



Enfuse Group's 2025 Impact Report



Certified



Corporation

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Our second Impact Report offers a moment to reflect on our progress and the impact we are building together.

At Enfuse Group, growth is about more than scale - it's about building something we're proud of. As we continue to evolve, staying human, valuing our people, and living our values remain at the heart of how we lead and make decisions.

2025 has been a year of meaningful progress. We've grown our teams, supported internal progression, and invested in learning, wellbeing and inclusion, while continuing to listen closely to our people and turn feedback into action. As a certified B Corp, we remain committed to building a sustainable, responsible business that creates positive impact for our people, our communities and our clients.

This report reflects the collective effort behind that progress, and the care, ambition and integrity that will continue to shape our future.



Graeme Curwen
CEO, Enfuse Group

It has been a privilege to join Enfuse Group as Chair this year and to share in my first Impact Report. In this time, I have been struck by the energy of the organisation - its ambition, integrity, and the genuine care shown for both people and outcomes.

As Chair, my role is to support the long-term success of the business: to provide challenge, guidance, and assurance that our growth remains purposeful, sustainable and true to our values. Enfuse's commitment to being a people-first, B Corp-certified organisation is not just something written down, it is lived day to day, and that is what gives this business such a strong foundation for the future.

This report reflects a company that is growing with intent, listening to its people, and embedding impact into how it operates. I am proud to be part of Enfuse at this stage of its journey and excited about what lies ahead as we continue to build a business defined by its values, its people, and its positive impact.



Charles Vivian
Chair, Enfuse Group



People

With our team's curiosity and passion for technology, sustainability and progress, we are capable of creating remarkable initiatives.



People

At Enfuse Group, we are constantly growing and evolving but being human and valuing our people is a really important part of our journey.



