We build partnerships with purpose, we are focused on achieving sustainable change and we remain committed to our goals. To support our aims to deliver social value we align to the UN Sustainable Development Goals.

Our partnerships, recognitions and affiliations:

Whilst the People team are internally helping us to keep moving and making changes which impact our colleagues, candidates and clients we also work with partner organisations in order to learn from experts how we can keep moving forward in our journey.



DIVERSITY, EQUALITY & INCLUSION

Diversity, Equality, and Inclusion (DE&I) is one of the three main pillars of our People Strategy. We aim to create an environment where DE&I is deeply embedded in our culture. When people feel included and have a sense of belonging at work, they are more productive, better team players, and make greater contributions. This naturally translates into positive financial impacts for businesses. We take our responsibility to ensure a safe workplace for all very seriously and continuously evolve our practices by actively listening to feedback from our colleagues.

Our Global DE&I strategy has been updated to FY26 to reflect the fact we are now using data metrics to drive key insights on our inclusion activities. Earlier this year we launched our very first UKI diversity data questionnaire, this was a voluntary exercise from which we have been able to produce a diversity dashboard and report. Having a greater understanding of our employees baseline demographics enables us to shape and inform strategy, policy and practice around inclusion; our goal is to replicate this dashboard across the global business to ensure transparency and accountability. Another example of using data to inform our D&I decisions is the global inclusive recruitment project; spearhead by the Group People team. Using data obtained from qualitative interviews with global colleagues on their candidate experience, the team have been able realise the goal of ensuring every individual that interacts with Nash Squared as a prospective employee has a positive, accessible and inclusive experience .

We continue to provide access to manager and employee D&I training through our Learning Management System, thrive@NASH and have created a designated D&I pathway for all managers including those on a career development pathways.

We continue to listen to our colleagues and ensure they have a voice; our bi-annual global engagement survey measures employee sentiment, and in April 2024, the Inclusion and Diversity question achieved the highest score for the eight consecutive survey, with a score of 8.6.

Diversity, Equality & Inclusion Strategy



Data & Business Metrics

We will collect diversity data to understand our workforce baseline to inform equitable policy and practice and understand cultural issues to improve employee experience



Empower our D&I Council & Increase ERG representation

We equip or council and ERG members with the skills and knowledge to having positive lasting impact on Inclusion at Nash Squared



Colleague & Leadership Development

We will provide education for all colleagues and managers to build their confidence around inclusion.



Engagement & Culture

We will use our bi-annual engagement survey to give our colleagues a voice to enable us to measure sentiment around DI&B. We commit to always acting on feedback and develop practices to improve employee experience.

DIVERSITY, EQUALITY & INCLUSION

Nash Squared's Global D,E&I strategy reflects the insight and feedback gathered within our business through four very important streams which help us to ensure our culture fosters inclusion:

- Our Global D&I Council
- Our four Employee Resource Groups (ERGs)
- Our Engagement Survey - Hive
- Our People & Culture colleagues.

Our **Global D&I Council** was formed in October 2020 and its mission is to promote and foster a culture of diversity, equality and inclusion across our business. It helps drive awareness and education, establish policies and practices as well as providing guidance and support for the four Employee Resource Groups at Nash Squared.

Since the implementation of our UKI diversity data dashboard, our 4 ERGs are now able to focus activity on where they know they will have significant impact. For example, our data revealed that over 10% of our workforce have caring responsibilities and 11% consider themselves to have some form of neurodiversity which has helped to shape activity for **NASHability** and **wo+men@NASH**. Similarly, having knowledge of Religious and cultural observances has meant that **ethNASHity** have been able to develop educational collateral on significant religious events.

Our Global Employee Resource Groups



ethNASHity has for a mission to increase representation, visibility and awareness of our ethnic minority employees at Nash Squared by creating a supportive network for them as well as a sense of community and belonging.



NASHpride focuses on supporting and advocating for the needs and interests of our LGBTQIA+ population at Nash Squared, as well as educating and celebrating.



NASHability is our most recent employee resource group. It will help raise awareness about disability-related issues, challenges and opportunities.



wo+men@NASH has for a mission to raise awareness about gender-related issues and to educate employees on topics such as gender equality, intersectionality and creating a workplace where all employees can thrive, regardless of their gender identity.

