



ESTIMATING
CONSTRUCTION
HOUSEBUILDING
MAINTENANCE

Advancing a Sustainable Future

ESG IMPACT REPORT 2022

CLOUD CONSTRUCTION SOFTWARE



CONTENTS

03 [Welcome](#)

09 [Environment](#)

13 [Social](#)

17 [Governance](#)

20 [Our 2022 ESG objectives and scorecard](#)

About this Report

We are helping our clients build a more sustainable future through our technology solutions.

This report sets out our Environmental, Social and Governance roadmap, highlighting our actions so far, as well as our commitments going forward.



WELCOME FROM OUR CEO

Justin Moule
Chief Executive Officer

In recent years, all industries have been compelled to assess their role and responsibilities to tackle Environmental, Social and Governance (ESG) issues. Eque2 recognises the significance of ESG in both our own and our clients' business performance, and we are committed to being part of the solution in the transition to a more sustainable world. Consequently, I am delighted to welcome you to Eque2's first ESG Impact report. Generating sustainable outcomes requires a focused strategy, which is why in early 2022, Eque2 appointed an external consultancy to conduct an independent assessment of our organisation. This spanned the full spectrum of ESG issues- from our environmental management to our people practices and corporate responsibility. Following this, we have developed a comprehensive ESG roadmap, outlining clear commitments over the next few years.

While we're still a long way from the finish line in the race to net-zero, we've begun to take our first strides. In the last year, we've calculated our carbon footprint for the first time and set ourselves reduction targets for our emissions. We're also focused on pioneering the next generation of technologies and solutions to support and accelerate our clients' adoption of new sustainability measures within operations, which will continue to be a key focus area for us in the future.

We have made a significant investment into our people practices, including the appointment of a new Head of HR to oversee our new and improved HR strategy. We have also implemented a range of new people policies and strategies across the business and shortly our first company ESG policy which includes a strategic diversity, equity and inclusion (DE&I) management plan.

I am immensely proud of the hard work and commitment of every member of the Eque2 team, as well as the ongoing support of our partners and customers. Commitments to policies that satisfy environmental, social and governance criteria only deliver the best results when they are fully embraced by an organisation. The worldwide economy is emerging from decades of corporate social responsibility growth and into a space where ESG commitments are becoming expected, required, and fundamental in creating long-term sustainable value, while driving positive outcomes for business, society and the planet. Our stakeholders are our advocates and enablers for sustainable change and together we will push further and faster, together.

ABOUT US

Eque2 provides a market-leading range of business management software solutions to around 2,750 businesses in the construction industry across the United Kingdom and Ireland.

With more than 25 years' experience in the construction industry, we are equipped with an unparalleled understanding of the processes and challenges faced by clients on a daily basis. Our cloud-based solutions are tailored for a range of business types and services, and we help our customers to streamline the financial and commercial management of their project lifecycles from the outset.

Many of our solutions are based on Microsoft Dynamics, 365 Business Central and Sage technologies, giving us access to

unrivalled research and development input. We encourage guidance from our clients, actively seeking feedback to constantly improve and develop our solutions to meet fast-changing requirements.

In addition, many of our employees have come from the construction or contracting industry themselves, which not only gives us a thorough understanding of the software we use but also first-hand experience of the issues facing the sector. From helping clients to plan projects, implement technology, or train users, our consultants and helpdesk are on hand to help.

