



# **Sustainability at Perspicuity Annual Report | 2022**



# Making a Meaningful Impact

As a part of our purpose - **We Make Work Better** - we believe this reaches further than just the technological impact we make within organisations. We believe we can help make the world in which we live a better place.

We've been on this sustainability journey for a while, but throughout 2022 (and beyond!) we're expanding our efforts to include our partner network, suppliers and customers and to engage locally within our community and areas close to our colleagues.



## It starts from within

Built in collaboration with our colleagues, our sustainability goals have been designed and integrated into our everyday ways of working.



## Eyes on the target

We have big ambitions and as we grow, so will our sustainability targets. Additionally, we're introducing annual environmental sustainability reports (this is our first!) that we'll publish to outline our progress towards our goals.



## Individually, powerful. Collectively, unstoppable

Built in collaboration with our colleagues, our sustainability goals have been designed and integrated into our everyday ways of working.



# We're Supporting the Goals



The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, provides a shared blueprint for peace and prosperity for people and the planet, now and into the future. We've committed to supporting the goals with a focus on 4 goals where we believe we can make the most direct impact.



**3. Good Health and Wellbeing**  
Ensure healthy lives and promote well-being for all at all ages.

**4. Quality Education**  
Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

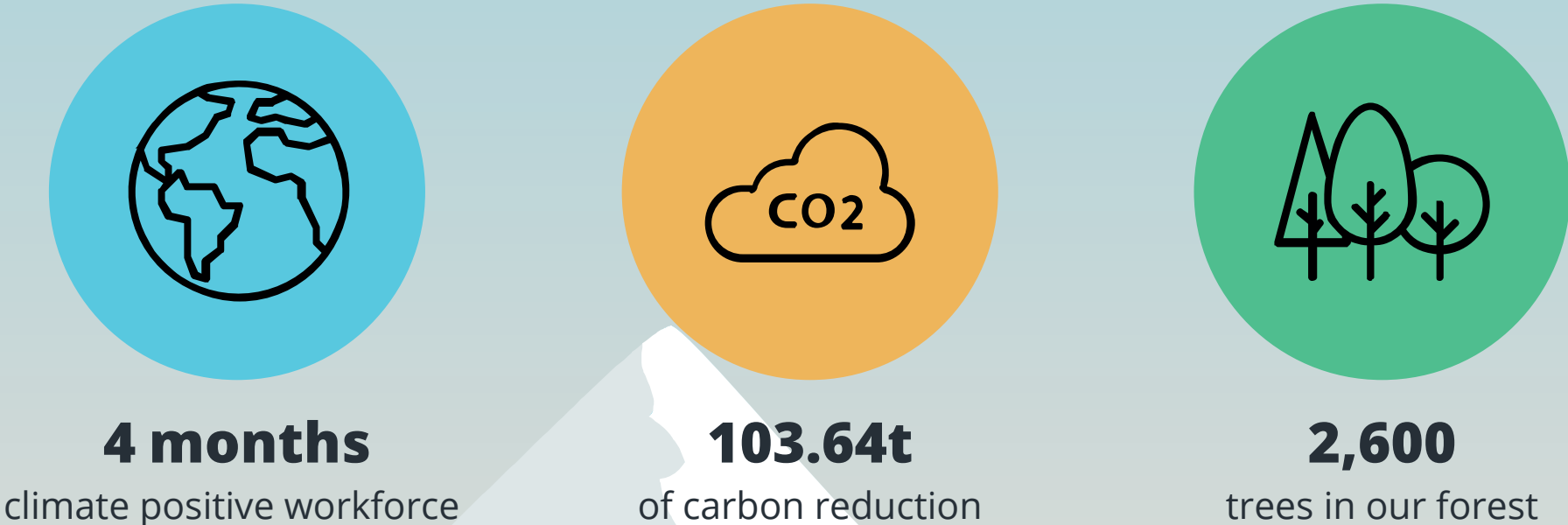
**5. Gender Equality**  
Achieve gender equality and empower all women and girls.

**13. Climate Action**  
Take urgent action to combat climate change and its impacts.

**Direct vs Indirect Impact**  
Throughout this report, we've left in full colour the 4 goals where we're focusing our attention. But... via our additional projects we're indirectly supporting additional goals - we've turned these grey.