Continued our **Intern scheme** and **welcomed 3 summer interns**



Employed a **People & Operations Coordinator** to support internal activities



Hosted **4 Away Days**



5* Glass Door Reviews



Promoted 14 people in 2025



25 winners of Enfuse Values Awards

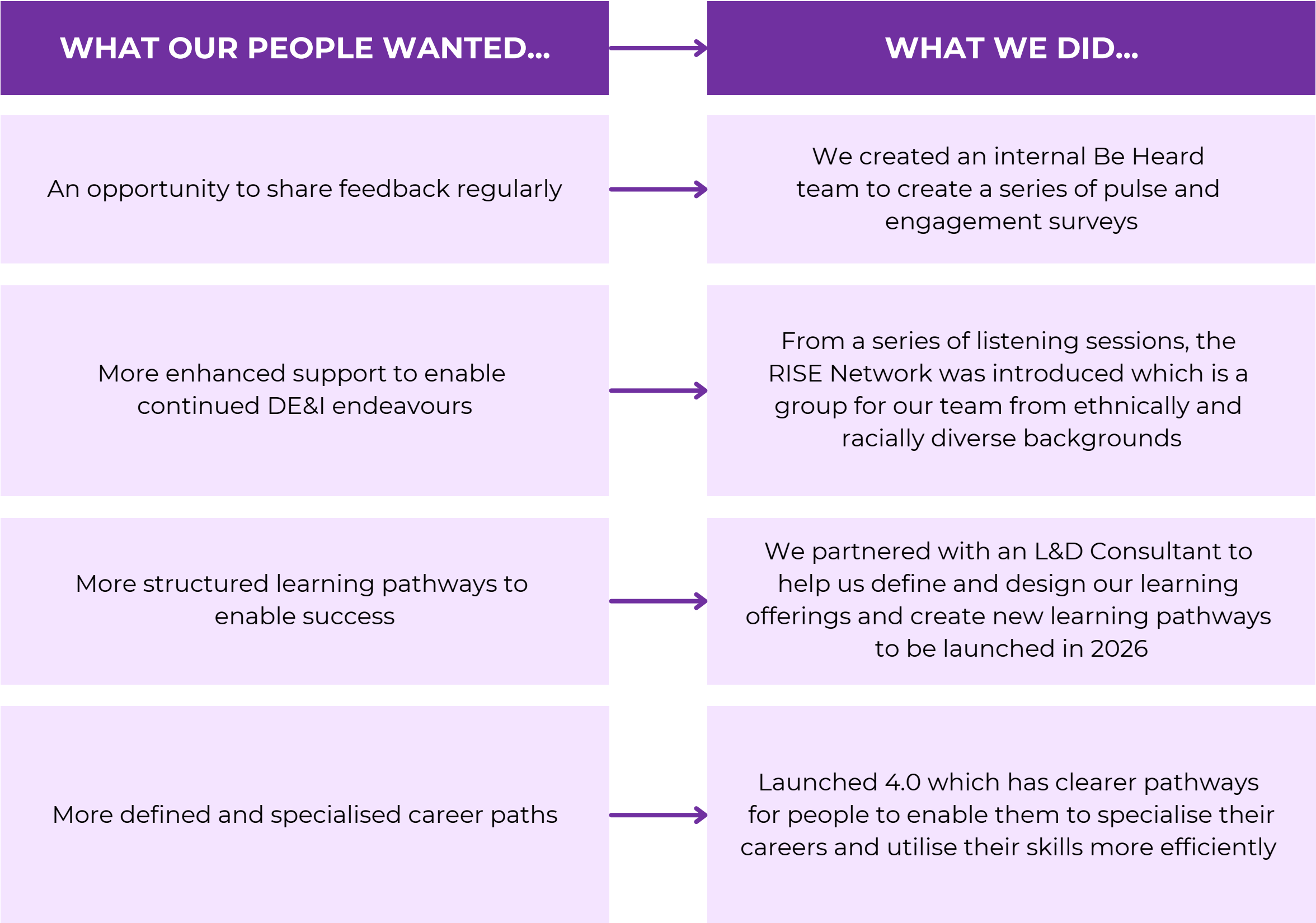


Welcomed **18 new Enfusers** in 2025



We create plenty of opportunities for our team to provide feedback through internal Be Heard surveys, listening sessions and “Ask Gabby” sessions where our team can ask our co-founders Graeme and Harry and our COO/CFO Abbe questions.

We recognise the importance of enabling our team to feel heard so here are some of the things we have been asked for and completed this year.



Values

At Enfuse Group, we have four values: Be Human, Be Candid, Be Relevant and Be Creative.

Our aim in this area is to ensure that every individual in our company exhibits our values in all aspects of their work, internally and with our clients. We believe that it is by embodying these values that we can truly be remarkable.

Every quarter, we bring the whole company together for our Away Days, where we also take time to celebrate one another through our Values Awards. These are nominated by peers, and given out to individuals who have gone above and beyond exhibiting one of our values.

We have also started running Enfuse Values training for our new joiners. This encourages new Enfusers to really understand our values, their origins and their importance, and gets everyone thinking about how they can show them from the moment they join.

In 2025, we have had **over 100 nominations** come in for our Values Awards, and have given out **25 awards** in total.

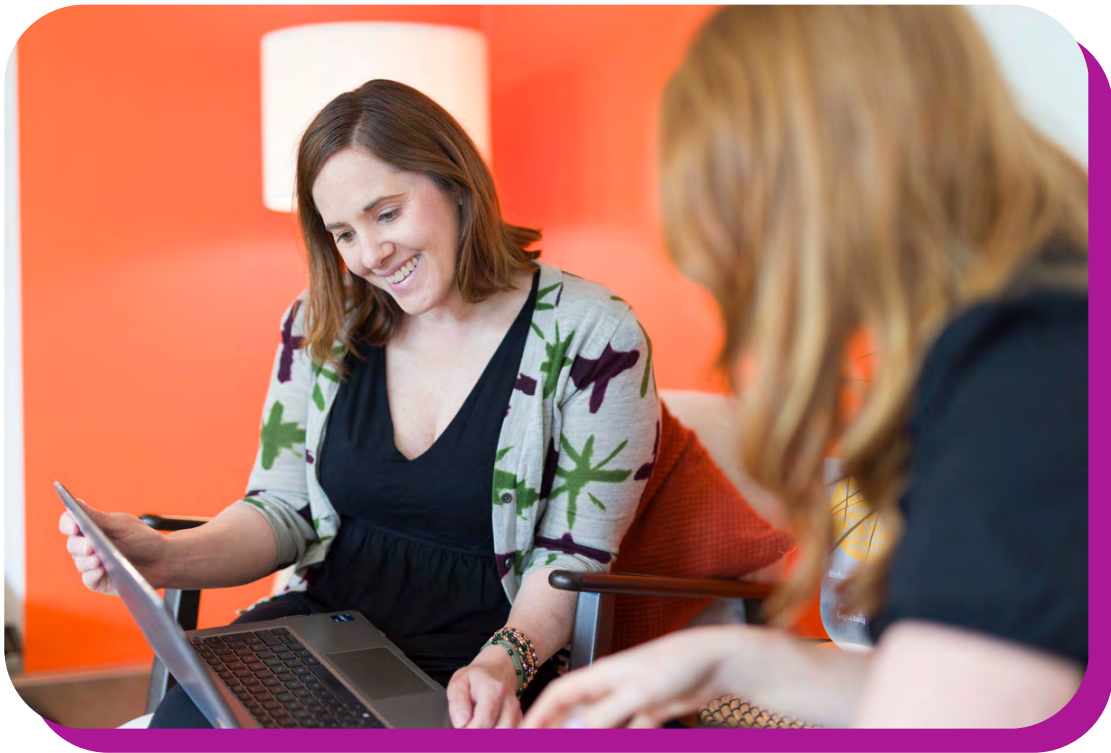


“Our values help us to make key decisions both with our internal work and the work we do for clients.”

