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# ESG IMPACT REPORT

July 2022





## FSP at a Glance.

Founded in 2012, FSP Consulting Services (FSP) are a leading digital transformation consultancy, combining real world experience in business strategy, change and adoption and digital solution delivery.

We work with a variety of public and private sector organisations to help them to transform the way they work and accelerate the opportunities provided by digital transformation. Our expertise in Modern Workplace Solutions, Cloud Engineering, Cyber Security and Data & AI, helps our customers to deliver on their organisational goals.

We are a people-centric business characterised by our values-led ethos and inclusive culture. We are proud to be a multi award-winning workplace, most notably recognised by Best Companies™ and Great Place to Work UK. We are a Microsoft Solutions Partner and ISO27001 and ISO9001 Certified by UKAS. We are also a CREST approved penetration testing company and Cyber Essentials Plus certified.

In 2020, we secured a multi-million-pound minority investment from leading mid-market private equity firm LDC.



# CORE VALUES

A CULTURE OF BELONGING.

### HUMAN.

We role model kindness and compassion

Always acting with integrity & respect

We look after each other

### PERFORMANCE.

We commit to high standards and embrace a growth mindset

Operating with unrivalled pace and intensity

Every interaction matters

### INCLUSIVE.

We provide a supportive environment where everyone can thrive

Never tolerating any form of discrimination

Everyone is included and their contribution is valued

### AMBITIOUS.

We find new ways to deliver stand-out experiences

Our mindset is win-win for everyone

Together we create positive change

## About this report.

We are proud to introduce our first Environmental, Social and Governance (ESG) Impact Report 2022. This report sets out our commitment towards building a sustainable future for our business, our employees, and the communities in which we operate.

This report focuses on three key elements: 'Planet' – how we impact our environment and seek to make positive decisions and policies to protect our planet. 'People' – how we engage our employees, clients, and our broader community and 'Responsible Business' – how we ensure the appropriate ethics, governance and best practice is embedded into working life at FSP.

*The information disclosed in this ESG Impact Report 2022 relates to the operations of FSP Consulting Services Limited (FSP) for its financial year ended April 2022. This report has been compiled in accordance with our Corporate Governance Policies which are aligned to statutory regulations, industry standards and national*

*policies, agendas and recommendations in the United Kingdom.*

## Why prepare an ESG report?

As a values led organisation, our purpose underpins the choices we make. We are responsible for where we choose to do business, the communities we recruit from, the partners and suppliers we work with, the charities and causes we support and the decisions we make with an environmental impact.

Like us, our clients are increasingly mindful of the importance of sustainability – recognising the impacts of climate change and the scarcity of natural resources. They will choose to support businesses that reflect their values and ethics. We are committed to building both a financially stronger company and one that is a force for good in the world. Disclosure is a vital aspect of effecting meaningful change. By learning from others and sharing our progress, we can help drive accountability both for ourselves and the wider industry.

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# Creating an enriched & sustainable future through innovation.

## Message from the CEO.

*I am delighted to be sharing this document and the inaugural FSP sustainability and ESG report with you.*

*We are proud to have always been a values driven organisation, and our ongoing success as a highly profitable and ethical business, I believe, is a testament to the authenticity of our values and ethos.*

*Whilst we are under no formal obligation to publish our ESG activities, we believe the core tenets are so closely related to our own strategic priorities and ethos, that we are actively choosing to outline our activities, progress and ambitions.*

*For us, the obligation is a moral one. We believe we can play a powerful role, as a progressive and rapidly scaling organisation, by setting a positive tone in the environmental, social and governance arenas.*

*Within this report, we're pleased to share our ESG priority areas, highlight the progress made to date and outline our ongoing commitment to drive positive impact for our employees, clients, communities and the wider environment.*