ACCREDITATIONS

Sage Business Partner

Sage's strategic partner in construction

Microsoft Partner

Gold Enterprise Resource Planning

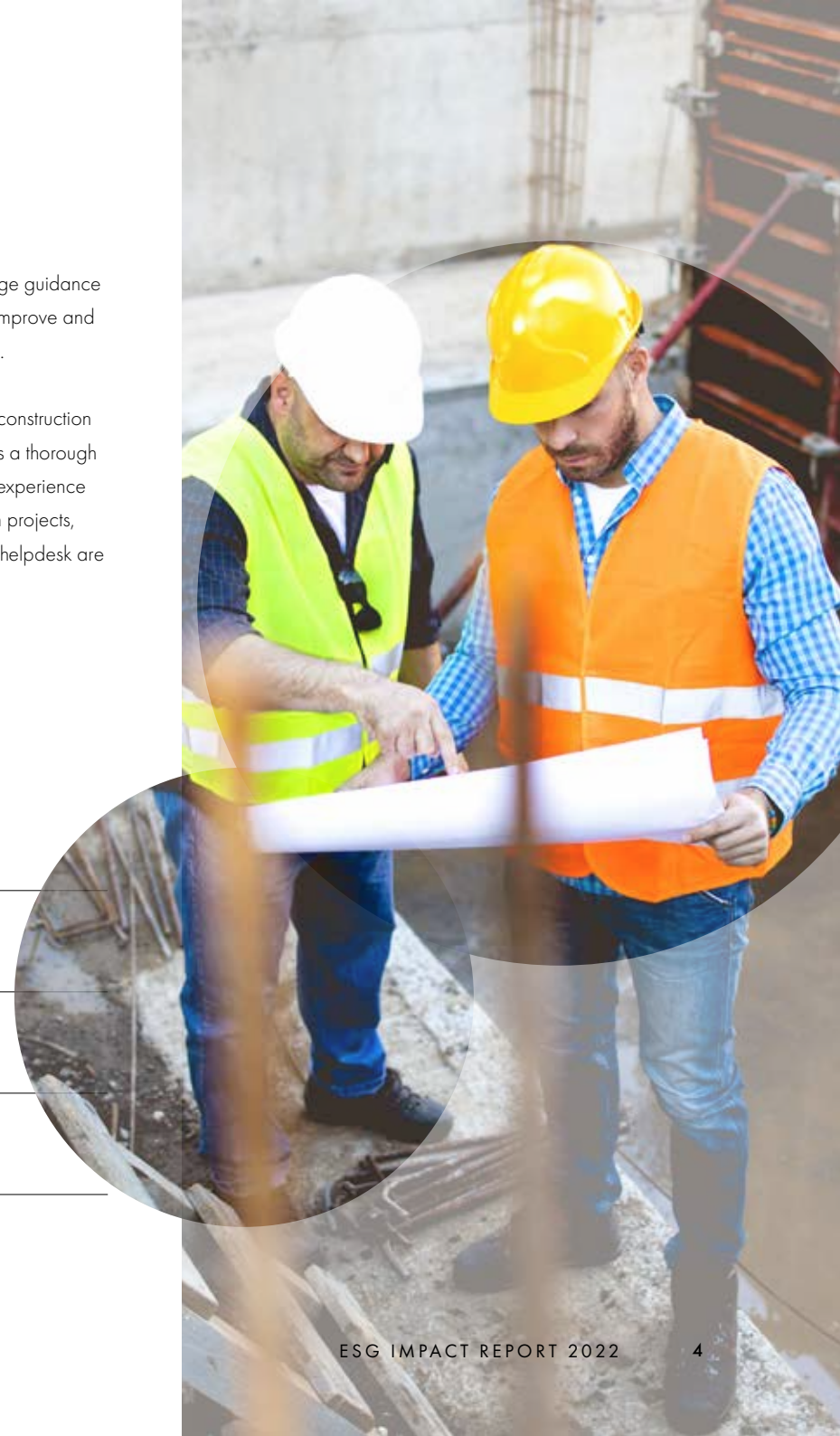
Microsoft Gold ERP accredited partner



HMRC compliant for industry-specific legislations such as CIS and Reverse Charge VAT.



Payroll solutions are accredited by the CIPP (Chartered Institute of Payroll Professionals)



OUR CUSTOMERS

96% of our customers stay with us year on year and our average customer tenure is an impressive fourteen and a half years.

We pride ourselves on establishing strong and lasting relationships with our clients. 96% of our customers stay with us year on year and our average customer tenure is an impressive fourteen and a half years. Eque2's specialist software, combined with our high standards of customer care, mean we deliver an industry-leading service time and time again.

We constantly innovate to keep pace with changing market needs. Every customer interaction is given a customer feedback rating which is monitored continuously. We also regularly conduct customer feedback sessions, listening to what is needed and wanted, to discover friction points and influence new product development and design. Last year, we ran online product roadmap sessions, where customers could vote on the next product development they'd like to see. This resulted in a new 'Project Tasks' module, which allows businesses to capture the specific tasks completed on site and combine this with the financial progress of a project.

In 2023, we also want to hear from our stakeholders on ESG. We will be conducting a Stakeholder Materiality Assessment to further our understanding of what are the most urgent issues within ESG for our stakeholder groups.



And here's what our customers have to say:

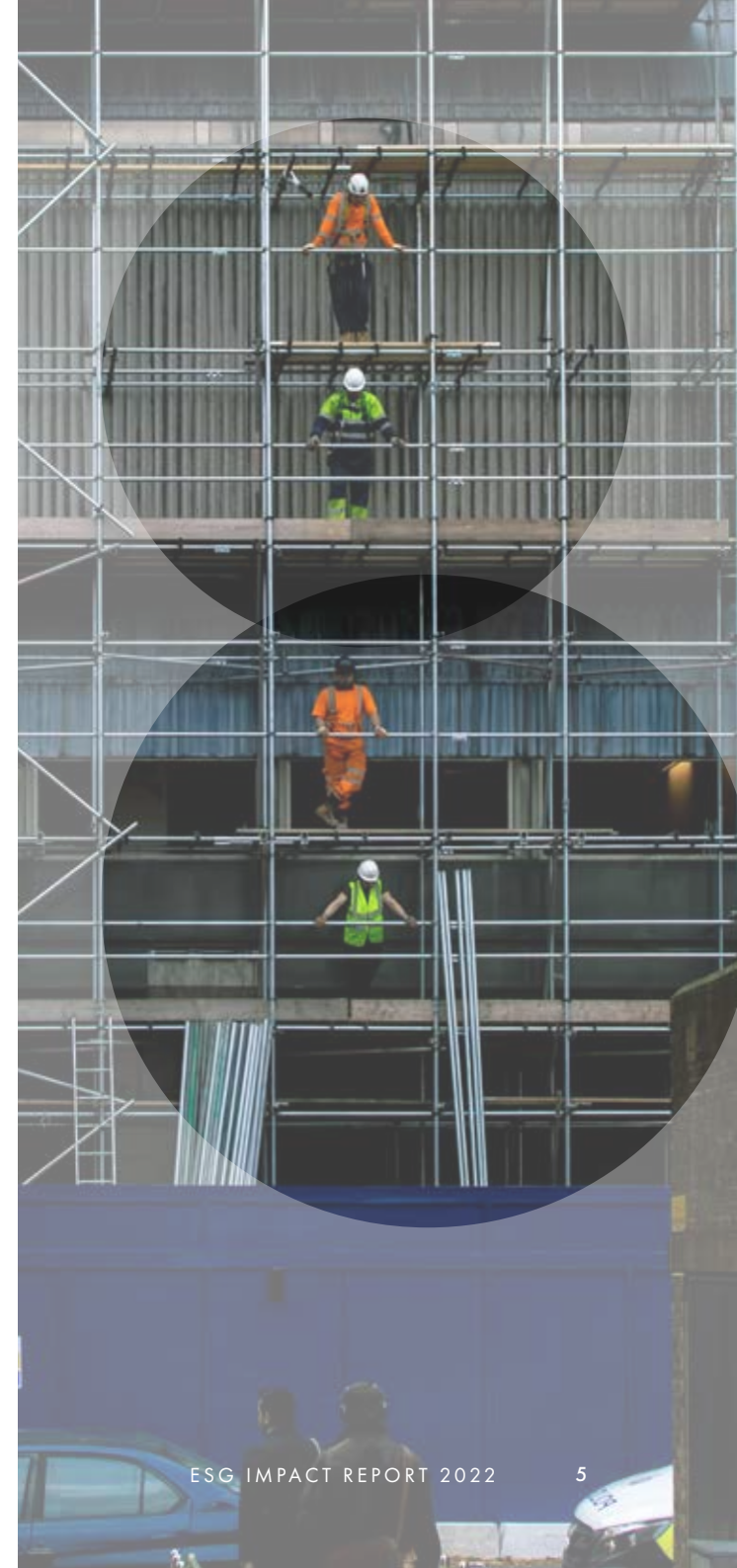
“We have reached a milestone. At the start of 2021, most of BCM Construction's invoices were manually processed. Introducing Continia Document Capture alongside EVision has and will continue to save the company considerable time, eliminate manual mistakes and overall increase productivity.