“The Enfuse Values can truly be seen in everything you do.”

Learning & Development

We want to enable a culture of continued learning and shared knowledge. Everyone should feel empowered to invest time in their own development and that of those around them.



Continued to deliver **‘Academy Essentials’** for new Analyst joiners



Working with an **L&D Consultant** to create L&D Pathways to launch in 2026



25 people **completed external training**



70% women and **30% men** **completed external training**



Invested over **£38,000** in L&D in 12 months



12+ internal training sessions delivered



""We want everyone at Enfuse to feel empowered and enabled to invest time in their own learning and development.""

Lianne Baker, Head of People & Culture

DE&I

Our approach to Diversity, Equity and Inclusion goes beyond representation. It focuses on building a culture where different voices are valued, opportunities are equitable, and individuals feel empowered to contribute fully.

Our DEI Governance Committee plays a key role in shaping Enfuse's DEI "North Star". The committee provides strategic direction and oversight, bringing together colleagues from across the organisation to ensure that employee insight informs leadership decision-making. This structure helps us focus on the initiatives that will have the most meaningful and lasting impact. Our approach is aligned with B Lab's Justice, Equity, Diversity and Inclusion (JEDI) framework, which guides how we implement, measure, and continually strengthen our DEI practices.

The DEI Governance Committee also oversees our annual DEI survey, helping translate colleague feedback into practical actions that strengthen our culture and workplace experience. The committee partners with external networks including Lead5050 and Powered by Diversity. The committee also works closely with employee-led networks to amplifying colleague voices and ensuring ideas and insights from across the organisation can evolve into meaningful and lasting change.



RISE Network

The RISE Network is dedicated to supporting colleagues from ethnically diverse backgrounds while promoting greater understanding, inclusion, and connection across the organisation.

The network provides a space where colleagues can share experiences, celebrate cultural heritage, and engage in meaningful conversations that strengthen our collective sense of belonging.

RISE has brought colleagues together through initiatives such as cultural lunches, awareness sessions, and open discussions that celebrate the richness of different cultures and perspectives within our team. These moments not only create opportunities for learning and reflection, but also help deepen relationships across teams and encourage a culture of curiosity, respect, and appreciation for diversity.

The network also plays an important role in encouraging allyship across Enfuse, supporting colleagues to advocate for one another, recognise contributions, and foster environments where everyone feels confident to share their perspectives. Through these efforts, RISE contributes to building a workplace where diverse voices are valued, cultural identity is celebrated, and everyone has the opportunity to thrive.



“RISE was established to create a space where colleagues at Enfuse could come together to celebrate diversity, share experiences, and support one another. As our team continues to grow, it felt important to build a community that encourages open conversations about representation, inclusion, and belonging across the organisation.”

Shanade Mensah,
Talent Acquisition Partner



Financial Times

*UK's Leading Management
Consultants 2025*

*1000 Europe's Fastest Growing
Companies 2025*

At Enfuse Group, we are
committed being recognised for
the great work we do within
Consultancy so we thrilled to be
recognised again by our peers.



The Sunday Times Hundred

At Enfuse Group, we are
experiencing rapid growth, driven
by our commitment to excellence
and innovation.

We are proud to be gaining
recognition as one of Britain's
fastest-growing private companies.



Women Leaders Forum

Established in 2023, our Women Leaders Forum is dedicated to empowering and uplifting our female consultants.

Enfuse's Women Leaders Forum hosts annual events across London that bring people together to explore pressing topics such as the ethics of AI, closing the gender pay gap, sustainability, and succeeding in male-dominated environments.

While centred on women's experiences, these events actively welcome men as allies, recognising their role in driving meaningful, lasting change. The discussions offer valuable insight, foster open dialogue, and build strong networks, empowering attendees with the understanding and connections needed for personal and professional growth.



"We are incredibly proud of the impact our Women Leaders Forum has made, empowering and connecting women across industries. Watching it grow and evolve has been inspiring, and we're excited to see how it will continue to foster leadership, innovation, and meaningful change in the future."

Emma Brown, Operations Manager



Our Women Leaders Forum events have hosted a line-up of award-winning and remarkable speakers including global division heads, founders of start-ups, esteemed academics from business and science, and trailblazing entrepreneurs. These events not only offer valuable insights from accomplished women across industries but also foster connections that benefit both our staff and clients, making each forum a valuable networking and learning opportunity.