*Our 2022 Sustainability Report highlights FSP's:*

- *Move to becoming a Carbon Positive Employer*
- *Relocation to a pioneering HQ, with industry leading environmental credentials*
- *Position as a repeatedly recognised award winning workplace*
- *Ongoing efforts to promote a diverse, equitable and inclusive workplace*
- *Philanthropic initiatives to support the communities and charitable organisations important to our employees*
- *ISO27001 and 9001 accreditations awarded by UKAS*
- *Enhanced cyber security and data governance addressing the evolving changes and challenges faced by us and our clients*
- *Strong corporate governance framework to ensure effective stewardship and practices that are in the best interests of all the Company's stakeholders*
- *Readiness for ongoing success*

Simon Grosse, CEO – FSP Consulting Services



## Contributing to the United Nations Sustainable Development Goals.

The United Nations Sustainable Development Goals are the blueprint to achieve a better and more sustainable future for all. They address the global challenges we face, including poverty, inequality, climate change, environmental degradation, peace and justice. We have carefully considered our business operations and strategy and have aligned to the following 6 goals.





# Planet.

A sustainable future

Throughout FSP, we believe that every interaction matters, and that sentiment also applies to our approach to the environment and every action being important. Together, we can make a positive change. Protecting habitat, diversity and reducing carbon emissions to combat global warming is not only good for our planet and quality of life, it is the right thing to do and aligns with our ongoing ambitions to be a standard bearer for best practice.

Aligned to our priority of making a positive impact on the environment, we are committed to becoming a carbon zero company with a decreasing reliance, overtime, on offsetting activities.

To address both our operational emissions, and associated emissions from our employees beyond work, we have committed to offset our carbon emissions by investing in avoidance projects which prevent carbon that would have been released into the atmosphere. This element is outlined in more detail (Carbon Positive Employer – page 7).

Whilst our environmental activities and actions are broad, for this report, we have focused on the following key components:



Our location  
& presence



A carbon  
positive employer



Impactful policies  
& procedures

## Location.

In Jan 2022, FSP relocated its headquarters to the pioneering Here+Now building at Thames Valley Park in Reading, Berkshire. Our commitment to positive environmental choices was a major factor in the selection of our new location.

Thames Valley Park is the regeneration of what was previously the site of a power station. It's now a green, fertile and diverse wildlife haven, with restored wetlands.

Here+Now is the UK's first office development to have been awarded BREEAM Outstanding, Fitwel three-star and RESET Air accreditation.

Centered on sustainability, community and employee wellbeing, this carbon net zero development offers access to 3,000 sq ft of exercise space, an outdoor working zone, cycling facilities, outdoor cinema and over 80 acres of wetland habitat at the Thames Valley Nature Reserve.



## FSP HQ – AT A GLANCE.

Sustainable materials were used in its construction, and the building's whole life emissions calculated as 6,916 tCO<sub>2</sub>e. These have been offset by planting domestic woodland.

- BREEAM Outstanding Sustainable Certification.  
(The first in the UK to receive this).
- Uses renewable energy provided by Good Energy, which means
- 100% renewable sources for electricity
- Carbon offsets for gas usage
- Accessible to encourage sustainable travel and commuting choices
- Served by free shuttle bus to and from Reading town centre
- Charging points for electric cars (aligned to our new EV car scheme)
- Secure cycle storage, with established cycle pathways and linked to our new Cycle to Work scheme)

### Gas and Electricity Emissions.



FSP's HQ is a leased office location, and our utilities of electricity, gas, and water are included in our annual service charges. Whilst tenants in leased facilities typically have limited scope to influence the management of electricity supplies and distribution (as they are managed as a whole site and not split per company), we were mindful of this in our choice of new location. The environmental credentials at the Here+Now building for utilising renewable energy (amongst other things) were important to us. In addition, where we can make a difference, we encourage staff to be mindful of their energy use in the offices.



## Carbon Positive Employer.

Whilst eliminating emissions entirely before the government's 2050 deadline should be the ultimate aim for every business, the first step for us is a commitment to achieving net-zero. This means eliminating carbon emissions as far as possible and then balancing any remaining ones through carbon offsetting to address the differential.

