CMap

Principle and Plans

Our ESG Report 2025

CMap provides service firms with the ability to streamline their operations through an integrated, cloud-based business management solution that allows project-based companies to deliver projects efficiently and make better informed business decisions.

With offices in Manchester, Cheshire and Orlando, CMap continues to grow, guided by the simple mission of helping our clients.

ESG approach

Our approach to Environmental, Social and Governance (ESG) is layered and purposefully designed to build a solid foundation, drive measurable impact and create long-term value for our people, clients, communities and stakeholders.

Collaboration
We work as a close-knit team, harmonising our talents across the board to achieve greatness and share in each other's successes.

Pride
We take great satisfaction in our work. It's not just about meeting standards; it's about constantly innovating and going above and beyond.

Curiosity
We're not just interested in getting (and staying) ahead. We encourage innovation and exploration at every turn.

Inclusivity
For us, inclusivity isn't just a tick box. We ensure every voice is heard and seek regular feedback on what works as well as what doesn't.

ESG Statement

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CMap is committed to **minimising its environmental impact and promoting sustainable practices** across the business wherever possible. **To do this we:**

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Report our **carbon footprint on** an annual basis

Hold an active membership with the 100 trees club (City of Trees)
One tree per CMap team member was planted in 2025

Promote recycling across both our UK sites to **minimise environmental impact and reduce waste**

Comply with all **relevant environmental legislation,** regulations and standards

CMap seeks to take positive and impactful steps **to support our employees, customers, partners, and communities.** To do this we:

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Foster a safe, healthy and respectful workplace **free of discrimination or harassment**

Uphold all **diversity, equity and inclusion** principles ensuring the **fair treatment of all our teams,** regardless of their age, race, gender, disability, religion or any other protected characteristic

Provide **fair wages & professional development** opportunities to all

Introduced volunteer days in 2025

Have a developing internal **People & Purpose Guild**, focusing on delivering **meaningful initiatives that enhance our teams experience** at CMap

CMap takes its role within governance seriously and **recognises it as a foundational step in maintaining integrity & promoting** long-term success. **To do this we:**

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Uphold the **standards of honesty and integrity** in all business dealings and across our partnerships

Implement risk management processes that incorporate **ESG** factors

Comply with all relevant laws, regulations and industry standards, including the Bribery Act 2010 and Data Protection Act 2018 (GDPR)

Engage regularly with stakeholders to understand their priorities and concerns.
We aim to incorporate all relevant feedback into our future ESG strategy

Safeguard the **confidentiality of all CMap customers, team members, and business data.** Hold robust data protection policies, processes, and principles

ESG principles integrated into **decision-making** processes, where practical

Applying ESG principles to create lasting impact

By applying ESG principles we can continue to contribute positively to **clients, communities and stakeholders**

Impact matters

Impact matters to CMap. It helps strengthen relationships with our team members & clients, and helps us grow into a desirable place to be and work.

Growing technology business

As a growing technology business, we recognise the decisions we make today: how we operate, who we partner with, and how we engage our people is important.

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Our approach to impact is rooted in key drivers

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Supporting our clients' expectations

- Providing easy access information to support our clients with their reporting obligations.
- Whilst ESG is not yet a formal requirement for all our clients, it is becoming an important factor in procurement, due diligence, and establishing long-term partnerships.
- By building credible foundations, we ensure that CMap remains future-ready.

Attracting and retaining top talent

- Our people are fundamental to CMap's success and **People** want to work for a business that reflects their values.
- CMap provides opportunities for everyone to contribute positively beyond their day-to-day roles.
- Our impact initiatives help strengthen engagement & retention, and forms part of CMap's culture.

Managing risk and future regulation

- Regulatory expectations around ESG, data protection, and environmental reporting are increasing.
- By establishing good habits early on (even at a proportionate level), we reduce future compliance risk and avoid reactive and costly change.

Driving better decisions

- A focus on our impact encourages clearer measurement, accountability, and transparency across our entire business.
- Over time, this supports operational and strategic decisions.

ENVIRONMENTAL

In 2025 we took several steps

We aim to minimise the impact of our business on the environment and are committed to on-going efforts to reduce our Carbon Footprint.

JUST ONE PLANET
2025 CERTIFIED BUSINESS

Became proud members of the **100 trees club** having partnered with City of Trees.