CASE STUDY:

Sharing Culture Through Food

ethNASHity Cookbook: Life on a Plate

The Nash Squared cookbook was the idea of the Employee Resource Group – **ethNASHity**. This book isn't just a collection of recipes, it is a delicious journey into our shared heritage and unique cultures. The network members worked hard to connect with colleagues and successfully launched Life on a Plate, which features 36 recipes from countries such as the US, Belgium, UK, Vietnam, Dublin, Poland, India, Netherlands, Germany and Australia.

Life on a Plate allows our colleagues to use their recipes to tell a story, to share a glimpse into where we come from, and the cookbook is exactly about that. It's a gastronomic map, a culinary exploration that brings our colleagues closer to each other through food. Food plays a significant role in shaping cultural differences as it's a reflection of their history, geography, religion, traditions and values. Food connects individuals to memories, to their hometowns or countries and to their cultural heritage.

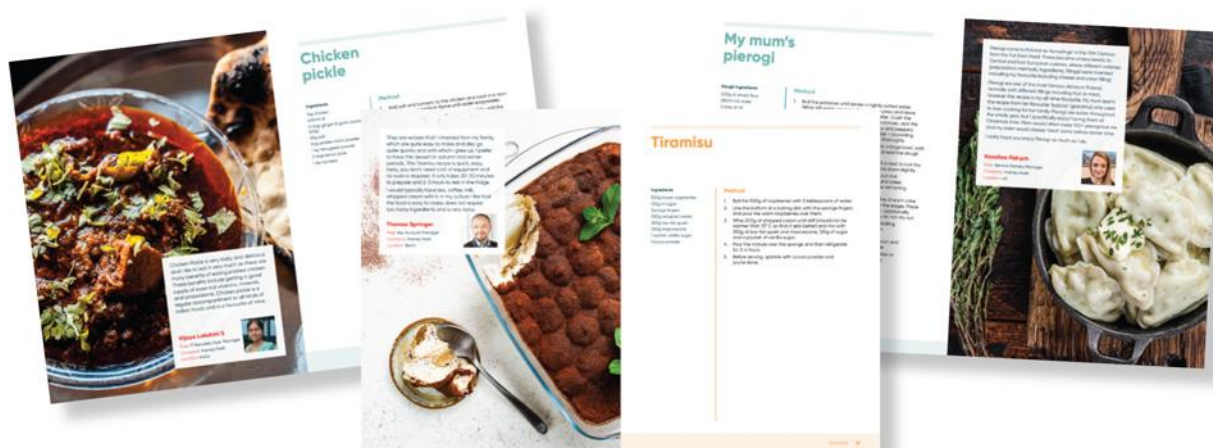
The ERG wanted to be able to bring our cultural and ethnic differences to more people sharing with it the stories as to why there are some recipes that connect us back to our roots, to our heritage and are reminders of home. Each recipe is shared by our colleagues and comes with a short introduction to show what it means to them. Connecting us to each other and our experiences.

The beauty of having a diverse workforce lies in the richness and depth it brings to our organisation. Having a multicultural workforce like ours, helps create a platform for cultural exchange and learning where employees from different cultures can share their traditions, customs and perspectives with one another. This is how **Life on a Plate** was born.

It's a space where we can appreciate each other's uniqueness via our love for food.

This book is a source of great pride for us as an inclusive business focusing on overcoming barriers, boundaries and reducing inequalities as well as providing a more inclusive workplace for marginalised groups. We want to share our stories.

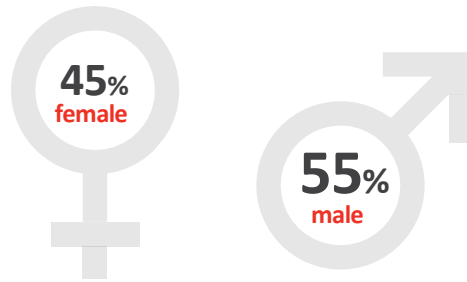
Life on a Plate is hosted on our **Wellbeing Hub** where everyone can easily access it. The book is available for everyone who is interested in learning more about our people, whether clients, friends or family.