“Dealing with uncertainties and seeing material and labour shortages has been challenging for the construction industry, but we pride ourselves in the growth we are achieving. Continia has played a big part in helping us to do so, It's meant we can keep up with the increased demand and improve our processes simultaneously.

Read more of our case studies here

[BCM Construction increase their productivity with Continia Document Capture](#)

[Anderson Group](#)



Case Study

ANDERSON



Renowned throughout the construction industry for their extensive expertise, Anderson have grown to become one of the UK's leading contractors. Anderson's vast and varied experience spanning over 30 years underpins their multi award-winning development business.

We spoke to Mark Aldridge, Group Finance Director at Anderson who shared with us how our Eque2 software has helped support their journey of rising demand and steady growth.

Since implementing Eque2's Microsoft based EVision construction ERP solution, Anderson have gradually added to the solution overtime to enhance their business. They have introduced additional modules to help improve their processes and absorb their increased workload.

Anderson implemented Jet Reports alongside EVision, which Mark said is "at the heart of how our reporting works". Jet Reports is a reporting tool designed specifically for use with Microsoft Dynamics NAV, allowing you to create reports in the familiar environment of Excel using real-time data from EVision.

In 2019, Anderson introduced Zetadocs Expenses into their offering, which by removing the need for paper expenses, has given their employees the flexibility and timely submission of their expenses.

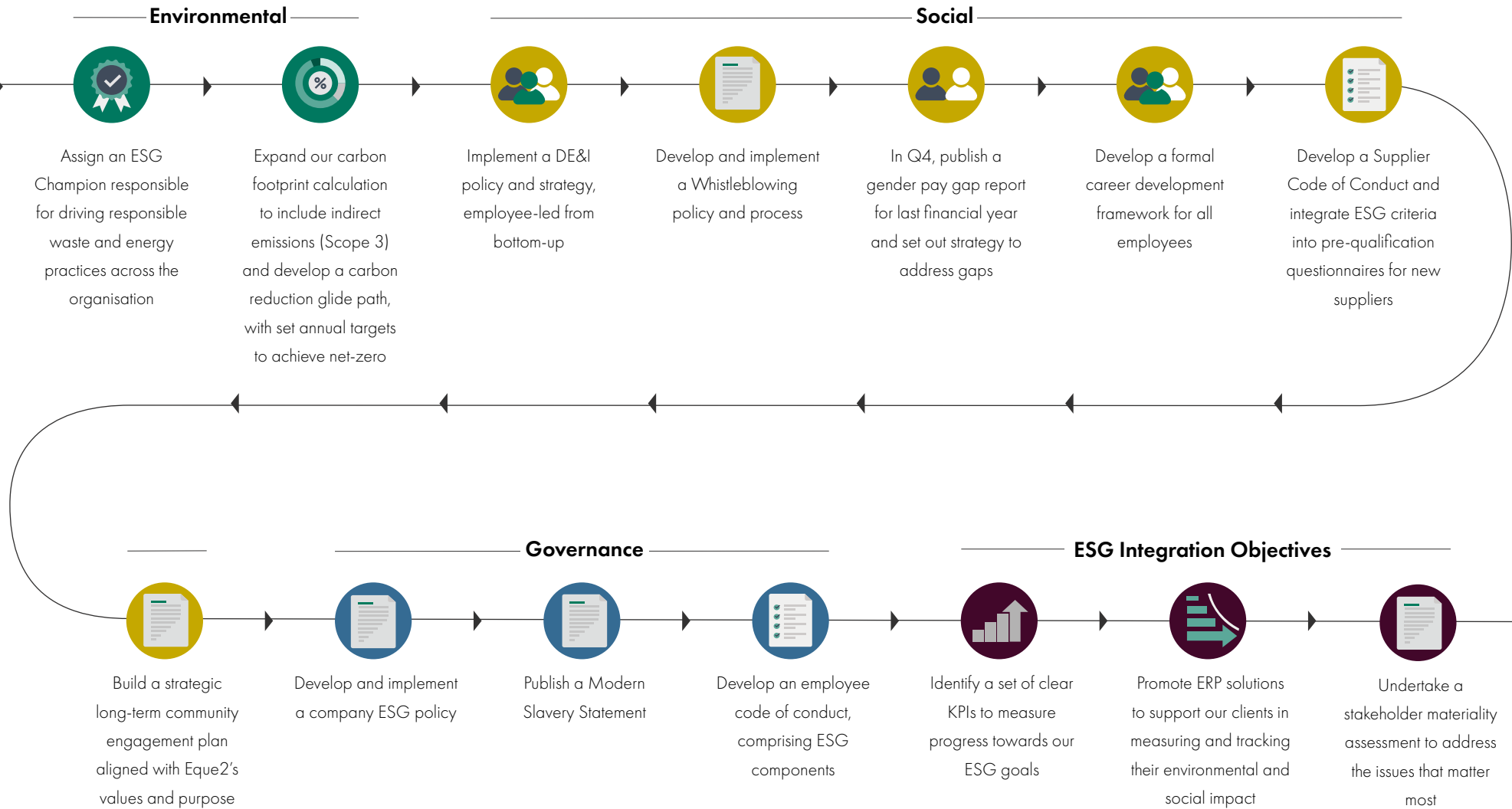
Bringing further efficiencies to their business, Anderson recently implemented Continia Document Capture – an end-to-end solution built to import, register, approve and archive invoices and other documents directly into Dynamics 365 Business Central. Working remotely is something many of us have had to get used to throughout the pandemic and Continia Document Capture has enabled Anderson's finance team to work remotely more efficiently.