# Our Partnership with Ecologi

We've partnered with Ecologi to become a climate positive organisation. This covers our team's personal and professional lives — in addition, we're planting individual trees for each new colleague who joins us, each new piece of work we take on and for every bit of feedback we receive. Here's our progress to date:



# Supporting the Goals Worldwide

There's only so much we can do as a business to support the UN goals. Our partnership with Ecologi means we're able to indirectly support more of them thanks to the projects Ecologi take on. Below is just one of the many projects we're supporting:

## Forest Restoration in Kenya

Source: Ecologi

In the Mau Region, challenges for local people include limited access to fresh water, poor road infrastructure, and insufficient education facilities. The Mau forest itself contains many rivers which feed into Lake Victoria to the West, impacting millions of people's lives.



Here are the goals recognised by this forest restoration in Kenya project:





# Our Targets for 2022

Whilst we have a lot of things planned for the long term, here's our key targets for 2022:



Take urgent action to combat climate change and its impacts

13 CLIMATE ACTION





Become B-Corp certified

3 GOOD HEALTH AND WELL-BEING

4 QUALITY EDUCATION

5 GENDER EQUALITY



Achieve ISO 14001 (Environmental Management Systems)

3 GOOD HEALTH AND WELL-BEING

4 QUALITY EDUCATION

13 CLIMATE ACTION



Implement smart heating and lighting in our office, The Glove Factory

7 AFFORDABLE AND CLEAN ENERGY

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

13 CLIMATE ACTION



Renewable energy used throughout the office

7 AFFORDABLE AND CLEAN ENERGY

13 CLIMATE ACTION



Achieve a 5★ 'Support the Goals' rating

13 CLIMATE ACTION

17 PARTNERSHIPS FOR THE GOALS



Achieve ISO 50001 (Energy Management)

7 AFFORDABLE AND CLEAN ENERGY

12 RESPONSIBLE CONSUMPTION AND PRODUCTION

13 CLIMATE ACTION



Involve our partner and supply chain with the UN Goals

8 DECENT WORK AND ECONOMIC GROWTH

9 INDUSTRY INNOVATION AND INFRASTRUCTURE

17 PARTNERSHIPS FOR THE GOALS



# Our progress so far...

We've been awarded a 5\* rating by Support the Goals, but the work doesn't stop there. We're making big commitments in 2022 and we're already making progress.

Our Targets	Our Progress	Goals
Achieve a 5★ 'Support the Goals' rating	<div><div></div><div></div><div></div><div></div><div></div></div>	13 17
Become a B-Corp certified organisation	<div><div></div><div></div><div></div><div></div><div></div></div>	3 4 5
ISO 14001 Environmental Management   ISO 50001 Energy Management	<div><div></div><div></div><div></div><div></div><div></div></div>	3 4 7 9 12 13
Calculate Perspicuity's entire carbon footprint (Scope 1,2 and 3 emissions)	<div><div></div><div></div><div></div><div></div><div></div></div>	13
Implement and promote internal sustainable practices	<div><div></div><div></div><div></div><div></div><div></div></div>	3 7 13
Implement and promote supplier and partner sustainable practices	<div><div></div><div></div><div></div><div></div><div></div></div>	3 7 9 13 17
Renewable energy used throughout our office	<div><div></div><div></div><div></div><div></div><div></div></div>	7 13
Implement smart heating and lighting in our office	<div><div></div><div></div><div></div><div></div><div></div></div>	7 13
Electric car charging points available at our office	<div><div></div><div></div><div></div><div></div><div></div></div>	7 13
Establish and implement recycling program for legacy IT equipment	<div><div></div><div></div><div></div><div></div><div></div></div>	7 12 13
Gain full insight into our historical emissions based on available legacy data	<div><div></div><div></div><div></div><div></div><div></div></div>	13
Become a signatory to the Tech Talent Charter and implement practices	<div><div></div><div></div><div></div><div></div><div></div></div>	4 5
Become a signatory of the Microsoft Partner Pledge and implement practices	<div><div></div><div></div><div></div><div></div><div></div></div>	3 4 5 8 9 10 13





# Our Emissions by Scope: FY22

Based on legacy and current data, we've calculated our emissions for FY22. We're working on gaining a full insight into historical data, then plan, build and implement a strategy around reducing our emissions across all three scopes whilst publishing the data we have and the progress we've made.



## Scope 1

Direct emissions as a result of our operations



## Scope 2

Emissions arising from the energy we've purchased



## Scope 3

Emissions through our value chain

**tCO2e** *estimated tonnes (t) of carbon dioxide (CO2) equivalent*



# Individually, powerful. Collectively, unstoppable



We're working with multiple organisations and our supply chain to make a wider, positive impact.