Our company activities led to the estimated emission of around 72.5 tonnes of greenhouse gases during 2021, however, we will look to offset the wider estimated carbon footprint of all of our employees, not just our business related impact, to become a Carbon Positive Workforce. This in total is 1179T CO2e to be offset over the course of a year.

To calculate this footprint, data from the World Bank and Global Carbon Project are combined with UK country of residence emissions. In addition, a further 10% is added to this value to ensure we are becoming climate positive by offsetting more than our footprint.

We are working with Ecologi to guide and facilitate our carbon offsetting initiative, leading to our designation as a Carbon Positive Workforce. Ecologi delivers measurable certifiable benefits and their projects are certified by third-party organisations such as Gold Standard and Verified Carbon Standard (VCS) to ensure that projects are actually reducing CO2 emissions, as well as supporting sustainable development.

Alongside ongoing tree planting activities (both in the UK and across the world), we have chosen to invest in wind power projects in Honduras and Mexico, preventing deforestation in the Democratic Republic of Congo and using waste biomass to produce electricity in Chile.



Track our impact: <https://ecologi.com/fsp>

### FSP's commitment



**1,800**  
trees planted  
every month



**132.4**  
tonnes of CO2  
reduced every month



## Working Policies.

### Delivering a Day-to-Day Difference

There are multiple ways that we impact our planet through our direct and indirect activities, and we are committed to driving operational excellence in ways that reduce our environmental impact.

In conjunction with addressing our organisational emissions for ongoing reduction and offsetting to ensure we are net-positive, we also believe that it's vital that we focus on identifying opportunities for incremental, daily activities that build knowledge and opportunity for sustainable positive change from everyone at FSP.

As a result, we have sought to develop and embed daily processes and activities that encourage all to make conscious, environmentally aware decisions as part of their daily lives. These activities form a key part of our environmental policy and are visible and enacted throughout the business.

Our working policies help make it easier for employees to make their own positive personal contributions to the environmental agenda.

Our Environmental policy extends beyond general corporate guidelines to offer guidance and opportunity for all to support our initiatives and ethos.



#### Management

- Consider sustainability issues when they are planning or making decisions
- Encourage their team members to consider environmental issues and outcomes in their work practices



#### Employees

- Encouraged and educated to consider environmental impact
- Encouraged and educated to identify and manage environmental risks associated with their work
- Encouraged to minimise their impact on the environment generally



#### Purchasing

- Expectation that purchasers become more informed on the environmental impact of the products being bought
- Avoid excessive packaging
- Move toward environmentally friendly products where possible

## Transport and Travel.

Reducing emissions from road transport remains a significant challenge as the UK looks to reach Net Zero emissions by 2050. To deliver on this goal, the government's Road to Zero transport strategy includes the ambition that by 2050 almost every car and van will be zero-emission.

As a company our policy is to reduce unnecessary travel by making full use of internet conferencing, leveraging hybrid working and thus reducing emissions. Employees are encouraged to 'travel with purpose', ensuring that travelling should be done with intentional need or value to the organisation or clients. Where work can be conducted remotely, without organisational detriment, it should be carried out as such.

As outlined with reference to our new office location, employees now have a far broader ability to travel to the office in an environmentally friendly way.

Beyond that, we have developed a cycle to work scheme and have agreed a new Electric Vehicle scheme for eligible employees.

Due to national lockdowns and enforced distanced working, we had seen an obvious reduction in business travel across 2021 in comparison to 2019. However, early 2022 figures suggest that new working practices, aligned to guidance in our environmental policy, are making a significant impact. This can be seen through greatly reduced mileage claims and expensed travel. Early indications suggest a 50% reduction in this area.

With greater ability for employees to utilize shared transport (shuttle buses), travel via bike or utilise electric vehicles, we have strong hope that we will be able to make continued positive impact on the Scope 3 emissions related to our business activities.