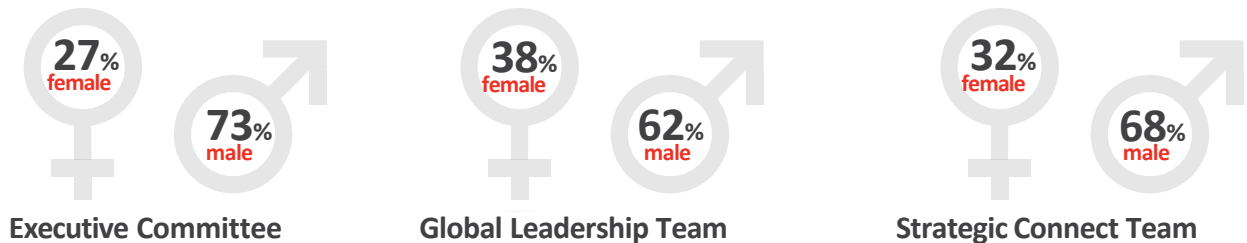
[Download your copy of the cookbook here](#)

HOW ARE WE PERFORMING?

Total Organisation Gender Split



Gender Split: Senior Teams



Data: September 2024

Reporting on progress globally

Whilst we measure and track actions on a local level the metric we report on globally is our gender split with a key focus on representation at the following levels:

- Executive Committee
- Global Leadership Team: Our most senior leaders who work closely with the Executive Committee to move the Global Strategy forward
- Strategic Connect Team: Our senior leaders who play a key role in delivering on local or brand-led strategic plans. They also help us to connect and share best practices to help us to accelerate our growth

The data set we are reporting is a snapshot of the business in September 2024.

Key Resources

[Modern Slavery Statement | Nash Squared](#)



[Equality, Diversity & Inclusion | Nash Squared](#)





CASE STUDY:

#YouEqualTech

#YouEqualTech powered by Spinks

#YouEqualTech is an evolution of over 10 years' research into gender diversity in the technology and digital industry. We've published market-leading surveys in partnership with Computer Weekly and hosted numerous thought leadership events, attended by industry professionals from C-level to junior developers. We know the diversity challenges the industry is facing and developed an understanding of how we can make positive changes and developments to the industry, advising our clients on the landscape of the technology workforce, teams and culture.

#YouEqualTech is for everyone.

We have created a place for business leaders, tech professionals, students, teachers and parents to view advice on how they can take steps towards creating a more inclusive technology industry.

We collaborate to share insights to help achieve diversity and inclusion.

Collaboration and knowledge sharing are key to achieving diversity and inclusion. We work with partners to create content on key action point areas that we have identified in our research of the tech community.

Over the years we've explored what it means to build a truly inclusive culture; we've heard the inspiring stories of various tech leaders and tech founders – in addition to how we can all begin to get comfortable with imposter syndrome and promote mental health in the workplace.

2024 Tech Meet ups

Our first #YouEqualTech event of 2024 looked at the Socio-economic diversity and the importance of financial well-being. An on-trend discussion for our four panelists, who shared their own experiences of 'supporting employees financial well-being' and 'why socio-economic representation in leadership matters'. Some tough questions and insightful outcomes gave us and the YET community much to consider and share with our own networks.

We kicked off the summer of 2024 with another #YouEqualTech event! We discussed the topic 'Paving the way for a sustainable future: Addressing trends, challenges and diversity'. Our focus for the event was green tech businesses and we had four amazing speakers across the industry sharing their thoughts from 'how society can achieve net zero?' to 'why does diversity remain a challenge in sustainability?'. Joined by a likeminded group who wanted to participate, question, network and enjoy some tasty refreshments, it was another successful evening for the YET community

We aim to dispel common misconceptions of what a career in tech looks like, by shining a light on diverse role models and highlighting the potential for positive social change that a career in tech can provide. Our goals are to educate, inspire and empower our community through providing the opportunity to share experiences and information on what works - in an open and collaborative format; as well as providing access to role models and opportunities to connect with like-minded people.

Our meetups are a healthy mix of tech and non-tech people with one thing in common: they are interested in learning from tech leaders who have 'been there and done it', built successful businesses, or are leading the way in technology.

Each time we meet we ensure we're providing actionable tips, tricks and hacks for navigating the technology industry – so you can immediately begin to create changes in your own life and career.

#YOU EQUAL TECH

WELLBEING

Wellness at Nash Squared

At Nash Squared, we embrace our competitive nature. Friendly competition, such as the Nash Squared Games, promotes physical fitness and builds teamwork. This event sees every office across the Nash Squared network competing in various movement-based activities, celebrating our collective passion for social fitness.

At Harvey Nash's Newcastle office, they have a clear focus on Wellbeing, through their Wellness Wednesday initiative.

