



Sustainability at Perspicuity

Annual Report | 2023



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Welcome to Sustainability at Perspicuity!

Since 2022, Perspicuity has been publishing annual sustainability reports and, despite only having done two, we learn so much each year when we put them together. For instance, we've been titling our reports incorrectly, we've been putting the year of publication on the front cover which isn't reflective of the year we're reporting on. i.e. last year we published our "2023 Sustainability Report" when in fact the data is reflecting on 2022. So, you'll notice we've updated our legacy report titles. Alongside small tweaks like this, we're working extremely hard on being more data-driven, you'll see some of this in this report and much more on the next!

This year, *which is a reflection of last year*, 😊 really is the best one yet. I'm so excited to announce we conducted a full review of our carbon emissions for Scopes 1, 2 and 3.



In previous reports, we've had estimates on 3 based on light data input but for 2023, we now have a new baseline to work off so we can truly begin our journey to Net Zero. But we go further than just the environmental work, we've launched various initiatives that align with our supported UN Sustainable Development Goals covering good health and wellbeing programs, educational opportunities for all and reduced inequalities.

We're not perfect and we have so much more to do. But, we're making giant leaps each year and I love the process of continual improvement and calling it out when I notice we're off track. So, without further ado, check out our best report thus far and along the way you'll meet some of the faces of Perspicuity that are driving this incredible journey.

Elliott Carter

Head of Change and Communications

The Perspicuity Way

From day dot, we identified sustainability as no small task... It takes a collective effort to make a meaningful impact which extends to more than just our colleagues getting involved but, our suppliers and partner community too. That's why we've not only created internal focus groups to help us along with our efforts but also leveraging our partner community to exchange ideas, share best practices and ask the right questions when we're stuck.



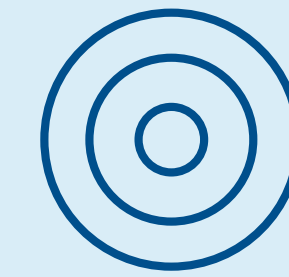
Embed Sustainability Into Our Everyday

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



Promote Collective Action

Collectively we can drive meaningful change across the industry. We collaborate with our business communities and customers to make positive changes.



Stay Focused, One Step At a Time

There's no finish line when it comes to sustainability; it's just a series of key targets and overarching goals to achieve. We can't do everything at the same time.

Supporting The UN Sustainable Development 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. Since 2021, Perspicuity has committed to supporting 5 goals where we believe we can make the most direct impact. As with our approach to “Embedding Sustainability into the every day” every initiative we take on – no matter how big or small – we tie in against a goal, which helps us keep on track, and ensure our impacts are meaningful.

Direct vs Indirect Impact

Throughout this report, we’ve left in full colour the five goals where we’re focusing our attention, but - via our additional projects - we’re indirectly supporting additional goals. These will appear grey.





Good Health and Wellbeing

Ensure healthy lives and promote wellbeing for all.

For us, Good Health and Wellbeing reaches further than just physical wellbeing, we care deeply about our colleagues' mental and financial wellbeing, too. From building awareness on various mental health subjects to physical impairments and creating safe spaces to talk all things money, we're driving a more open culture within the business.



Quality Education

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

We deeply value the personal and professional development of our colleagues. To support this, we have established policies and procedures that enable our team to continually enhance their skills. Additionally, we offer opportunities for personal growth and the chance to pursue individual interests through sabbatical leave.

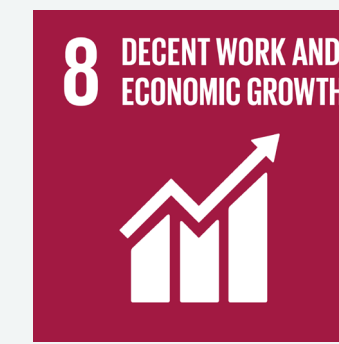
We also acknowledge that this reaches further than just our team. We've long been advocates for hiring apprentices and engaging with our local community to provide internship and workplace opportunities.



Gender Equality

Achieve gender equality and empower all women and girls.