## Waste & Recycling.



We recognise that responsible organisations follow the steps of the waste hierarchy – Reduce, Reuse and Recycle. The waste hierarchy ranks waste management options and prioritises preventing waste in the first place and when waste is created, it prioritises preparing it for re-use, then recycling, then recovery, and last of all, disposal (e.g. landfill).



When not possible to eliminate waste, we are committed to disposing of it in the most environmentally friendly manner. This is an essential methodology that FSP follow to reduce waste and boost our recycling efforts. This ultimately lessens the amount of waste that will end up in landfill and will optimise our recycling programmes.

To minimise our general waste, we segregate waste at our offices in the following categories: Cardboard, Plastic, Tins and cans, Biodegradable food waste and General Waste. Our recyclables (plastic, cardboard, tins) are collected and sent to a recycling facility where they are separated into different constituent parts and then recycled.

## Print

We avoid paper wastage as far as possible through the use of document sharing, which radically reduces the use of paper, ink and waste. When we do need to print or photocopy, we use recycled paper and make double-sided copies wherever possible. This in turn helps minimise the carbon footprint, deforestation and pollution that printing entails.

In the last 18 months, we have implemented operational changes to our employee and client documentation which has significantly reduced the amount of paper produced. Through the use of electronic signature and document sharing, we estimated a 95% reduction in printing across the organisation. Historically, we would print employee contracts, client statements of work and master service agreements. These have now been eliminated from the waste stream and are now electronically distributed and signed.



The above are concrete examples of the estimated 95% reduction in printing.

## People

Uniting passion  
and purpose.

The social element of our ESG report showcases the importance of people and community at the heart of what we do.

FSP is a people-centric business characterised by our values-led ethos and inclusive culture. Ultimately our collective purpose is to build a successful organisation that makes us all proud; one where we aspire to engage in the best work of our lives.

In 2014, FSP employees co-created a strong set of core values that embody the organisation today. Our values charter has provided a clear framework for all and defines expectations of the behaviours that we all commit to. During the Covid pandemic, our values have kept us on a path that means we have maintained our unique and special culture. It is staying true to these and acting with our values in mind that has enabled us as a business to make the right decisions, be authentic and support our peers.

We believe that an engaged, confident and motivated workforce results in increased quality, productivity and customer care. Our long-term partnerships with our clients demonstrate that this approach is effective.

The headline aspects of the People section of this report will centre on:

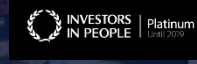
- Workplace Culture
- Equality, Diversity and Inclusion
- Charity & Community

## World Class Workplace.

We are proud to have been recognised over many years as an exemplar for employee engagement and workplace best practice. Our culture, workplace and policies all combine to create a multi-award winning place to work. Most recently we have been declared a 'World Class' organisation to work for by Best Companies™.

We are extremely proud of the awards and accreditations that we have received. These awards, from varied sources, illustrate our commitment to excellence in all areas. Recognition from industry analysts, global technology corporations and experts in workplace culture, leadership and employee engagement illustrates our truly unique position as an employer and supplier or partner.

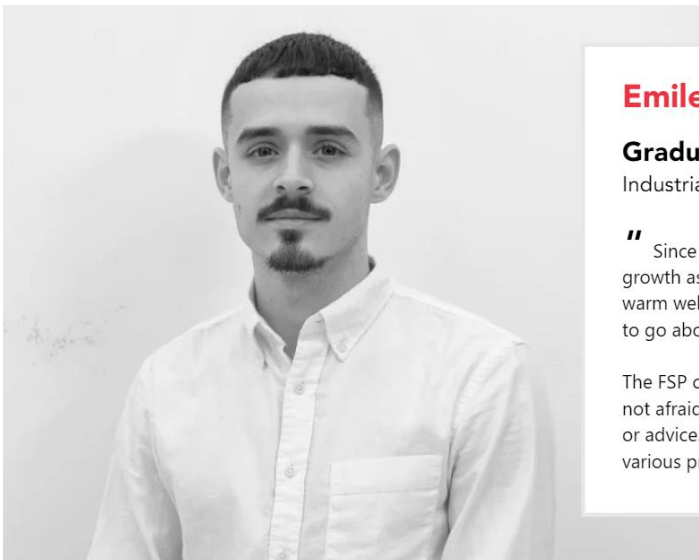
We pride ourselves in an ongoing approach to continuous improvement to ensure we have a highly resonant employee value proposition that supports attracting, hiring and retaining the best talent in the market.