Mark commented "Continia has gradually reduced the need for our administration staff to be present in the office and has allowed our teams to deal with the increased volume of work we are seeing". Since using Continia, 75% of Anderson's invoice processes are now fully automated meaning their business can keep up with growing demand and winning new contracts without adding to their headcount – saving time and money.

To finish, Mark concluded that "Dealing with uncertainties and seeing material and labour shortages has been challenging for the construction industry, but we pride ourselves in the growth we are achieving. Continia has played a big part in helping us to do so, It's meant we can keep up with the increased demand and improve our processes simultaneously".

To find out more about Anderson, please visit <https://www.andersongroup.co.uk/>

OUR ESG GOALS



ADVANCING THE SDGS

The UN Sustainable Development Goals (SDGs) were established by the United Nations (UN) in 2015. They form a part of the 2030 Agenda for Sustainable Development, which provides a global blueprint for peace and prosperity for both people and the planet. Eque2 has aligned our ESG goals to three of the UN's SDGs. To demonstrate our contribution to each, we have contextualised our commitment to the global goals through the actions and targets below.



SUSTAINABLE DEVELOPMENT GOALS



Goal 9:

Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation

Our software solutions and innovations are supporting clients to build more sustainable infrastructure

Target 9.4: By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities

Indicators 9.4.1: CO₂ emission per unit of value added

- Our configurable ERP systems can include carbon footprint values to help clients track and reduce their carbon footprint, as well as provide valuable insight into the environmental impacts of their projects



Goal 5:

Achieve gender equality and empower all women and girls

Eque2 supports gender equality and is committed to empowering women in the workplace.

Target 5.1: End all forms of discrimination against all women and girls everywhere

Indicators 5.11: Whether or not legal frameworks are in place to promote, enforce and monitor equality and non-discrimination on the basis of sex

- Our ERP systems help clients to track pay parity, monitor diversity requirements and highlight any inequalities



Goal 3:

Ensure healthy lives and promote wellbeing at all ages

We are committed to protecting the wellbeing and health of our employees

Target 3.4: By 2030, reduce one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and wellbeing

Indicators 3.4.2: Suicide mortality rate

- In 2022 we introduced Perkbox, providing employees with access to a range of wellbeing tools
- We promoted a number of wellbeing communications during Mental Health Awareness Week
- In June 2022 we conducted an employee engagement survey, paying special attention to wellbeing and stress in the workplace
- We have an Employee Assistance Programme in place and actively remind employees that it is at their disposal

ENVIRONMENT

OUR CARBON FOOTPRINT

This year, we calculated our carbon footprint for the first time to gain oversight of our Scope 1,2 and partial Scope 3 emissions and set targets for reduction.

In line with the UK Government's SECR (Streamlined energy and carbon reporting) reporting standards, we assessed our Scope 1, 2 and partial Scope 3 emissions. Our Scope 1 emissions account for our natural gas usage*, and our Scope 2 emissions cover purchased electricity across our four sites. We have partially calculated our Scope 3 emissions, separated into 15 categories, which include all other indirect emissions that occur in our value chain. As part of category 6, Business Travel, we have quantified and included the emissions from employee mileage reclaim.

The table below shows the breakdown of consumption and carbon emissions, in kWh and tonnes of carbon dioxide equivalent (tCO₂e) respectively, by scope and specific area.

*Our Scope 1 mobile combustion emissions were too low to be included in this years' SECR.

Table 1 - Breakdown of consumption and carbon emissions by scope, for the period 29 April 2021 to 30 April 2022.

	kWh	tCO ₂ e	tCO ₂ e % of Total
Scope 1			
Natural Gas	125,015.74	22.90	11.39 %
Scope 2			
Electricity	815,672.11	173.19	86.15 %
Scope 3			
Employee Mileage Reclaim	19,895.28	4.93	2.45 %
Gross Total	960,583.13	201.02	100%
Renewable Electricity	-	-	
Net Total	960,583.13	201.02	100%

GETTING TO NET ZERO

To prevent global temperatures from exceeding 1.5°C, global greenhouse gas emissions need to be halved by 2030. The race to net-zero is on, and all organisations have a responsibility to take a leadership role in the transition to a low carbon economy. This year we have taken our first steps to minimise our impact, conducting a baseline assessment of our Scope 1, 2 and partial Scope 3 emissions, and setting reduction targets.

Following our carbon assessment, we set ourselves the target to reduce our intensity ratio by 5% in the next financial year. An intensity ratio normalises our emission data against a core business operation metric which makes it easier to compare our progress over time and

with similar organisations. We chose to use the Sq.m² of our office sites as our business metric, and subsequently divided our emissions by total Sq.m² for each site.

We plan on achieving this reduction through our enhanced energy reporting, in addition to driving positive behavioural changes amongst our employees. At present, all Eque2's offices are landlord serviced. This means that we have limited control over our choice of energy contracts, however, we will be actively engaging with our landlords to support our ESG ambitions to transition to greener energy sources.

Table 2 - Current carbon emissions and intensity ratio, by site, for the period 29 April 2021 to 28 April 2022 and predicted tCO₂e and intensity ratio targets, by site, for the period 29 April 2022 to 28 April 2023. Intensity ratios are presented as tCO₂e/Sq.m².

Office Location	Base Year (FY 2022)		FY 2023	
	tCO ₂ e	Intensity Ratio	Predicted tCO ₂ e	Intensity Ratio Target
Farnham	94.1	0.43	89.4	0.413
Newcastle	35	0.15	33.3	0.144
Maidenhead	62.7	0.43	59.5	0.413
Birmingham	4.3	0.02	4.1	0.023



The race to net-zero is on, and all organisations have a responsibility to take a leadership role in the transition to a low carbon economy

TECHNOLOGY HANDPRINT

Eque2 is helping our clients build a more sustainable future. Our ERP (Enterprise Resource Planning) solutions make it easier than ever for clients to track their projects' environmental and social impacts. Customer feedback is invaluable in defining the direction of our products and services, and in 2023, we will continue to look at how we can expand our solutions to capture ESG information. Here are some of the ways we're supporting our clients in their ESG journey:

Supporting more climate-friendly construction

Digital data is central to powering our economies and industries. It also has a critical role to play in the transition to net-zero. The UK construction industry is facing steep decarbonisation targets to align with the Government's net-zero ambitions. To meet these goals, the industry must decarbonise by 68% by 2030.