It's beyond any doubt that Perspicuity supports gender equality, and we're far beyond the basics of equal opportunities and representation. Our focus on this goal is more centred around breaking the stigma of IT being a male-dominated industry - it's so far from the truth and we thrive and prosper by having such an open and diverse group of colleagues.



Decent Work & Economic Growth

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

As part of our purpose – We Make Work Better – we believe this reaches further than just the technological impact we make within the organisations and partners we work with, we believe we can make the world in which we live a better place by equipping our colleagues, customers and partners with tools, knowledge and best practice guidance – as far-reaching as sustainability – to make a meaningful impact across our industry and peers.



Climate Action

Take urgent action to combat climate change and its impacts.

What can we do at Perspicuity to reduce our carbon impact? We're consistently assessing new ways in which we can make positive changes within our organisation to reduce our emissions impact on the planet while also devising ways in which we can give back to the planet and our local community, whether that be planting trees, or helping out with community park clean-ups – we have so much we're working on.



“As the focus group leader for Gender Diversity, I’m proud to share our relentless efforts to break the stigma around gender imbalance in the tech industry. We have championed female presence at talks in schools and colleges, inspiring young people to see the diversity in IT. Our commitment extends to implementing diversity policies in our job ads and engaging with queer and neurodivergent individuals outside of our organisation to ensure Perspicuity is and remains an inclusive and safe space for all.

This dedication has culminated in the release of our first annual Diversity and Inclusion report, a milestone that reflects the immense pride we take in the progress we’ve made.”

Imogen White
Delight Specialist

Our Partnership with Ecologi



We've partnered with Ecologi to support our sustainability journey so it reaches further than just the work we're doing at home by funding certified carbon avoidance projects all around the world, as well as tree planting that boosts local communities and biodiversity. In addition to committed funding of climate projects, we're also planting UK-based trees for each new colleague who joins us, each new piece of work we take on, and for every bit of feedback we receive via our surveys.



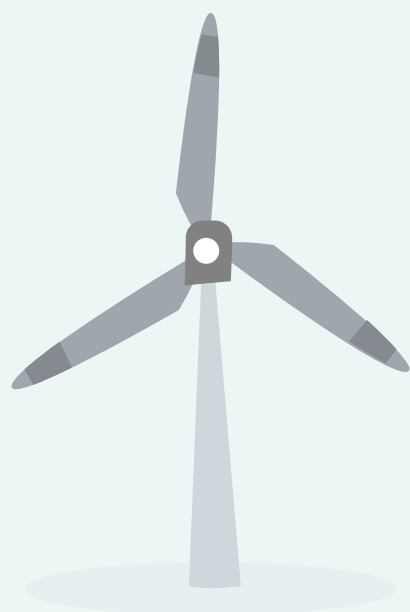
14,640

Trees Funded Worldwide



462

UK Trees Funded



392.56

tCO2 Avoided



23

Months of Climate Action

Data correct as of January 2024

Supporting the Goals Worldwide

There’s only so much we can do as a business to support the UN Sustainable Development Goals. Our partnership with Ecologi means we’re able to indirectly support more of them thanks to the projects that Ecologi takes on. Here are some of the projects we’re helping to support worldwide...



Mangrove Planting in Marotaola, Madagascar

This project in Madagascar focuses on restoring mangrove forests, which are vital for carbon sequestration, coastal protection, and marine habitats.

Local villagers are employed to plant and protect mangroves, helping to restore ecosystems and improve their livelihoods.