## Talent Development.

A key part of our vibrant culture is our desire to ensure FSP is a place where great talent can thrive.

Our focus on enabling great talent permeates throughout the business but is illustrated clearly through the development of the FSP Academy. The FSP Academy is our commitment to helping early stage talent develop a career in the technology and consulting industry. Across internships, placements and graduate roles, we are able to encourage, develop and support those embarking on their initial forays into the world of work.



**Emile**

**Graduate UX Designer**

Industrial Design & Technology- Loughborough University

“ Since joining in September 2021 I have been furthering my growth as a UX Designer as well as learning more about IT. The warm welcome and constant encouragement has been pushing me to go above and beyond.

The FSP culture is amazing and I feel very lucky to be part of it. I am not afraid to reach out to anyone in the company and ask for help or advice. There are lots of opportunities to get involved with various projects and develop as an individual.”



For graduates, we have developed a 2 year programme focused on building business and personal skills whilst helping them find and define an exciting longer term career pathway.

Testimonials and features of scheme can be found here:

<https://www.graduates.fsp.co/success-stories>

Since its inception in 2020, our employee retention for FSP graduates is 100%.

These employees have an opportunity to work alongside the best people in the industry and make a significant contribution to the success of FSP and our clients. Across all areas of expertise, our team members are passionate about sharing knowledge and developing others.

As a thriving business, expanding into new specialisms and domains, we offer individuals a wealth of ongoing opportunity and scope for progression and personal development.

In addition, we place great emphasis on supplementing our activities through long standing trusted advisors. As part of a broader approach to coaching, mentoring and learning, we support our employees with industry leading external coaches and support from a performance psychologist. This level of support has proved invaluable in helping employees traverse complex and challenging situations in both their work and personal lives. With the Covid pandemic as a simple example, the support and workshops provided by our partners were key to our resilience and accelerated growth during this unheralded period.

## New HQ.

As outlined earlier in this report, FSP relocated to the Now building (Thames Valley Park) at the beginning of 2022. This actively supports our environmental beliefs, provides an inspiring new workplace, suited to the modern world of work for employees and is a significant milestone supporting our ongoing growth ambitions.

We worked collaboratively with a leading workplace consultancy to design and deliver a new 5,000 sq ft contemporary workspace that reflects FSP's flexible working practices. The space incorporates

a series of distinct accessible zones, including open-plan collaborative working areas, hybrid meeting rooms, stand-up desks, and breakout areas, designed to fulfil a variety of needs. A main boardroom and a purpose-built innovation hub have been designed to host interactive client workshops.

The free-flowing office space, with access to the outdoors, has been designed to be fully accessible and promote the movement of employees.



**Helping our employees to thrive inside & outside of work.**



## **Feedback & Employee Voice.**

Employee voice and encouraging a transparent, feedback culture has been a key element at FSP for many years. We have created and continue to invest in our own employee engagement platform Pulse 360 allowing us to better understand and respond to the needs of our employees. Pulse 360 supports employee surveys and an on-demand, always available, channel for employees to share feedback direct to departments or the broader business.

As part of our standard operating rhythm, we issue employees a simple 'pulse' survey once a week to gather feedback on a range of topics (including but not limited to) culture, leadership, community, diversity and inclusion and wellbeing.

The results of Pulse 360 surveys are reported monthly at FSP's monthly Board meetings and shared (anonymously) with the broader business. These surveys help ensure we maintain an accurate understanding of employee sentiment and are able to measure change over time.

## Equality, Diversity and Inclusion.

At FSP, we are passionate about ensuring we foster and encourage a culture of belonging.