Key Insight: 1x tree was planted for each CMap team member in 2025 – **We planted 144 trees in total!**

City of Trees

Established a key partnership with Tier 1, **Recycling & repurposing** our end-of-life devices to prisons as part of a reintegration program.

We also prioritised recycling practices across both our UK office sites (Cheshire & Manchester)

CO_2

Continued to measure our **carbon footprint.** We introduced various new reporting protocols to improve the accuracy of our data

Highlighted the range of our CMap benefits including our **cycle to work** scheme & **volunteer days**

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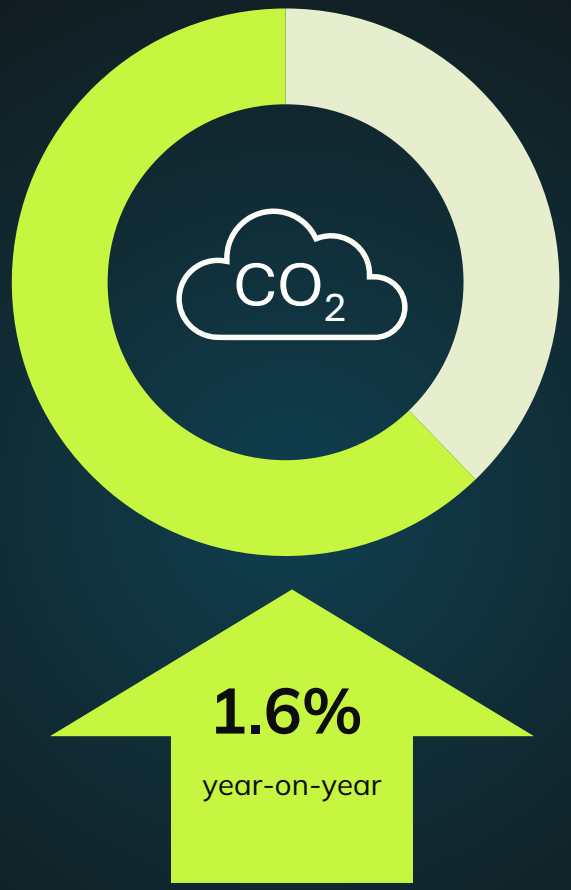
ENVIRONMENTAL

2025: Key Findings

↑ Increased our Scope 3 data coverage, **making our carbon footprint more accurate**

Increased our electricity consumption, although this was reported as being consistent with CMap's growth including increase in total headcount and an uplift in in-office attendance



Increase in total emissions

Dramatic decrease in **business travel**

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SOCIAL

In 2025 we took several steps

We focus on contributing meaningfully to our teams and communities, working to support a variety of social initiatives and events.

Evolved our People Forum into a People & Purpose Guild

To create an accessible way for **everyone** to **contribute ideas** as well as shape initiatives, events and culture

Introduced paid volunteer days

Affording every team member **1 paid day per year** to volunteer with a charity or community group of their choice

University of Salford MANCHESTER

Manchester Metropolitan University

Established two key university partnerships

Two key partnerships developed with University of Salford and Manchester Metropolitan University, resulting in **CMap's first ever placement year** & **three Graduate Hires.**

IN THE PRESS: New partnership with CMap strengthens industry opportunities for Salford students - Salford Business School Blog

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SOCIAL

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We provide consistent support to our teams through:

01 Providing access to a well-rounded **EAP program**

02 Maintaining several Mental Health First Aid (**MHFA) trained team members**

03 Partnering with **local grassroot organisations** and raising money or awareness through CMap or guild-coordinated fundraisers and events

04 Delivering company-wide **mental health awareness training**

05 Provide opportunities for everyone to share their thoughts or give feedback through **anonymised surveys or feedback loops**

GOVERNANCE

To support governance

We operate from a place of integrity, creating a business which is **inclusive, transparent, and ethical for all our stakeholders.**

We're committed to keeping **your data safe & secure -** that's why we use a security-by-design approach, using rigorous assessments and adhering to best practices to give peace of mind.