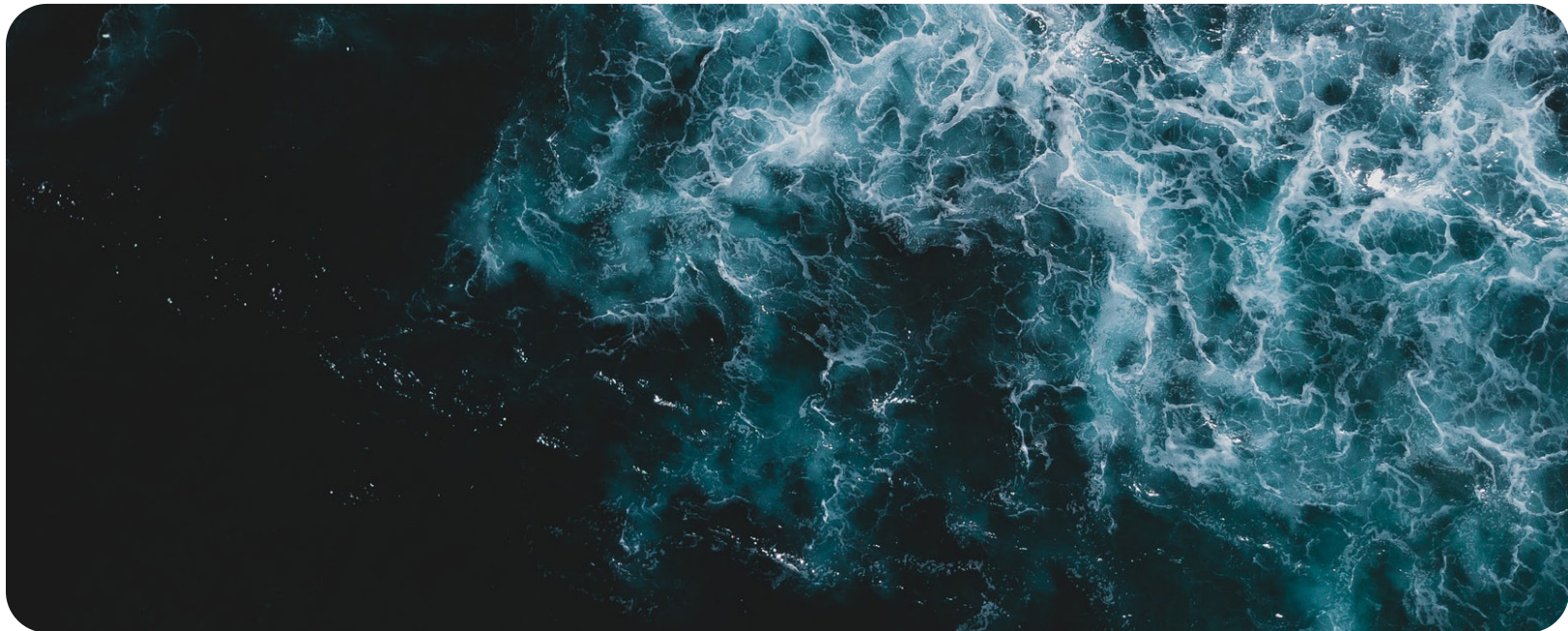
## Support the Goals

Established to raise awareness of the UN Global Goals - Support the Goals is an initiative to rate and recognise the businesses that support the goals. From raising awareness to providing a structured approach to planning, target setting and reporting - we're now on the journey to get our first rating.



## Ecologi

We've partnered with Ecologi to become a climate positive organisation. Our colleagues' carbon footprints have been offset covering both personal and professional lives. In addition, we're supporting Ecologi by funding the world's best climate crisis solutions.



## Microsoft Partner Pledge

Designed to not only focus on sustainability, the Microsoft Partner Pledge addresses broader societal challenges including digital skills, apprenticeships, diversity, and responsible and ethical AI.



## B.Corp

Certified B Corporations are leaders in the global movement for an inclusive, equitable, and regenerative economy. We're aiming to become a Certified B Corporation by the end of 2022.



## Trust X Alliance

We're working with Trust X Alliance to promote and share our sustainable practices with 100s of other like-minded businesses and bring them along in our journey, so we can collectively achieve more progress towards sustainability together.





**Like to learn more about  
Sustainability at Perspicuity?**

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