People are at the very heart of our organisation. We work hard to create an inclusive culture where everyone has a voice and can reach their full potential. By investing in our people, we know that FSP will continue to thrive and prosper.

FSP is committed to recruiting a diverse set of people that can complement and enhance our unique culture, whilst being ambassadors for our values and ethos. As articulated in our values, we provide an environment where all can thrive, where there is no tolerance for discrimination and where everyone's contributions are valued.





## Role-Modelling & Education.

As an organisation, we are on an active and progressive EDI journey. We are committed to learning, challenging ourselves, and building a community of people wanting to be part of positive change.

Through our Unity event in September 2021, focused on re-connecting our people following the challenges of Covid19, we built strong foundations and desire to collectively act as role models for inclusion. Our event, focused on employee stories and featuring Rene Carayol MBE, left a huge imprint on everyone in attendance.

Since that event, we have hosted and taken part in a range of activities to encourage

dialogue on important topics. Our events are non-commercial, with no business generation agenda, and driven by an organic passion for making a difference.

We are proud to engage our early stage career talent in our ongoing EDI activities (as part of their FSP Academy experience). They recently worked collaboratively to outline potential additional EDI activities and events we could be doing as an organisation. This was presented back to a broader set of leaders and internal champions. As a result, we are actively now planning 'women in tech / stem' events with local schools and internal workshops on neurodiversity in the workplace.



## Reporting.

You will notice that this report does not feature the typical demographic elements outlining gender or ethnic representation. In the last year, we have selected and implemented a new HR system to ensure we are better positioned to collate, understand and report on diversity data. Our new system has been personalised to better represent employee self-identification on gender, ethnicity and sexuality.

At this stage, we do not feel it would be fair or appropriate for us to assume these elements but these pieces of information will form part of future reports, where employees have had the opportunity to disclose their own pertinent information.

During 2022, we have also signed up to the Tech Talent Charter. This is a non-profit organisation leading a movement to address inequality in the UK tech sector and drive inclusion and diversity in a practical and uniquely measurable way. One of our commitments in this area is to share anonymized data as part of their Diversity in Tech report.

## Recruitment.

FSP is an equal opportunity employer. We consider all applicants for employment regardless of age, disability, sexual orientation, gender identity, family or parental status, race, colour, nationality, ethnic or national origin, religion or belief.

Our recruitment activity is committed to fair and equitable hiring processes and ensuring an enjoyable and engaging candidate experience for everyone we engage with. All job descriptions are evaluated and screened for any potential areas of language bias to ensure an inclusive approach to talent attraction.

As we continue to grow and scale, we will continue to welcome a broad range of people, with a wealth of backgrounds and experiences to support and accelerate our success.

## Charity & Community.

FSP prides itself on being a positive and active community contributor. We believe we have a vital role to play in our local communities (both in the UK and Catalonia), within the tech sector and more broadly on national or global issues.

FSP has a long standing connection to charities in Berkshire and Barcelona that make an impact in the local community, particularly those providing support to children with life-limiting or life-threatening conditions.

We aim to make a meaningful and positive impact on society and we empower all our employees with the time and support to make a difference to causes that are important to them.

As a key part of our community engagement, all employees are given 2 supplementary days off to pursue charitable endeavours.







## Responsible Business.

### **A commitment to accountability & excellence.**

As a rapidly growing business, FSP places great focus on excellence in governance to support scaling the organisation and ensuring our readiness for ongoing success.

Responsibility for governance sits with the Board and is comprised of 4 Executive and 3 Non-Executive Directors. This ensures a suitable level of independent thought and challenge. However, commitment to governance and excellence is cascaded throughout the Company and supported by regular training and internal processes designed to ensure observance throughout our operations.

The headline aspects of the governance section of this report will centre on:

- Comprehensive policies and procedures
- Excellence in quality, security & threat management
- Market & Analyst insight

### **Policies and Procedures.**

Various policies are in place designed to protect and empower employees, including Anti-bribery and corruption, Modern Slavery, Whistleblowing and Health and Safety, all of which are reviewed annually and, where relevant, amended or supplemented to accommodate the evolving risk profile of the business.