✈ 8,990 Trees Funded



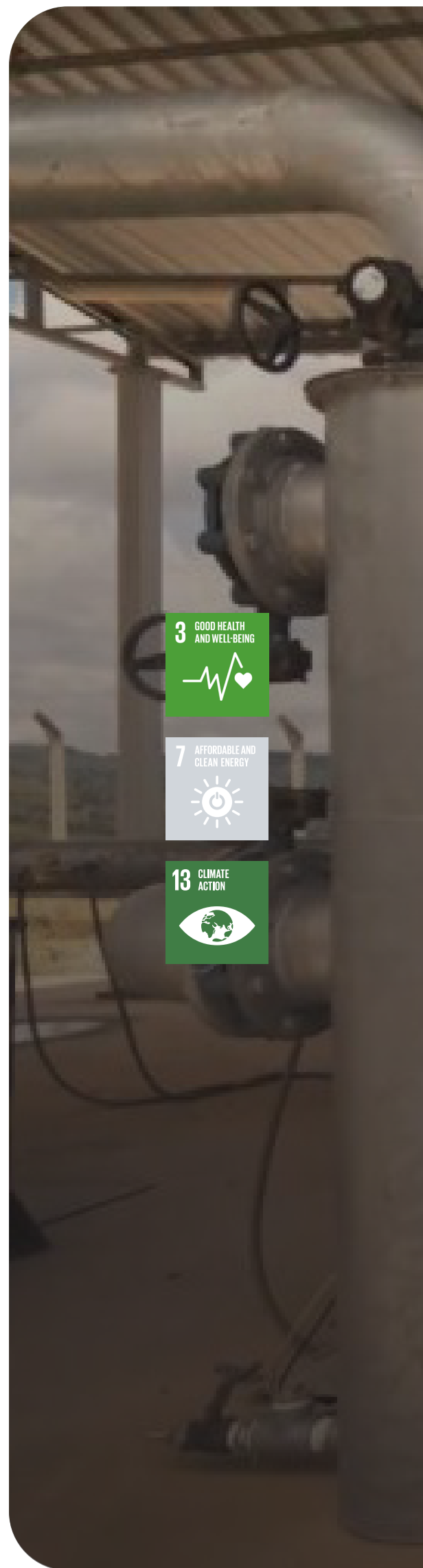
Forest Restoration in Kenya

This project from Ecologi focuses on forest restoration in the Mau region of Southern Kenya and it aims to combat deforestation and its adverse effects by employing local people to plant and care for trees. This initiative not only restores local ecosystems but also provides consistent income to the local community of Kenya, improving access to education, nutrition, and healthcare.

Over 7 years, this project plans to plant around 14.25 million Afromontane trees across 5,700 hectares. The project aligns with several UN Sustainable Development Goals and has already shown significant progress, with trees planted just months ago reaching impressive heights.

This initiative highlights the importance of sustainable land-use practices and the positive socioeconomic and environmental impacts of reforestation.

✈ 1,849 Trees Funded



Avoiding Methane Emissions from Landfill in Brazil

The Macaúbas Landfill Gas Project in Brazil aims to reduce methane emissions from the Central de Tratamento de Resíduos Macaúbas landfill in Sabará, Minas Gerais. Methane, a very potent greenhouse gas, is captured through an active landfill gas extraction system, flared, and used to generate electricity! This project prevents methane from being released into the atmosphere, reducing its environmental impact and contributing to cleaner energy production.

Additionally, the project supports local employment by requiring qualified operators to maintain and operate the machinery. Verified by the Verified Carbon Standard, the project aligns with several UN Sustainable Development Goals, offering both environmental and socioeconomic benefits.

 75.36 Tonnes of CO2e avoided



Generating Clean Electricity from Hydropower in India

This project utilises a Run-of-River scheme with two turbines each producing 2.4MW of energy, powered by the tail race water from a larger upstream hydropower plant. This setup generates 20,967MW of electricity per year, providing both skilled and unskilled jobs to the local community and reducing greenhouse gas emissions by 17,614 tCO2e annually.

This project is verified by the Gold Standard and aligns with several UN Goals, including ensuring access to affordable sustainable energy and taking urgent action to combat climate change. This hydropower system captures the energy of free-flowing water without using a dam, making it an environmentally friendly alternative to traditional, larger hydropower plants and solutions.

 34.61 Tonnes of CO2e avoided

Key Highlights From 2023

From foundational projects that are contributing to our longer-term sustainability goals, to internal Sustainability Focus Group lead initiatives, here are just some of the projects we completed in 2023 that make this year our most impactful one yet - in a positive way, of course!

Scope 1, 2 & 3 Emissions

2023 was the first year Perspicuity conducted a full and detailed report on its emissions impact. Perspicuity engaged TBL Services to fully calculate Scope 3 emissions based on numerous sets of data from travel reports to expenditure from both office and hybrid workers.