Gemma Rabbini
Female Leadership
Development Coach, Coach
& Bloom



Abi Carberry
Principal & Transformation
Delivery Lead, Enfuse
Group



Sheona Scales
Director of Research,
Alzheimer's Research UK



Lucy Maynard
Consultant, Enfuse Group



Yamini Nambiar
Head of IT Business
Partnering & Portfolio
Delivery, Arm



Ella Tyler
COO, Lead5050



Zara Nanu MBE
Former Chair, Gender Pay
Gap Association



Lianne Baker
Head of People, Enfuse
Group



Toju Duke
Founder, Diverse AI



Leanne Linacre
Co-Founder & CEO,
Lead5050



Oriana Medicott
AI Ethics Advisor



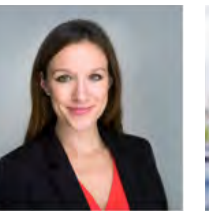
Tracey Jessup
Chief Transformation
Officer, De Montfort
University



Sam Neblett
Manager, Enfuse Group



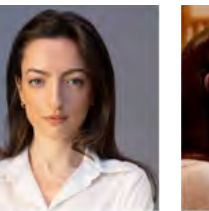
Prof. Tracy Bhamra
Provost & Pro Vice-
Chancellor (Global), Royal
Holloway, University of
London



Lucy Eaglesfield
Founder, Eaglesfield ESG



Karen Hamilton
Former Global Head of
Sustainability, Unilever



Penelope Hope
Co-Founder, Rebel Energy



Sarah Power
Co-Founder, Agreed Earth
& Non-Executive Director,
Enfuse Group



Mental Health

Enfuse's approach to mental health focuses on building awareness and providing practical support through initiatives and trainings. We're working to make our company an even more inclusive and accessible place to work, considering all mental health needs.

We have continued to develop a comprehensive 150-page guidebook to support People Managers in identifying mental health concerns, fostering conversations and signposting the mental health support available. As a result of our Neurodiversity Training, we have created a Neurodiversity Network to create a safe space for Neurodiverse Enfusers and we have upskilled some of our internal team to become Mental Health First Aiders. Alongside this, we have also conducted an internal Mental Health risk assessment to identify areas where we can improve and develop new initiatives.

Enfuse's Mental Health Huddle has supported in building an inclusive culture and stands true to our Be Human value, ensuring that all Enfusers feel welcome and included.



"I started the Mental Health Huddle in October 2023, because I felt passionate about making the world of consulting a more accessible and inclusive career for people of all backgrounds. I studied Psychology at university, and so I wanted to use what I had learnt to make Enfuse an even better place to work."

Shreela Karthikeyan, Senior Consultant



Neurodiversity

Supporting neurodiverse colleagues is essential to building a workplace where everyone belongs. It ensures people can contribute their strengths without masking or fear, creating a culture that's fair, innovative, and genuinely human.

We know that an inclusive working environment can create space for more creative thinking and better teams. We want to remove barriers for different ways of thinking and working, to ensure that everyone is able to feel comfortable and do their best work. We have added aides to make Base Camp a more comfortable working environment including telephone booths, desk dividers and comfortable sofas. We have also introduced fidget toys in the meeting room and around the office.

Our Neurodiversity Ambassadors provide support for our team and towards the end of 2025, we introduced the Neurodiversity Network to create a space for neurodivergent employees to share experiences and discuss ways to make Enfuse even more welcoming.

“To create a safe and supportive community for neurodivergent employees, and to amplify neurodiverse voices, making sure everyone can reach their potential.”

Neurodiversity Network's Mission Statement





Charity

We aim to actively support our community through charity partnerships and volunteering.



Charity

We are committed to making a positive difference in our community by actively supporting impactful charity partnerships and fostering a culture of volunteering.

Supporting our communities is central to what we do. Through our annual Charity Programme, we focus on where our time, skills and resources can make a genuine difference, regularly reviewing local needs to ensure our support is targeted and meaningful. Over the past year, we've been proud to support Single Homeless Project as our current charity partner, working with them on a range of practical initiatives to support people experiencing homelessness.

Alongside this, our Enfusers have continued to support charitable causes through fundraising and challenge events. This includes running the Royal Parks Half Marathon and the Great North Run for Alice's Arc, our previous Charity of the Year, raising £3,437 in total, as well as hosting bake sales across the year that raised a further £428 for a number of charities.

Our aim is to create real, tangible outcomes through strong partnerships and carefully chosen initiatives – making a lasting, positive impact for the communities we support.



Single Homeless Project

Over the past year, we've been proud to partner with Single Homeless Project, supporting them through a range of practical initiatives. We contributed to their Christmas Gift appeal and took part in the Big Give, allowing us to double our donation and maximise its impact.

Alongside the gifts we purchased, our support helped provide additional Christmas dinners, food hampers, winter clothing, hats, scarves and treats for clients' pets – ensuring support reached people in ways that truly mattered.