Wellness Wednesdays are more than just a dedicated day of the month; they are an embodiment of our commitment to the holistic well-being of our employees. This initiative ensures a balance between body and mind, offering various activities that rejuvenate our team and foster a healthier, happier work environment.

Why Wellness Wednesdays Matter

Wellness Wednesdays are crucial for maintaining a healthy work-life balance. They give our colleagues a short mid-week break to focus on their physical and mental health, ensuring they remain motivated and productive.

Physical Health

Engaging in physical activities is essential for maintaining muscle strength, flexibility, and bone health. The Harvey Nash UK North's recent tennis session was a prime example of this. Tennis not only provides a cardiovascular workout but also improves coordination and balance!

Mental Health

Physical activities have been shown to enhance cognitive function, reduce stress, and improve overall mental well-being. By participating in social fitness events employees improve cognitive functions, boost your mood and create mental respite!

Social Interaction

One of the key benefits of our Wellness Wednesdays is the enhancement of social bonds. Engaging in team activities fosters camaraderie and strengthens relationships within the team.



SUPPORTING OUR LOCAL COMMUNITIES

As a global employer we believe in supporting communities within the regions we operate and we do this in a number of ways.

- Through initiatives which help to deliver **sustainable employment**: working with local schools and through partnerships with organisations which help people to find employment opportunities or to develop new skills.
- **Mentoring programmes** via local connections or partner organisations.
- **Volunteering or fundraising**: We actively encourage our colleagues to identify opportunities to support local charities and not-for-profits via volunteering or fundraising. We give every person one volunteering day per year so they can play their part.



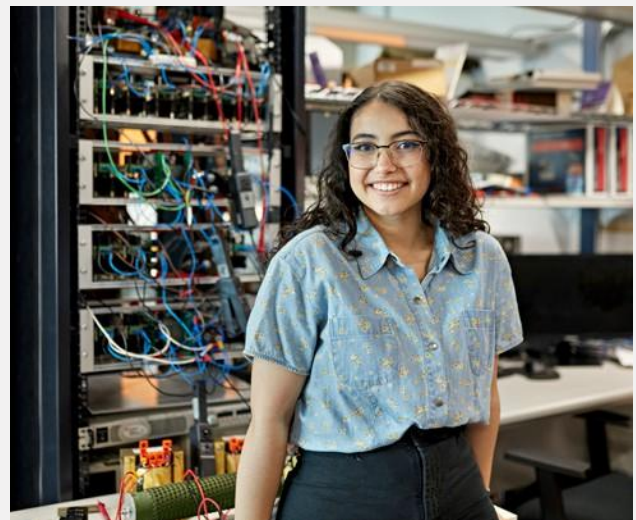
CASE STUDY: Impacting future roles in tech

Nash Squared works with the Department for Education to skill up young people to take on hackers.

During 2023 Nash Squared worked with NCFE and the Department for Education to create a new qualification that will be offered to pupils at schools and colleges.

Experts from Nash Squared's global network of companies worked as part of the qualification's Technical Education Advisory Board to deliver the cyber security 'pathway' of the Digital Support Services T Level, a two-year post-16 qualification which combines academic study with on-the-job learning during a practical industry placement.

The new course will equip the workforce of the future to combat hacking and protect the UK's national infrastructure and largest companies from cyber-attacks.



CASE STUDY

Action for Children

Action for Children is one of Nash Squared's chosen Charity in the UK to support and has been for the last 21 years. We support Action for Children as there are 4.3 million children now living in poverty in the UK. That's 30% of all children and we have helped raise a significant amount of money over those years to support children and families in need.



Boycott Your Bed:

Each year colleagues have taken part in the Action For Children Boycott your Bed in England South and North.

The Sleep out, Boycott Your Bed, is an initiative where corporate teams spend the night sleeping outside with only a sleeping bag and a matt to raise money for children who face every night without a safe place to sleep. This year England North and England South have led many initiatives to raise money for Action for Children Including:

- Our UKI team came together for an exciting online Charity Quiz hosted by the one and only David Savage for Action for Children! It was an evening filled with friendly competition and fun, all in support of a great cause.
- Easter Bake Sale
- eBay Clothes store with employees selling unwanted items
- Mario Kart Competition
- ...and of course the Boycott your Bed sleep out!

This year so far, we have raised, **£6,040** for the charity!





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