



Sustainability at Perspicuity Annual Report | 2023

Making a Meaningful Impact

As a part of our purpose - **We Make Work Better** - we believe this reaches further than just the employee, customer, partner and 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 2023 (and beyond!) we're expanding our efforts to include more of our partner network, suppliers and customers and to engage locally within our community and areas close to our colleagues.



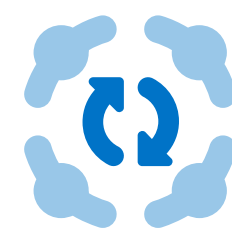
It starts from within

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 have introduced annual environmental sustainability reports (this is our second) that we'll publish to outline our progress towards our goals.



Individually, powerful. Collectively, unstoppable

We're working with multiple organisations and our supply chain to promote best practice and encourage others to follow suit so we can collectively make a wider impact.

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 at Perspicuity committed last year to supporting the goals with a focus on 5 goals where we believe we can make the most direct impact. We plan to continue this support for a framework that helps us structure our sustainability endeavours.

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|--|--|--|--|--|--|--|
| | | | | | | 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. |
| | | | | | | 8. Decent Work and Economic Growth Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all. |
| | | | | | | 13. Climate Action Take urgent action to combat climate change and its impacts. |

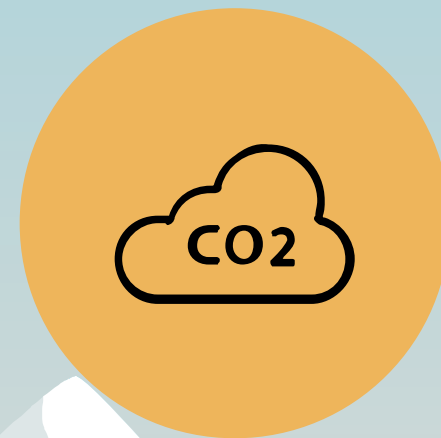
Direct vs Indirect Impact
Throughout this report, we've left in full colour the 4 goals where we're focusing our attention. But... via our additional projects we're indirectly supporting additional goals - we've turned these grey.

Our Partnership with Ecologi

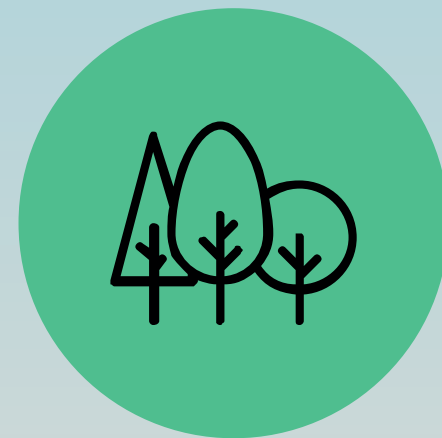
We've partnered with Ecologi to become a climate positive organisation. This covers our team's personal and professional lives — in addition, we're planting individual trees for each new colleague who joins us, each new piece of work we take on and for every bit of feedback we receive. Here's our progress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



12 months
climate positive workforce



223.64t
of carbon reduction



12,000
trees in our forest

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:

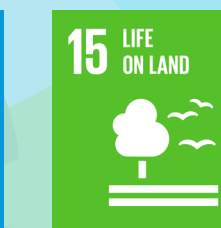
Mangrove planting at Kandrany, Madagascar

Source: Ecologi

In recent years, vast areas of Madagascar's original forests have been destroyed, displacing entire animal species and diminishing local people's ability to farm and live on the land. Entire mangrove estuaries are also gone, leaving the bare earth to wash away into the sea.



Here are the goals recognised by this project:



Some of our key highlights of 2022

From launching internal sustainability focus groups, to working with our partner community to make wider impact, we've been busy building - and laying - the foundations to our longer-term sustainability goals.



We're committed to building on our existing plans around diversity and inclusion and are proudly a signatory of the Tech Talent Charter. We're also actively sharing our approach with our partner communities.



Launched in July 2022, our 'Goal Groups' were established to drive greater focus on our efforts to support the UN Sustainability Goals. With monthly calls, quarterly reports back to the business, we're serious about implementing meaningful change.



Perspicuity have been recognised by Support the Goals, an initiative to rate and recognise the businesses that support the UN Global Goals, as a five-star organisation! We'll be aiming to keep this rating indefinitely.



Working in collaboration with our partners and suppliers, we're actively working with our network to promote best practice, exchange ideas and provide a helping hand when needed.



We're proudly an accredited living wage employer and we plan to continue this commitment throughout the coming years.



With over 12,000+ trees planted and 223.64t+ of carbon reduction, we're so excited to see the progress we've made with our partner Ecologi and look forward to seeing our growth in 2023.



With the gradual transition and demand for EV charge points ever growing, in August 2022, we installed our first EV charging point for colleagues! We're also in the process of launching an electric car salary sacrifice scheme to our colleagues.



Our Key Targets for 2023-2025

So much of what we want to achieve isn't done overnight, but we're ready for the challenge! Here's our key goals and targets for now, and longer term.