We also ran an internal laptop lottery, giving employees the opportunity to recycle old work laptops for personal use in exchange for a £50 donation to SHP. Through this initiative alone, we raised £500 over the year.

We look forward to continuing our partnership with Single Homeless Project and exploring further ways to support the vital work they do.



Single Homeless Project
preventing homelessness
transforming lives



“We’re proud to have supported Single Homeless Project over the past year and to have contributed in ways that align with their immediate needs. We look forward to continuing this partnership and building on what we’ve started.”

Hazel Clifton, Senior Creative Consultant

Volunteering

At Enfuse, volunteering is at the heart of our commitment to community impact.

Each team member receives one paid volunteering day annually, alongside support for team-led fundraising initiatives that help extend our impact in the communities we serve.

Noting that over 50% of employees are not currently using this benefit, we will actively encourage greater participation in 2026 to maximise our social impact.



Little Village Charity

Chloe Welch, People & Operations Coordinator

I had the pleasure of heading to a warehouse in Wandsworth with my mum to support the wonderful charity Little Village, which helps families in London by providing essential items for babies and young children to those experiencing financial hardship.

We helped organise incoming donations, ensuring these much-needed items could be sorted and distributed efficiently to families who need them most.

What a great experience, getting to work with other volunteers of different ages and from different places. It sparked conversations about reminiscing on what we had as children, and how much has changed over time. It was lovely to connect through shared memories while also learning from each other's different experiences.



**Baby things,
big impact.**

Litter picking

Emma Brown, Operations Manager

I used my volunteering day to go litter picking with my children in our local area - giving something back to the community while spending quality time together. Equipped with litter pickers, we were able to make a big difference quickly and safely.

It was a positive way to talk about environmental responsibility and caring for shared spaces, and seeing the area cleaner at the end of the day was genuinely rewarding.

A simple but meaningful experience that combined volunteering, family time, and local impact.



City Harvest

Louisa Bell, Senior Consultant

I spent the day at City Harvest, an organisation who reuses nutritious surplus foods from farms, manufacturers, wholesalers and retailers and delivers it - for free - to over 130,000 people a week through organisations feeding those facing poverty.

A handful of volunteers show up every day across different sites to sort through surplus foods and package it up to be reused - including deciding what foods were good enough to be used and what had to be binned.

It was great to meet other volunteers, and inspiring to see how many people give up their free time to support those in need and care for our planet at the same time. Some volunteers even show up everyday before starting their full time jobs to support the cause! A great opportunity which I look forward to doing again.





Sustainability

At Enfuse we believe that we all have our part to play in sustainability, both in our professional and our personal lives.



Sustainability

Enfuse Group are on a mission to prove that being a high performing consultancy doesn't have to mean compromising on social and environmental responsibility.

Our journey as an organisation is still a relatively short one and as such, our sustainability journey continues to evolve and mature. What started with co-founders who simply believed in doing best by its clients, people and planet, is now a B Corp recognised organisation with ambitious sustainability goals, a net zero strategy and active client engagements in the space.



“Following B Corp certification and publishing our first Impact Report, this year has focused on embedding those commitments into everyday decisions across the business. We’ve continued to build on our long-term net zero ambition by strengthening how we measure and understand our environmental impact, while working through our B Corp reassessment following investment and changes to our ownership structure. Looking ahead, our focus is on consistency rather than headlines maintaining high standards and making steady, long-term progress.”

Luke Evason, Consultant



Carbon Emission Assessment

In 2025, we measured our greenhouse gas emissions across Scopes 1, 2, and 3 in line with the Greenhouse Gas Protocol, providing a comprehensive view of both our direct emissions and those associated with our value chain.