In 2025 we took several steps

Retained our **ISO 27001, Cyber Essentials & Cyber Essentials+ Certifications**

Reviewed and rolled-out **mandatory security training** and refresher training to everyone at CMap

Utilised our People & Purpose Guild to **drive ESG initiatives** and imbed ESG considerations wherever possible

Refined reporting, ensuring that both **Health & Safety matters** and **ESG progress** was delivered at monthly ops meetings

GOVERNANCE

To further support governance in 2025:

Introduced an **internal AI policy** encouraging ethical use and consideration of AI within and across our business

Consulted with our teams on their use of AI - getting a feel for their fears, frustrations, ideas, and any innovations

Established an **internal taskforce, supporting the on-going integration** and ethical adoption of Artificial Intelligence (AI) across CMap

Sought **regular feedback from all team members** using anonymised feedback loops to support a transparent and security-conscious culture

2026 focus

ENVIRONMENTAL

- Measure **scope 2 and 3 emissions fully,** expanding category coverage where able
- Launched an **EV salary sacrifice scheme with Octopus Energy,** helping to reduce running costs combined with zero tailpipe emissions
- Capture product specific **Environmental Product Declarations (EPDs)** for electronic goods, where feasible

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SOCIAL

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- Continue to develop and **monitor eNPs and employee satisfaction**
- Support our CMap women through **Women in Tech nominations & award submissions**
- Continue to engage with employees on ESG matters by conducting an **ESG review and empowering the ESG arm of our People & Purpose Guild**
- Working with our People & Purpose guild to deliver **small group volunteer opportunities, focused on supporting our local communities**
- Engage with the **Manchester Good Employment Charter** through regularly attending meetings & working towards certification

GOVERNANCE

- Roll out **DE&I training** across the business
- Retain **ISO27001 certification**

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ESG FAQs

Key ESG information

Frequently Asked Questions (FAQs)

Does CMap...	YES	NO
People & Environment		
Have an Equality, Diversity & Inclusion policy?	✓	
Provide Health & Safety training to all teams?	✓	
Certifications & Standards		
Hold ISO certification? - CMap is ISO27001 certified and holds both Cyber Essentials and Cyber Essentials +	✓	
Have an Environmental Management System to ISO 14001?		✗

Frequently Asked Questions (FAQs)

Does CMap...	YES	NO
Governance & Ethics		
Have an Anti-Bribery & Corruption policy?	✓	
Have a modern slavery & human trafficking policy?	✓	
Confirm they have not been involved in legal proceedings regarding corruption, bribery or anti-trust in the past 5 years?	✓	
Conduct regular internal or external audits?	✓	

Frequently Asked Questions (FAQs)

Does CMap...	YES	NO
Environmental & ESG		
Have an ESG policy?	✓	
Record its carbon footprint?	✓	
Have an Environmental Policy?	✓	
Measure & report GHG emissions (Scope 1,2,3)?	✓	
Have a carbon reduction or net-zero target?		✗
Have any history of environmental incidents *CMap has no history of involvement in any environmental incidents*	✓	

Statements

The following statements highlight CMap's commitment to upholding key ESG principles

Equality, diversity and inclusion statement

> **CMap is committed to treating everyone with Dignity and Respect, creating a work environment free of Discrimination of any kind. This statement outlines CMap's ongoing commitment to promoting an inclusive workplace culture that allows everyone to feel Valued, Empowered and Contribute to CMap's current and future success**

Inclusive culture and practices:

- CMap actively promotes an environment free from discrimination and promotes an environment where individuals can bring their **whole** selves to work without fear of exclusion or disadvantage.
- Our policies, processes and practices are regularly reviewed to **remove barriers** and **support** equitable outcomes for all.

Management best practice:

- Managers at all levels are expected to **champion ED&I principles** by modelling **inclusive leadership** and creating environments where team members can thrive.
- Training that promotes understanding of ED&I topics is available to managers
- Managers are expected to act as **role models** within their teams, ensuring that any actions or decisions align with CMap's commitment to protecting ED&I principles.

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Implementation and reporting:

We integrate **ED&I considerations** into our strategy, governance and people processes and utilise workforce data, feedback and outcomes to identify areas for improvement, ensuring our policies remain **effective, relevant and fair.**

We are committed to sustaining a workplace where **equality, diversity and inclusion** are embedded into our daily operations. CMap is dedicated to learning, evolving and working in collaboration to ensure **every individual** feels respected, supported, and able to succeed.

Recruitment

CMap is committed to promoting fair, transparent and merit-based recruitment, ensuring that its job advertisements, descriptions, and all other recruitment materials are inclusive and avoid discrimination.