Capturing accurate, insightful environmental data is paramount to making responsible business decisions and helping clients mitigate the impacts of their projects.

Outdated, complex carbon reporting systems were previously deterring clients from reporting on their emissions. The high configurability of our systems makes it simple to capture and report on carbon values against key business assets, such as items of purchase and fuel consumption. Not only does this give clients a more complete overview of their carbon footprint, but it also allows them to report on and enhance current business practices.

Eque2's clients have used our systems to reduce their fuel consumption- locating the most efficient fuel routes and allocating local staff to local jobs. The reporting function also provides clients with insightful comparisons, such as the ability to compare hourly consumption rates between electric and diesel vehicles.

Electronic systems also offer a more environmentally sound alternative to paper. Clients can store and generate electronic documents and approvals, minimising paper use and reducing printing, ink and energy costs. They are also designed in line with Microsoft's energy optimised systems, which are shown to be 98% more efficient than an on-premise deployed solution.

MANAGING OUR ENERGY AND WASTE

Becoming a sustainable business is not just about the big changes, it's the small ones too. We've been investigating how we can adopt more sustainable waste and energy management practices closer to home in our Eque2 offices.

Last year we engaged with our landlords to acquire gas and electricity data for each of our sites. From this, we were able to calculate our office emissions and set targets for reduction. We're also encouraging positive behavioural changes amongst our staff through regular campaigns to promote energy awareness in the workplace. To enhance our waste management, we've now installed multiple recycling stations at all our sites. We've also partnered with Waste Managed at our Birmingham Office to collect our waste and provide accurate monthly waste reports. Alongside this, we will be using an independent waste manager to verify our waste data and identify key areas for improvement.

While we're pleased with the progress we've made, we want to keep the momentum in 2023. This year we will be assigning an employee ESG Champion to drive responsible energy and waste management practices at each site.

Sources:

<https://publications.parliament.uk/pa/cm5801/cmselect/cmenvaud/220/22010.htm>

https://www3.weforum.org/docs/WEF_A_New_Circular_Vision_for_Electronics.pdf



Electronic Waste:

The UK is one of the largest producers of electrical waste in the world, **generating an average of 23.9kg of electric waste per person in 2019**, according to the UK's Environmental Audit Committee.



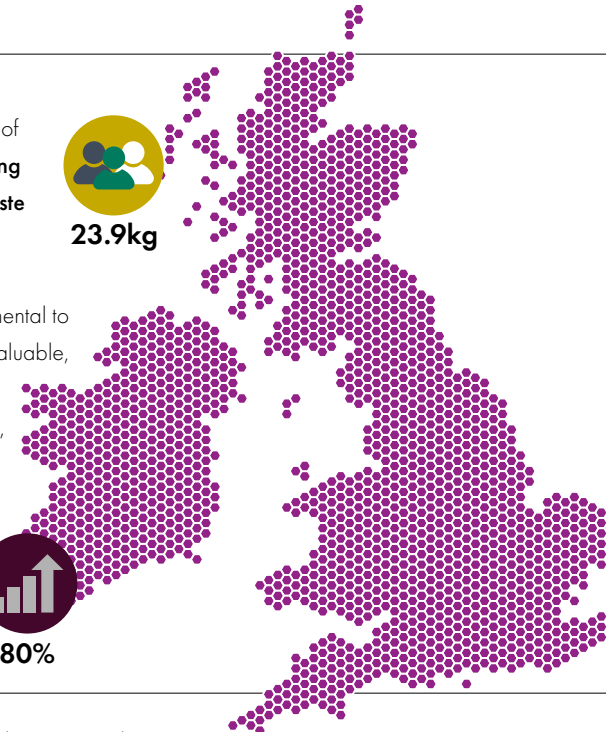
23.9kg

Improper handling of e-waste is detrimental to the environment, resulting in a loss of valuable, scarce, and raw materials. It can also be highly toxic, exposing environments, wildlife, and people to a host of harmful contaminants.

It's also one of the fastest-growing waste streams on the planet, **with up to 80% of electronic waste ending up in a landfill.**



80%



To help manage our electronic waste, we have put in place IT disposal arrangements with Tech Recycle. Tech Recycle collects and repurposes companies' redundant and end-of-life IT and electrical equipment. They refurbish as much as possible (zero waste goes to landfill or is exported) and the rest is ethically recycled.



SOCIAL

SAFEGUARDING WORKPLACES

We are helping clients to support their employees' wellbeing and cultivate fair and inclusive workplace practices.

Our HR module allows customers to track and redlight absences to identify team members in crisis. It also indicates unhealthy working patterns, by flagging untaken holiday days and excessive working hours.

Clients can also use our systems to create fairer workplaces. Pay banding can be monitored to ensure equal pay conditions across the business. Our modules can be tailored to monitor diversity requirements and highlight any discrepancies.

Our self-service module safeguards against modern slavery, ensuring that bank account charges are approved by a secondary user to certify that antislavery conditions are met. Our subcontract management system also monitors adherence to anti-slavery requirements. If documentation is insufficient, missing, or outdated, suppliers and subcontractors can be blocked from the system.

WORKFORCE DEVELOPMENT

At a glance:

Total number of employees: 164
No. of full-time employees: 150
Number of part-time employees: 14

Percentage of male employees: 64.1%
Percentage of female employees: 35.9%

We want to see every employee at Eque2 reach their full potential, and we pride ourselves on supporting employees at all stages of their careers.

We work with individuals to understand and encourage their career aspirations from the outset. All new starters are onboarded through a thorough induction programme, supported by their line managers with regular one-to-one meetings, and provided with a tailored training plan.