✓

SUSTAINABLE DEVELOPMENT GOALS

Achieve a 5★ 'Support the Goals' rating

| | |
|-------------------|-------------------------------|
| 13 CLIMATE ACTION | 17 PARTNERSHIPS FOR THE GOALS |
|-------------------|-------------------------------|

✓

ISO

Achieve ISO 14001 (Environmental Management Systems)

| | | |
|------------------------------|---------------------|-------------------|
| 3 GOOD HEALTH AND WELL-BEING | 4 QUALITY EDUCATION | 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 |
|-----------------------------------|--|-------------------------------|

2024

ISO

Achieve ISO 50001 (Energy Management)

| | | |
|-------------------------------|---|-------------------|
| 7 AFFORDABLE AND CLEAN ENERGY | 12 RESPONSIBLE CONSUMPTION AND PRODUCTION | 13 CLIMATE ACTION |
|-------------------------------|---|-------------------|

2023

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

| | | |
|-------------------------------|---|-------------------|
| 7 AFFORDABLE AND CLEAN ENERGY | 12 RESPONSIBLE CONSUMPTION AND PRODUCTION | 13 CLIMATE ACTION |
|-------------------------------|---|-------------------|

2024

B

Become B-Corp certified

| | | |
|------------------------------|---------------------|-------------------|
| 3 GOOD HEALTH AND WELL-BEING | 4 QUALITY EDUCATION | 5 GENDER EQUALITY |
|------------------------------|---------------------|-------------------|

2024

Become PlanetMark certified

| |
|-------------------|
| 13 CLIMATE ACTION |
|-------------------|

2025

Publish initial plans for journey to Net-Zero

| |
|-------------------|
| 13 CLIMATE ACTION |
|-------------------|

Our progress so far...

● 2021 Progress
● 2022 Progress

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



Our Emissions by Scope 2022

We're really excited to present our first-ever calculated emissions results for 2022. Taking into account our usage of resources purchased (energy, gas) including some of the cloud services we use (Microsoft 365) and travel (flights, car etc). We're aware it doesn't stop there, we're working hard on the wider impact we make such as purchasing new equipment and we look forward to sharing developments as they come!



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.



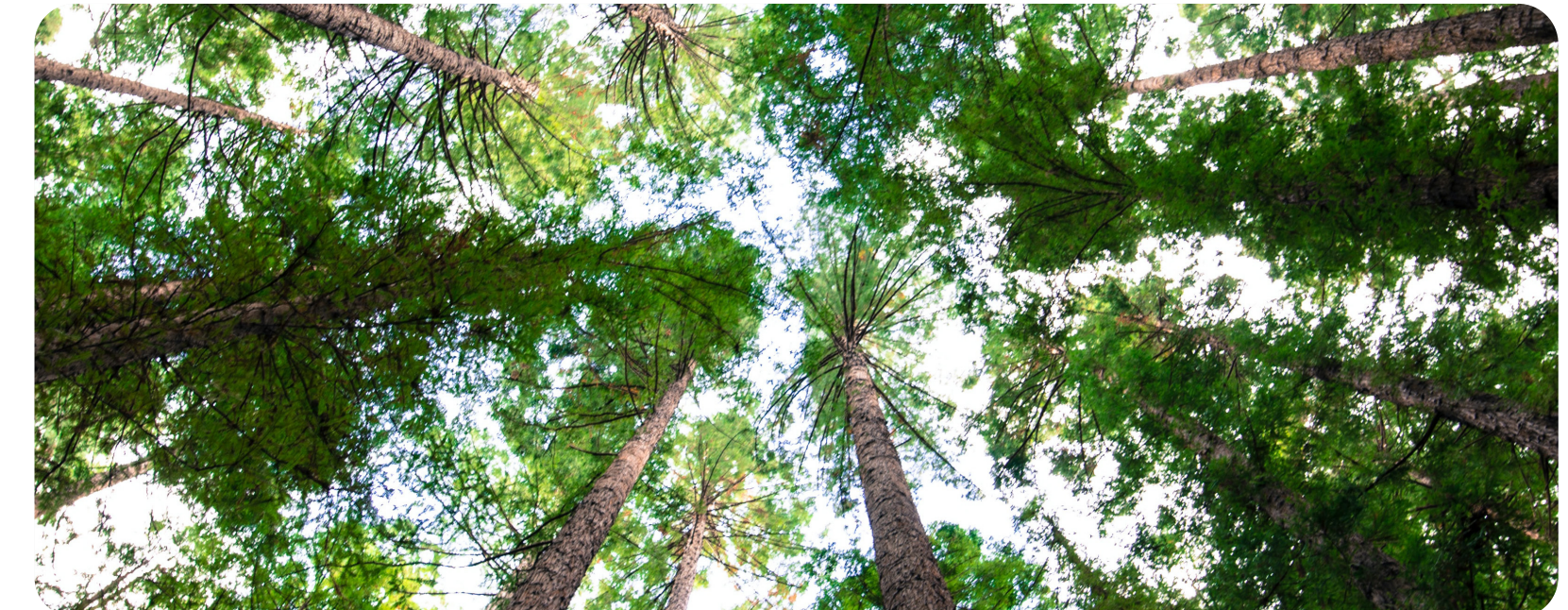
Ecologi

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 2024.



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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