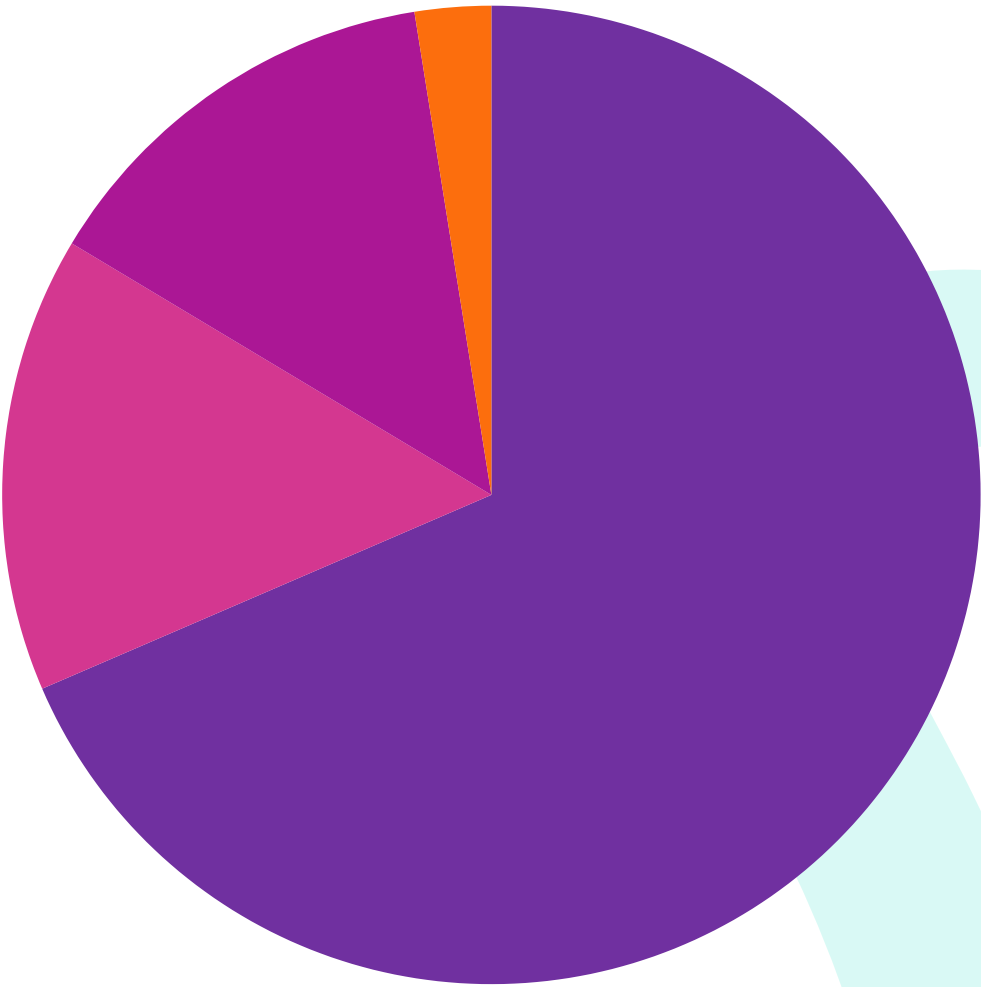
Total gross emissions for 2025 was 176,478 kgCO₂e with all emissions being Scope 3. Enfuse does not produce Scope 1 emissions, as we do not manufacture products or operate direct emission-generating assets and Scope 2 emissions are also zero, as all electricity and heating consumed is sourced from 100% renewable energy.

In 2025, Enfuse undertook a significantly higher level of international business travel to support global clients and deliver work across multiple overseas locations. This resulted in an increase in long-haul flights and overnight hotel stays compared to the previous year.

As a result, the business travel category saw a substantial increase in carbon emissions in 2025 compared to 2024. Air travel was the primary driver of this increase, as flights – particularly long-haul journeys – are a high-emissions activity relative to other travel modes.

Carbon Emission Sources
(Scope 3 Only)

● Business Travel ● Employee Commuting ● Home Working ● Hotel Stays



“The past year has highlighted the challenges of managing emissions alongside rapid company growth and changing client demands. Variability in client location and on-site delivery requirements makes emissions forecasting complex, but it has been instructive to see how quickly our emissions profile can shift. I am proud to be part of Enfuse’s ongoing journey to manage emissions responsibly and work towards our net zero commitments.”