In addition, CMap takes appropriate steps to make reasonable adjustments to any applicant with a disability during the recruitment process, where required.

Modern slavery and human trafficking statement

This statement outlines CMap's zero-tolerance approach to modern slavery, forced labour and human trafficking, within our own operations and across our supply chain:

> **CMap does not tolerate any form of slavery or human trafficking and expects the same standards to be upheld by its employees, contractors or any other individuals working for or on behalf of the Company, collectively referred to as 'all other relevant persons'**

Due Diligence:

- CMap regularly assesses its operations and encourages the early identification of any potential modern slavery threat through an established whistleblowing policy and procedure, enabling self-reporting mechanisms to operate whilst also protecting the confidentiality of its whistleblowers.
- In addition, CMap only employs and allows individuals to work once **all right-to-work checks** have been completed to the satisfactory level. Audits are conducted on a regular basis to ensure that all right to work documentation held is accurate, relevant, and up to date.
- CMap conducts regular reviews of its mandatory training requirements and provides training specific to the prevention of modern slavery and human trafficking, where requested and as appropriate.

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Ongoing commitment:

CMap recognises that combating modern slavery and human trafficking is an **ongoing responsibility**.

We are dedicated to continual vigilance, improvement and collaboration to uphold the **Dignity and Rights** of every individual connected with the business.

By maintaining transparent practices, engaging proactively and fostering a culture of openness and integrity, we remain committed to ensuring our business plays a positive role in eliminating modern slavery and human trafficking in all its forms.

Anti-bribery and corruption statement:

> **CMap is committed to conducting all business with integrity, honesty, and transparency. This statement outlines our zero-tolerance approach to bribery, corruption or any form of improper influence across our operations, in any business dealings or within any professional relationships.**

Conduct standards

- We expect **all** business dealings to be conducted fairly, lawfully, and transparently. Any gifts, hospitality, and entertainment must be reasonable, proportionate, and aligned with CMap's internal policies.

- Any activity that could improperly influence business decisions or creates the appearance of doing so is **strictly prohibited.** Any conflicts of interest should be declared and raised directly to CMap's **Chief People Officer or a Company Director** in the first instance.

Training:

Training and guidance for employees to recognise, prevent, and report bribery and corruption risks is available upon request.

All individuals are expected to adhere to CMap's internal anti-bribery and corruption policies and procedures and should raise concerns through the established reporting channels set-up and outlined within our anti-bribery and corruption policy.

We remain dedicated to upholding the **Highest Standards of Ethical Conduct** to prevent both bribery and corruption in all its forms.

Through continuous **Vigilance, Accountability** and a **Culture of Integrity,** we strive to ensure our business practices remain lawful, responsible and align with CMap's core values.

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Health & Safety Statement:

This statement outlines CMap's ongoing commitment to ensuring the health and safety of its teams, contractors, visitors, and members of the public who may be affected by our activities.

Health and safety is a fundamental part of our operations and **integral** to our business practice and ways of working.

Compliance and Standards

We operate in accordance with all applicable health and safety legislation, regulations and industry recognised best practice. Our policies and procedures are developed in line with guidance from the **Health and Safety Executive (HSE)** and is regularly reviewed to ensure continued compliance and effectiveness.

Risk Management

CMap proactively identifies any workplace hazards and conducts risk assessments to ensure the appropriate control measures are in place. Safe systems of work are established to minimise risk and protect **everyone involved or affected by our operations.** Our approach to Health and Safety **emphasises** and **prioritises** prevention, planning, and on-going monitoring to ensure a safe working environment, wherever possible.

Training

We ensure that our teams and contractors are provided with the **necessary information, instruction, training, and supervision** needed to conduct their roles and responsibilities safely. In addition, we support the development of competence at all levels of the organisation and promote a **strong safety culture** where individuals understand their part to play in maintaining **CMap's Health and Safety standards**

Responsibility

CMap views health and safety as a **collective and shared responsibility**. Teams are encouraged to actively participate in maintaining safe working conditions and report any hazards, incidents or near misses. In addition, CMap outlines a defined escalation procedure and clear organisational structure within its Health and Safety policy. This clearly states the roles and responsibilities of all its staff members in relation to maintaining health and safety.

Continuous Improvement

CMap is committed to continuously improving its health and safety performance. This is achieved through **regular monitoring, audits, incident review, and engagement** with its stakeholders at all levels.