Volunteering Policy Launch

Sustainability Focus Groups 4 & 13 identified the need for colleague volunteering. Perspicuity has published a volunteering policy entitling colleagues to up to 2 days of voluntary leave annually and is partnering with local charities to offer help and resources when running local events and projects.

STG 5* Rating Maintained

Awarded in 2022, Perspicuity has maintained its 5* rating from our partnership with Support the Goals, thanks to its ongoing sustainability commitments and active engagement with the partner community. Perspicuity is now also working on increasing customer involvement and introducing sustainability awareness sessions.

Published First Diversity & Inclusion Report

Perspicuity set out to better understand the demographic of its workforce, alongside providing more publicly accessible data on the subject. Anonymous surveys were issued company-wide and established the first benchmark for Perspicuity to work from. Since then, Perspicuity has implemented supportive frameworks such as an Employee Assistance Programme, internal training, a mental health first aider, and policies to better accommodate colleagues with neurodiversity, physical, or mental impairments.



Local College Placement Opportunities

Focus Groups 4 and 5 wanted to expand Perspicuity efforts on hiring local talent and breaking the stigma of the IT industry being male-dominated. To do this, the groups collaborated with local schools and colleges to host talks and Q&As about getting involved with IT, whilst also showcasing how IT isn't just a male industry

As a result of these talks, Perspicuity offers regular placement opportunities to local colleges for students to explore working around various areas of the business, and also hired one new apprentice (female) to join our Project Management Team.

New Wellbeing Program

Focus Group 3 wanted to create a more company-wide fitness focus where colleagues could share progress and their personal health and fitness goals. From this, Perspicuity now offers colleagues access to local gym facilities as well as engaging with a local triathlete who put together personalised training plans for colleagues who are running, swimming or cycling, tailored to different goals, abilities and fitness levels, ensuring everyone can be included.



"I made the decision to leave my college course, as it wasn't working for me, and join Perspicuity instead. This choice has been incredibly rewarding, and I am genuinely happy with the path I have taken."

Nia Davies

Level 3 Business Administration Apprentice

Long-Term Sustainability Goals

At our core, we aim to achieve and maintain key accreditations, implement best practices and standards across our business, whilst also setting long-term goals. Of course, we want to become ‘carbon neutral’, then ‘carbon negative’ (and so much more), but we’re keeping it simple: to be the most sustainable business we can.

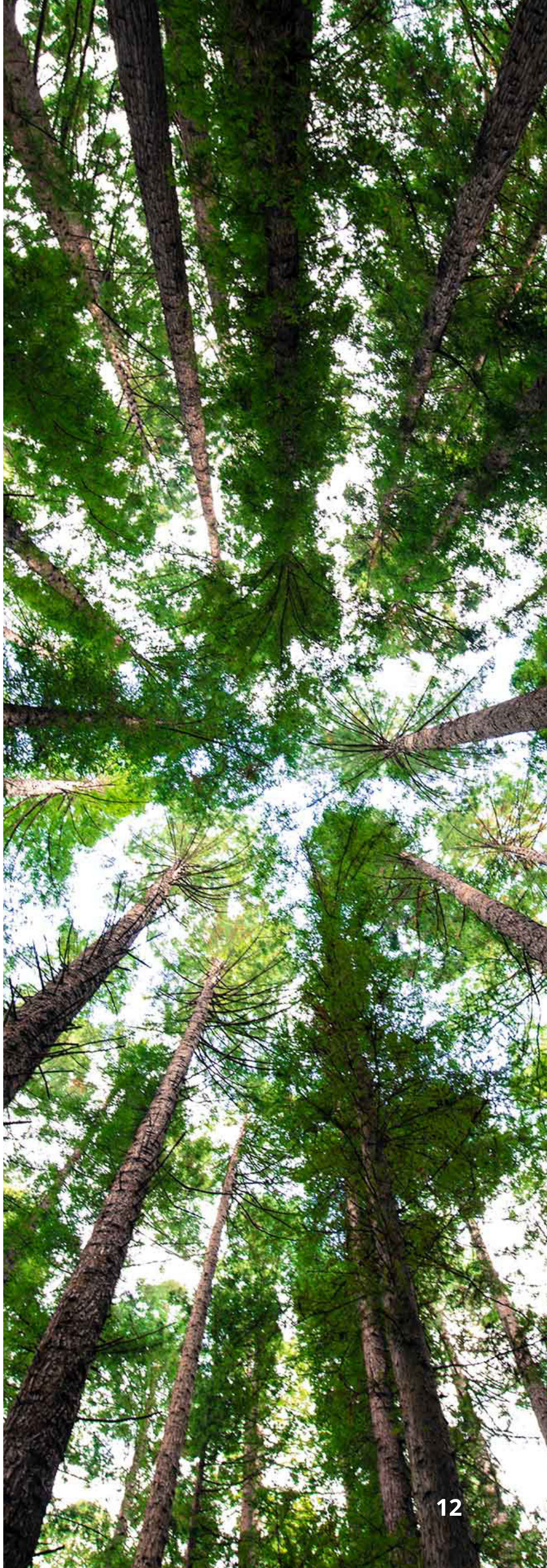
We’re working towards this by consistently reviewing how we can lower our environmental impact and give back to both our planet and community, all while working with our colleagues, customers and partners on driving wider, positive impact.