Shane Bayney, Consultant



Carbon Reduction Plan

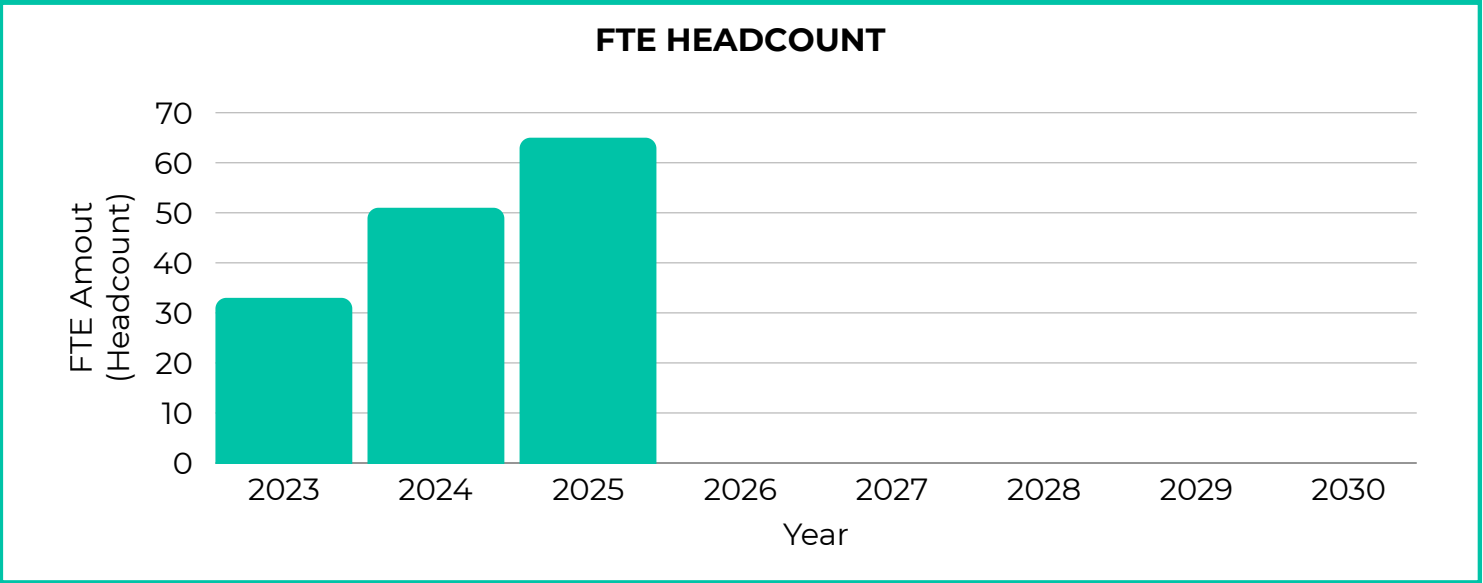
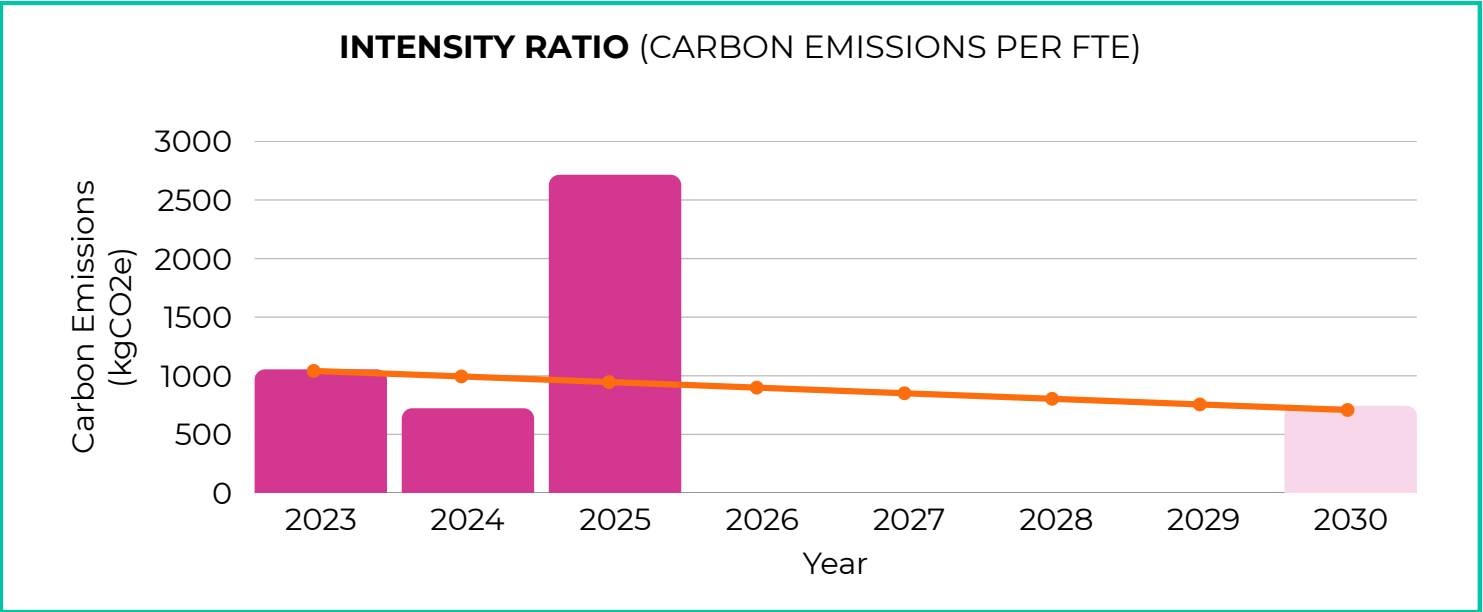
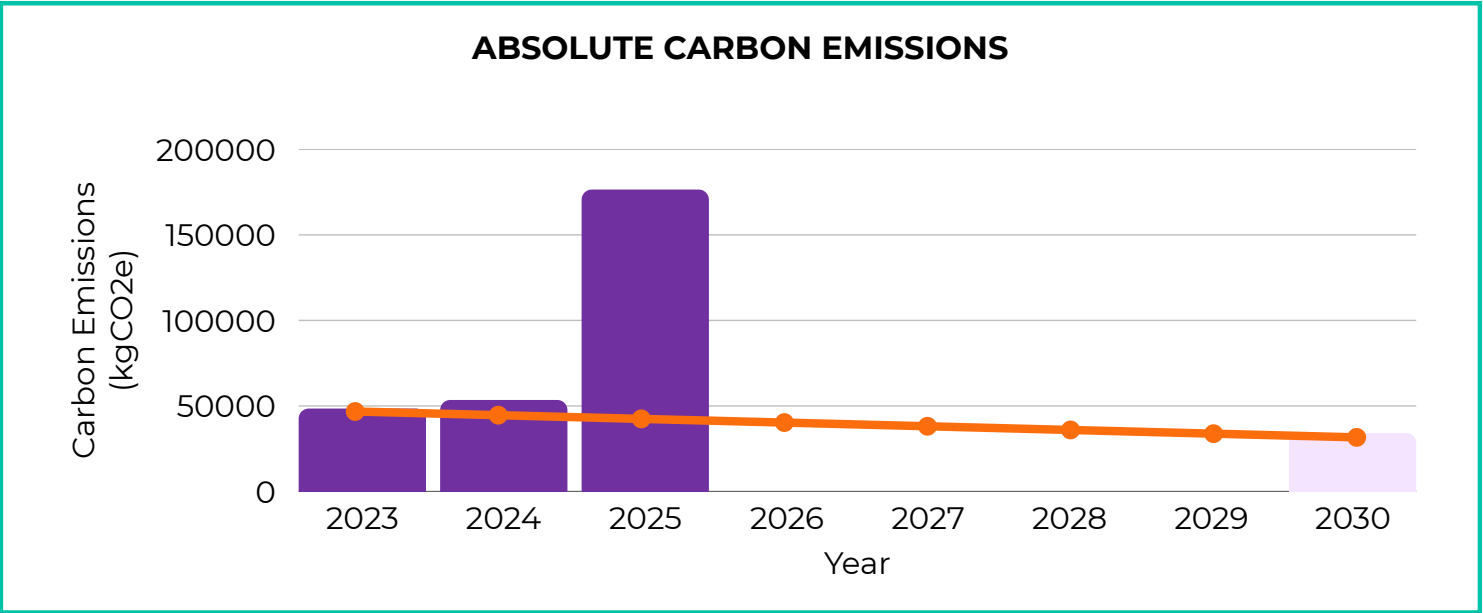
The significant increase in emissions in 2025 was primarily driven by business air travel, resulting in absolute carbon emissions more than tripling compared to 2024. This increase reflects the highly carbon-intensive nature of air travel, particularly for international client engagements.