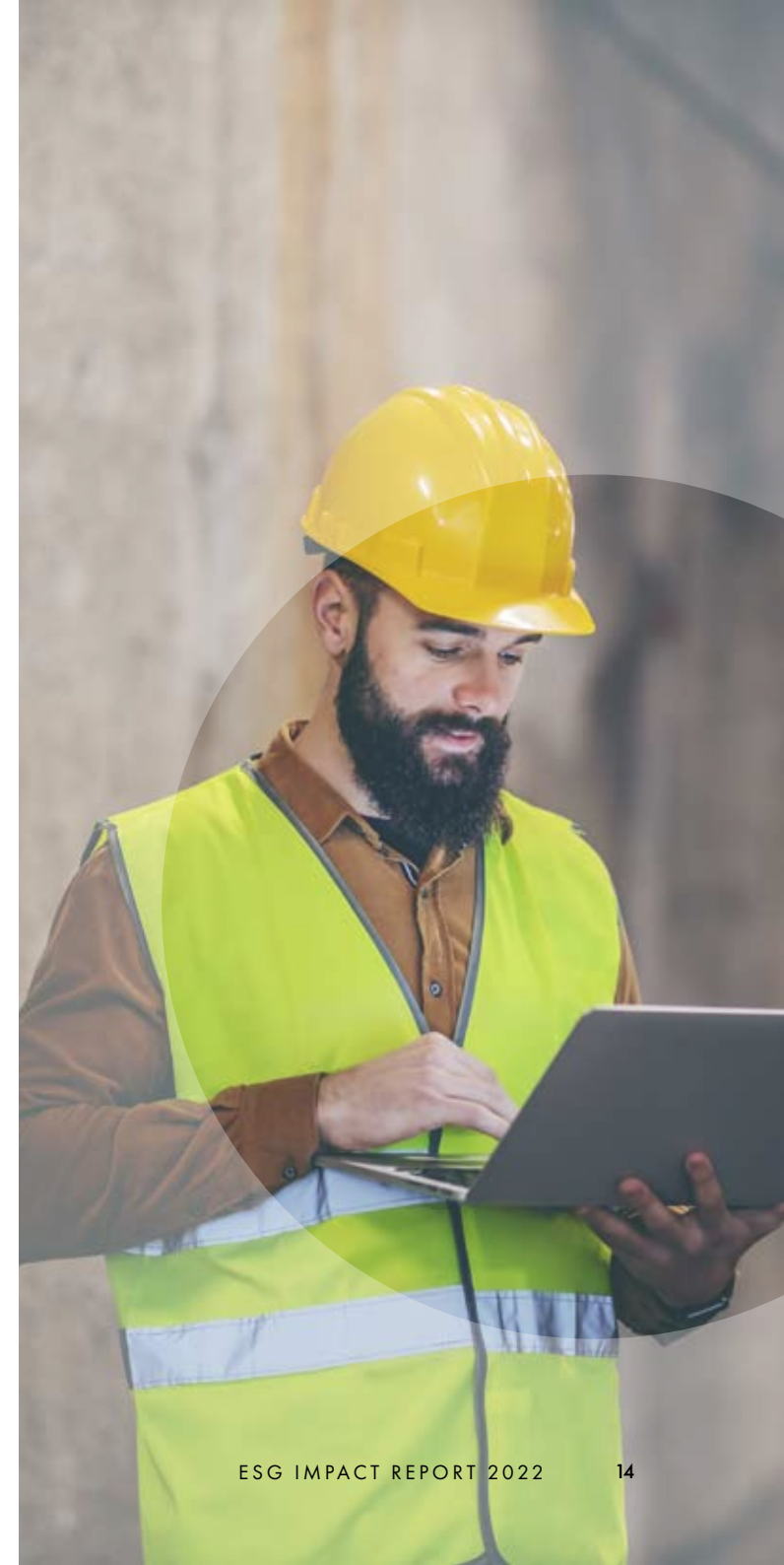
We have also enhanced our internal leadership development strategy this year, with significant investment into our talent pool. All line managers have completed a leadership programme with an external provider, and we are working with an external company to provide high-potential employees with the leadership skills training required for internal promotion.

All employees receive on-the-job technical training, supported by a wealth of supplementary training courses. We have 17 courses

available on Kallidus, including mandatory GDPR, data protection and health and safety courses, in addition to optional upskilling courses. Our training programme span a variety of skills, awareness, and personal development, including:

- Angry Customers
- Coaching Skills
- Conducting a performance review
- Leadership Skills and qualities
- Managing Remote Teams
- GDPR (UK)
- Information Security (GDPR)
- Customer Services Essentials
- DSE
- Making presentations powerful
- Managing Conflict
- Positive mental health at work
- Positive mental health at work for Managers
- Preparing to lead a meeting
- Remote working
- Stress at work
- Time Management

Training spend in FY22: £63,000



WELLBEING

According to UK mental health charity Mind, at least 1 in 6 workers experience mental health problems. We take our responsibility to care for our employees seriously and promoting awareness and open conversation is critical to good mental health in the workplace. During Mental Health Awareness Week, we ran internal email campaigns and encouraged people to join the conversation by sharing their own stories about mental health. We also have a dedicated Health and Wellbeing page on our intranet, sharing critical information and resources.

Our Employee Assistance Programme is accessible to all employees, which includes an external confidential phone line. As part of employees' Perkbox benefits, employees also have access to Thrive, the NHS-approved mental health app, which offers online therapy and cognitive behavioural therapy sessions.

Employee Engagement

Checking the pulse of employee engagement is essential to maintaining a positive working culture. In June 2022, we launched our first employee engagement survey across the business. We were pleased with the results, with a positive response rate of 84%. Going forward, this will be a regular fixture, with the aim of driving continuous improvement.

Following the results, we will be assessing focus areas for improvement and working with line managers to develop an action plan across key areas. Results will be fed back to the board and we want to stay transparent in our progress, keeping our employees posted on the actions being taken.