Key:

● 2022 Progress

● 2023 Progress

Our Targets	Our Progress	SDGs
Maintain ISO 9001 Quality Management Systems (Mar 2011)	<div><div></div><div></div><div></div><div></div><div></div></div>	<div>9</div> <div>12</div> <div>14</div>
Achieve ISO 14001 Environmental Management Systems (Feb 2023)	<div><div></div><div></div><div></div><div></div><div></div></div>	<div>3</div> <div>4</div> <div>13</div>
Achieve ISO 27001 Information Security Management Systems (Sept 23)	<div><div></div><div></div><div></div><div></div><div></div></div>	<div>9</div>
Achieve ISO 50001 Energy Management Systems	<div><div></div><div></div><div></div><div></div><div></div></div>	<div>7</div> <div>11</div> <div>12</div> <div>13</div>
Maintain 5★ ‘Support the Goals’ Rating (Jun 2022)	<div><div></div><div></div><div></div><div></div><div></div></div>	<div>13</div> <div>17</div>
Achieve B-Corp Certification	<div><div></div><div></div><div></div><div></div><div></div></div>	<div>3</div> <div>4</div> <div>5</div>
Annual Calculate & Report on Perspicuity’s Emissions (2023 Impact)	<div><div></div><div></div><div></div><div></div><div></div></div>	<div>13</div>
Build & Publish ‘Journey to Net-Zero’ Plans (By 2025)	<div><div></div><div></div><div></div><div></div><div></div></div>	<div>13</div>
Become Net-Zero	<div><div></div><div></div><div></div><div></div><div></div></div>	<div>13</div>



Awards, Certifications, Communities & Pledges

Central to our mission of being the most sustainable business we can, involves engaging with a range of organisations who define high standards of regulation while driving businesses to drive meaningful impact across Environmental, Social and Governance practices. The following are accreditations we commit to maintaining.

Certification



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.

Pledge



MS Partner Pledge

Designed to focus on sustainability and address broader societal challenges including digital skills, apprenticeships, diversity, and responsible and ethical AI.

Pledge



Ecologi Partnership

A partnership designed to help us towards becoming a climate-positive organisation. Our colleagues' carbon footprints have been offset by covering both their personal and professional lives. In addition, we're supporting Ecologi by funding the world's best climate-crisis solutions.

Pledge



Tech Talent Charter

An industry-led initiative aimed at addressing the UK's tech talent shortage and diversity issues by uniting over 700 organisations to drive diversity and inclusion through collective action and measurable insights.

Certification



Living Wage Employer

The Real Living Wage is a voluntary wage standard paid by over 14,000 employers, based on the cost of living, to ensure employees earn enough to meet their everyday needs. This movement, supported by businesses and organisations, aims to promote fair wages and improve societal wellbeing.

Award



Softcat Sustainability Services Partner of the Year 2023

Award



Silver | Ecologi For Our Planet Awards 2024



Community



Trust X Alliance

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



"I'm excited to have led the collaboration with local professional triathlete Kit Walker to help us all increase our focus, motivation, and overall fitness and wellbeing for our employees.