This rise has a direct impact on Enfuse’s Carbon Reduction Plan (CRP), which was developed using a 2023 base year of just under 50,000 kgCO₂e, with a target to reduce absolute emissions to 34,232 kgCO₂e by 2030. The scale and unpredictability of business air travel observed in 2025 were not anticipated in the assumptions underpinning the original plan.

Looking ahead, Enfuse will need to re-evaluate the CRP to determine whether the current reduction pathway remains realistic and achievable, taking into account evolving business demands and the inherent variability of future travel requirements.

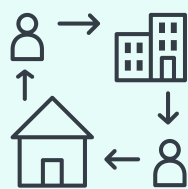
Alongside increased travel, rapid growth in Enfuse’s FTE headcount has also contributed to higher absolute emissions. The emissions intensity ratio therefore provides an important lens, allowing absolute emissions to be assessed relative to headcount and supporting more meaningful year-on-year comparison during periods of growth.

KEY: —●— Target Emission Reduction Trajectory



Sustainability Policies

The following policies are in place or will be explored so Enfuse can reduce its carbon emissions.



Hybrid Working Policy

Enfuse has implemented a flexible hybrid working policy, empowering employees to choose when they work from home, thereby promoting a healthier work-life balance while reducing business travel and commuting.



Sustainable Procurement Policy

Employees are encouraged to source company goods from ethically responsible and environmentally sustainable suppliers.



100% Renewable Energy Sources for the Office

Over the past 12 months the office has been sourcing 100% of its energy from renewable resources to reduce our environmental impact and promote sustainability. This will continue with our current office space.



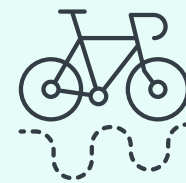
Daily Step Count Rewards

Through our optional private healthcare membership.



Lights Off Policy

All lights are switched off outside working hours to reduce energy consumption and minimise environmental impact.



Cycle to Work Scheme

Enfuse is assessing the feasibility of introducing the scheme in 2026 to encourage zero emission commuting.



ENFUSE
group

www.enfusegroup.com