Inclusive Culture

Objective to: 'Establish workforce demographics and create a Diversity, Equity and Inclusion (DE&I) policy, strategy and employee-led DE&I council'

DE&I

Eque2 is committed to creating a diverse culture of respect and inclusivity. Fostering a more diverse and equal workplace is not only the right thing to do, it's also proven to be better for business. Diversity of thinking is shown to drive innovation by up to 20% and racially diverse teams have reported a 35% increase in performance compared to their less diverse competitors. Unfortunately, there is still work to be done to tackle workplace discrimination in the UK. In a survey conducted by Ciphir, 40% of full-time individuals in the UK said that they have experienced workplace discrimination of some kind. We want everyone, regardless of race, gender, sexual orientation, disability, religion, or political opinion to thrive at Eque2. Building a meaningful DE&I strategy is a key objective for us this year and we have set ourselves a number of actions including:

- Establishing an employee-led DE&I Committee
- Rolling out a DE&I policy across the group
- Creating a comprehensive DE&I charter, which will clearly outline our commitment and action plan
- Distributing regular DE&I communications to mark religious observances and DE&I awareness days throughout the year

And we've already been busy... so far this year, we have:

- Created a diversity monitoring form
- A DE&I policy in draft
- Created a DE&I calendar to mark DE&I awareness days and events
- Offer flexible working/hybrid working/family support

Gender

Eque2 has aligned with SDG5 Gender Equality, which sets out to achieve gender equality. We want to play our part to encourage and support women in the industry and ensure that gender equality is achieved throughout the business. This year, we will be conducting a full gender pay gap report and undertaking an analysis of the results to identify any gaps. Following this, we will be implementing a strategy with clear milestones to achieve pay parity across the company.



Supporting our communities

We want to ensure all our employees feel their role at Eque2 is purposeful and gives back to society. This year, we have set ourselves the objective to select a cause that aligns with our values and make an annual contribution to our local communities.

We will be surveying staff to assess what they feel is a meaningful cause to support and begin to make regular contributions to an organisation of their choice.

Sources:

<https://diversity-inclusion-speakers.com/news/tips-and-tricks/benefits-diversity-inclusion-workplace-statistics/>
<https://www.quantumworkplace.com/future-of-work/diversity-and-inclusion-statistics>
<https://www.sage.com/en-au/blog/4-stats-for-diversity-inclusion/>
<https://www.ciphr.com/workplace-discrimination-statistics/#:~:text=40%25%20of%20individuals%20who%20are,discrimination%20in%20relation%20to%20work>

Supply Chain Management

Companies are coming under increased pressure from stakeholders to demonstrate accountability in their supply chain management, and for good reason. A lapse in supply chain management exposes businesses to a surplus of risks- from damaged brand reputation to climate change impacts.

To vet our suppliers' ESG credentials, this year, we will be developing a Supplier Code of Conduct and integrating ESG criteria. To reflect our zero tolerance for slavery and human trafficking, we will also be developing and publishing a Modern Slavery Policy in 2022-23.



GOVERNANCE

GOVERNING WITH INTEGRITY

Eque2's reputation as an ethical and responsible business is upheld by our strict governance practices. We have stringent systems, policies and processes in place to ensure that our business adheres to and maintains the highest standards of corporate responsibility. We also continuously strive to improve our practices, staying abreast of market and legislative changes and maintaining compliance.

PROMOTING RESPONSIBLE BUSINESS PRACTICES

Our systems make it simple for clients to govern responsibly, supporting a host of governance issues, such as segregation of duties, managing reporting lines and taxation.

We offer a range of payment management functions to ensure payments are lawful and compliant. Transactions are supported by a detailed workflow, to ensure that originators of a payment authority are not the sole approver of their own payments. VAT is synced with the HMRC gateway, and other statutory calculations are automated, helping to reduce error and ensure compliance.

Our Board

Executive Board

- Justin Moule, Chief Executive Officer, Eque2
- Richard Gray, Chief Financial Officer, Eque2
- Peter Davidson, Chief Operations Officer, Eque2

Chair

- Mark Rogerson, Chairman.

Our Investor Board

- Guy Davies- Managing Partner, Westbridge Capital
- Valerie Kendall- Founding Partner, Westbridge Capital
- Peter Barkley- Director, Westbridge Capital

Key Policies and Procedures

Eque2 has full, comprehensive policies and processes in place. This includes:

- Customer Data Protection Policy
- Business continuity plan
- Anti-bribery and corruption policy
- Information Security Policy
- Car Policy
- Disciplinary
- Grievance
- Suspension at Work
- Absence
- Unauthorised absence
- Performance Improvement Policy
- Maternity Policy
- Paternity Policy
- Hybrid Working
- Adoption
- Shared Parental Leave
- Flexible Working policy

And new for 2023

- Diversity, Equity and Inclusion (DE&I) Policy
- ESG Policy
- Corporate Criminal Offence policy
- Modern Slavery Statement
- Code of conduct
- Health and Safety audit
- Whistleblowing



Health and Safety

We have a full Health and Safety policy in place, which outlines our key processes to keep employees safe in the workplace. Additionally, we have enlisted an external Health and Safety consultant to conduct a full audit of our health and safety procedures. Following the recommendations of this review, we will be updating our current policy and practices.

Business Continuity

Creating a resilient business means planning ahead. Eque2 has a comprehensive Business Continuity Plan in place to protect our business against disruptive or emergency events. A full assessment of potential risks has been undertaken and followed up with robust prevention and response measures- minimising downtime and helping us get back to business as usual.