It's been incredible to see how this partnership has uplifted everyone's spirits and brought so much positive energy to the team. Seeing everyone so happy and engaged has been truly rewarding!"

Ellie Green

Project Management Officer

Ongoing Projects & Commitments

Our overarching goals and commitments are only achievable by a series of smaller, yet impactful, projects taking place. For example, for us to achieve Net-Zero, we first need to understand our current impact and then we can understand which areas we can make positive impacts in to reduce emissions, build and deploy plans, and measure our progress.

These implemented changes can be as small as installing smart lighting solutions in our offices, or ensuring that all retired IT equipment is either recycled properly or donated and not heading to landfill.

Here are some of the projects we've been working on...

Governance



Achieved ISO Certifications
As part of our wider-governance project, we're defining new standards in-house about how we operate our business.

Naturally, ISO 9001, ISO 14001, and ISO 27001 aligned and provided further guidance on how we can improve processes and practices within the business.

We're pleased to say that we have recertified and attained ISO 9001, ISO 14001, and ISO 27001 in 2023.

Project	Our Progress	SDGs
Internal Document Policy Governance As part of continual improvement for ISO, we plan to implement more structured document management policies.	<div><div></div><div></div><div></div><div></div><div></div></div>	
Systems Governance As we grow, we recognise that we need to manage our systems more closely and control how changes can be made within our organisation.	<div><div></div><div></div><div></div><div></div><div></div></div>	
IT & Business Change Management To ensure that we have consistency in the ways we work across the business, we're creating multiple training courses, best practice guidance, as well as new policies for colleagues to train up on.	<div><div></div><div></div><div></div><div></div><div></div></div>	

Key: ● 2023 Progress

Environmental



EV Charging at the Office
We proudly offer charging for up to four electric vehicles at our offices.



Electric Salary Sacrifice Car Scheme
Providing colleagues easy and affordable access to electric vehicles.



Cycle to Work Scheme
Spreading and reducing the cost of purchasing a bicycle whilst promoting active and green ways of commuting.



Electronics Recycling
From batteries to monitors, any unusable devices are properly disposed of with our electronics recycling supplier.



Donated Electronics
When equipment is no longer fit for purpose, we don't just send it off for recycling immediately, we donate it to colleagues and family members.

Project	Our Progress	SDGs
100% Renewable Energy We're working with our local council to switch energy suppliers to a 100% renewable supplier.	<div><div></div><div></div><div></div><div></div><div></div></div>	<div><div>7</div><div>13</div></div>
Smart Lighting & Heating Communal areas have smart lighting. We're working with the council to have the smart sensors across the building and switch to LEDs.	<div><div></div><div></div><div></div><div></div><div></div></div>	<div><div>7</div><div>13</div></div>
In-House Travel Sustainability Calculator We've identified the need for an internal app that'll track colleagues' travel, whether by train, plane or car, so we can report on exact mileage.	<div><div></div><div></div><div></div><div></div><div></div></div>	<div><div>13</div></div>
Annual Sustainability Reports from Suppliers We're asking for all our suppliers to provide annual sustainability reports as a baseline requirement for working with us.	<div><div></div><div></div><div></div><div></div><div></div></div>	<div><div>7</div><div>13</div></div>
Zero to Landfill (Operational Waste) We're currently gathering data on this and will be working with TBL Services to better understand how we can achieve our Zero landfill ambition.	<div><div></div><div></div><div></div><div></div><div></div></div>	<div><div>12</div><div>13</div></div>
Set Net Zero Targets Once we've understood the route to Net Zero, we can then align our Net Zero project with the SBTi (Science Based Target Initiative)	<div><div></div><div></div><div></div><div></div><div></div></div>	<div><div>12</div><div>13</div></div>

Key: 2022 Progress 2023 Progress

Social



Published First Diversity & Inclusion Report
This report helps us set targets to increase diversity across various areas of the business.



Volunteering Policy Launch
Colleagues can take up to two days per year to support charities in various events and projects.



Physical Wellbeing Program
Offering colleagues access to our local Nuffield gym, as well as professional personal training plans for running, cycling or swimming.



Private Medical Insurance (Optional)
Colleagues can sign up to private medical insurance, giving them access to private GPs, heart and cancer support and gym discounts.



Apprenticeship Program
Perspicuity has always advocated for apprenticeships. Since 2010 we've taken on 16 apprentices and we still work with local colleges to promote new apprenticeship opportunities.

Project	Our Progress	SDGs
Launch Employee Assistance Program We're currently in the process of onboarding our chosen Employee Assistance Program (EAP) provider and we're targeted for launch Q3 2024.	<div><div></div><div></div><div></div><div></div><div></div></div>	<div><div>7</div><div>13</div></div>
Increase Cross-Job Skills Opportunities We're working on creating more opportunities for colleagues to get access to 'soft skills' training alongside 'leadership' training.	<div><div></div><div></div><div></div><div></div><div></div></div>	<div><div>4</div></div>
Sustainability in Job Descriptions As we embed sustainability in the every day at Perspicuity, we're looking at how sustainability can play a part in colleagues' job descriptions.	<div><div></div><div></div><div></div><div></div><div></div></div>	
Publish Policy for Ethical Marketing We look after our customers' data with immense pride and consciously only market to customers who've requested to be marketed to. Our 0.09% marketing email 'unsubscribe' rate over 2023 showcases the high standards of content we publish and we want to be even more open in how we market. We aim to publish this policy in Q4 2024.	<div><div></div><div></div><div></div><div></div><div></div></div>	

Key: 2022 Progress 2023 Progress

Greenhouse Gas Emissions

We're excited to present to you our most accurate emissions results for 2023. We've worked with our Sustainability Partner, TBL Services, to help calculate our Scope 3 emissions. Given this is our first year doing so, we've learnt a lot about how we need to better capture key data within the business so that we can move away from estimates to actuals. Wherever we've not been able to get exact data (which is a small proportion), we've been liberal with our estimates to give a 'worst-case scenario' estimate, rather than a 'best-case scenario'.

In previous years, we've used light data input to calculate Scope 3 emissions, however, given the accurate results of 2023, we're disregarding previous years' calculations and are using this year as the new baseline to work from.

"We're consistently reviewing industry-recognised accreditations that help Perspicuity towards achieving its sustainability goals. There are so many we could attain but, candidly, we'd then be caught up in an endless cycle of renewing accreditations and implementing new practices that could throw us off course. We're selecting accreditations carefully to ensure that they align with Perspicuity's values and mission."

Elliott Carter
Head of Change and Communications

Category	FY21 _(tCO2e)	FY22 _(tCO2e)	FY23 _(tCO2e)
Gross Scope 1 GHG Emissions	12	4.38	4.19
Gross Scope 2 GHG Emissions	65	2.08	2.22
Gross Scope 3 GHG Emissions	307	327	75.05

2023 Scope Breakdown	tCO2e
Purchased Goods & Services	30.02
Capital Goods	13.91
Fuel & Energy-Related Activities	0.23
Upstream Transportation & Distribution	1.92
Waste-Generated Operations	0.43
Business Travel	13.34
Employee Commuting inc. Home Work	15.2



So, What's Next?

Closing Comments

It's been our best year yet for our sustainability initiatives, and we couldn't be more proud of the progress that Perspicuity has made. We've still got so much to do but, throughout 2024, we'll be maintaining the momentum by continually developing our internal focus groups and their input into our sustainability journey.

We're working hard on becoming a B-Corp certified organisation with the help of a certified 'B-Leader', and we believe Perspicuity is in a great position to achieve this as so many of our values and ways of working are already aligned with B-Corp. Given that we now have our most accurate scope calculations to date, we're now working on how we can reduce our carbon emissions by building a legible route to Net Zero. Finally, we're consistently working on ways to give back to both our planet and our community.

Every day is a learning day, and we're certainly not perfect, but we continually strive for excellence and keep pushing the business towards a greener future. Most importantly, we always hold ourselves accountable.

If you have any questions or comments about our efforts, or about this report, drop us a note at sustainability@perspicuity.co.uk.

Thank you.



Want to learn more about Sustainability at Perspicuity?

sustainability@perspicuity.co.uk