Anti-Bribery and Corruption

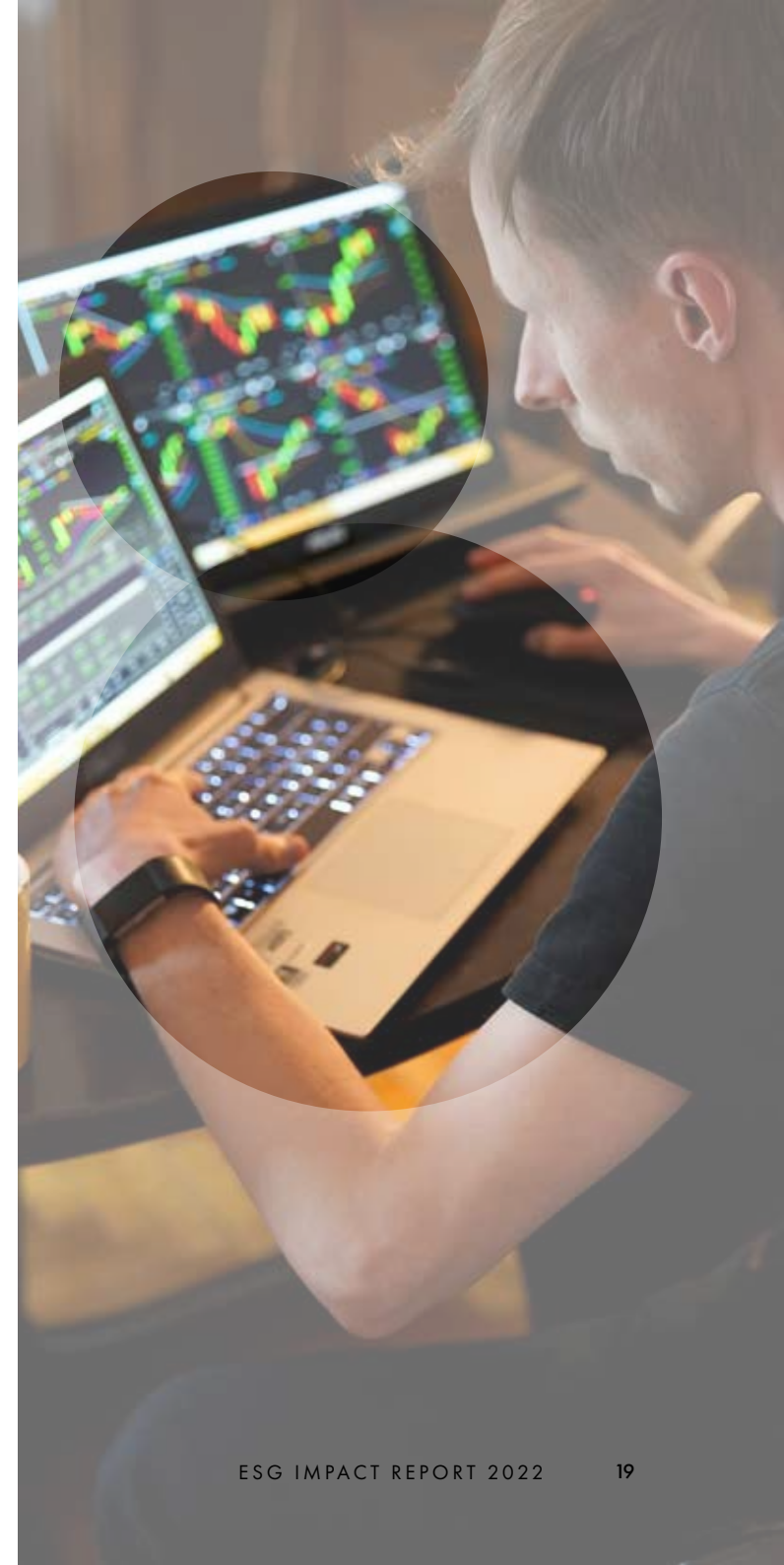
Eque2 has a zero-tolerance approach to bribery and corruption. We conduct ourselves with the utmost professionalism, fairness and integrity across all our business practices, which is reflected in our anti-bribery and corruption policy. This year, we will be conducting a review of our anti-bribery and corruption policy to ensure it continues to adhere to the highest ethical standards. We will also be providing annual training for all relevant employees to ensure a thorough understanding of our legal responsibilities.

Data Privacy and Cybersecurity

Having a strong cyber security programme is essential to preserving our reputation and the trust of our people.

We have robust measures and processes in place to ensure that we meet the high data protection standards expected by our customers, partners, and employees. All employees undertake mandatory GDPR training upon joining the business and we have strict measures in place to keep any data we manage safe and secure.

In 2022, we became Cyber Essentials Plus Accredited, the highest level of certification offered under the Government's Cyber Essential scheme. Our security process and systems also undergo rigorous testing to ensure we remain protected against external attacks, and we have extensive cover with our cyber risk insurance.



OUR 2022 ESG OBJECTIVES AND SCORECARD

Environmental Objectives	Target Date to Achieve	Our Progress
Assign an ESG Champion responsible for driving responsible waste and energy practices	FY23	Signage updated in all 4 offices for Energy awareness Recycling bins ordered for 3 offices. A collection service agreement is now in place at the Birmingham office with Waste Managed. IT disposal arrangements are already in place with Tech-recycle
Develop a carbon reduction glide path, with set annual targets to achieve net-zero	FY24	SECR report developed and verified by third-party
Social Objectives	Target Date to Achieve	Our Progress
Develop a Supplier Code of Conduct and integrate ESG criteria	FY23	
Establish workforce demographics and create a DE&I policy, strategy and employee-led DE&I council	FY23	Policy in draft format and will be issued in summer 22'
Develop and implement a Whistleblowing policy and process	FY23	Grievance policy completed and available to all staff on Sharepoint. The whistleblowing policy is drafted and will be issued later this year
In Q4, publish a gender pay gap report for last financial year and set out strategy to address gaps	FY23	This will be looked into in Q4
Develop formal career development framework for all employees	FY23	All staff have access to Kallidus training and development platform. Annual appraisals take place in which goals and objectives are set for the coming year. All new starters have regular 1-2-1s with their Line Managers, as well as probationary reviews within 3 months of their start date to discuss progress and set future objectives
Select a charity/cause that aligns with Eque2's values and make an annual contribution	FY23	
Governance Objectives	Target Date to Achieve	Our Progress
Develop and implement a company ESG policy	FY23	
Publish a Modern Slavery Statement	FY23	
Develop an employee code of conduct and communicate with staff	FY23	Rules of conduct included in disciplinary policy which is available to all employees
ESG Integration Objectives	Target Date to Achieve	Our Progress
Work with an external partner to verify environmental data	FY23	SECR already validated (energy and carbon). We will be validating our waste data in 2023
Promote ERP solutions to support clients to track their environmental and social impact (e.g. include in client proposal packs)	FY23	ERP system has functionality assisting companies to be more sustainable. Our feedback from customers is invaluable in defining the future product roadmap and as part of this review process, we continually consider how to expand our solutions to capture more ESG information
Undertake a stakeholder materiality assessment to understand stakeholder's ESG priorities	FY23	



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