Remuneration and awards are reviewed and approved by the Board's Remuneration Committee and are designed to ensure that all rewards are aligned with the Company's goals and objectives.

As a result of our comprehensive policies, broad staff awareness and a readily accessible 'live' risk register of potential areas of concern, the board and key stakeholders are able to ensure FSP is compliant and ethically performant in all areas in line with legislation and our values and ethos.

## Information Systems and Cyber Security.

Secure information systems and cyber resilience are critical to our own operations and those of our customer base. In the last year, FSP has successfully achieved the Cyber Essentials Plus accreditations of CREST and IASME with zero critical or high-risk areas identified.

Alongside our UKAS ISO27001 certification, this illustrates to our customers that we take the data security of both their business, and our own, incredibly seriously. Our recently acquired accreditations showcase the maturity and integrity of our approach to quality, data and threat management.



## Market & Analyst Insight.

An overlooked element of governance and responsible business, beyond policy and process, is provisioning for a successful future. FSP is a business with ambitious goals and a clear strategy and vision to achieve those for all of our stakeholders. With strong guidance from our board and a comprehensive wider senior leadership team, FSP has received extensive coverage and recognition from industry analysts, focused on our ongoing growth and positioning for future success.

The Megabyte100 Emerging Stars Awards recognises the UK's 25 best performing technology scale-ups. They use an independent benchmarking methodology to assess companies' performance. We are very proud to have won the Best Performing Company Overall and the Best Performing Company in IT this year.

<https://www.megabyte-awards.com/emerging-stars/winning-companies>

megabyte



*"FSP has seen a sustained period of strong organic revenue growth and profitability on the back of healthy demand for its strong technology capabilities and business / IT strategy consultancy services. It has invested heavily in developing its customer proposition and is now able to deliver IT services across bespoke application development, data, automation and, more recently, cyber services. Combined with circa 40% of revenues coming from recurring sources, a focus on developing long-term client relationships, and multiple avenues for growth both with existing and new customers, and FSP looks very well placed to continue outperforming".*

Our strong corporate governance framework continues to ensure effective stewardship and practices. This protects the best interests of the company's stakeholders.

## Next Steps.

### Looking to the Future.

Since founding FSP, we have maintained a focus on being both an ethical and high performing organisation. Collating our inaugural ESG report draws on that ethos and puts FSP in a strong position to continue to successfully deliver significant impact for all our employees, clients, investors, and community partners. We are proud to share our progress to date and committed to being both transparent and accountable in delivering our ESG commitments throughout the year ahead.

### Planet.



There is no mistaking the important focus on businesses to reduce carbon emissions and to evaluate their environmental practices. While FSP does not manufacture a product or have a huge environmental footprint, we do have a responsibility to limit the harm we cause to the planet and to be ambassadors for positive approaches to sustainability.

As we continue to grow, we want to do it with an environmentally sound mindset that safeguards the planet, not only through carbon reduction, but through continually increasing awareness of areas where we can collectively make a difference. We have specifically targeted the collection of more detailed data that will help us create a fuller picture on our environmental impact, which will drive a longer-term reduction roadmap. Additionally, in the coming year we will also raise environmental issues more widely internally, through energy saving campaigns and green driving initiatives, with a focus on mobilising our Electric Vehicle scheme.

In our wider ecosystem, we will also be looking to advance environmentally conscious decisions with our partners and customers supporting them to make progressive decisions through digital transformation.



Gain deeper understanding of our carbon footprint & establish a reduction roadmap



Mobilise our Electric Vehicle (EV) scheme



Our customers with environmentally conscious technology initiatives



## People.



FSP has a long running and demonstrable track record of placing people and community at the core of what we do and how we operate. We are determined to remain a thriving, people centric and values led organisation. For the coming year we will looking to advance our understanding of our wider organisational demographics to better measure and influence pay fairness and equity.

Following the success of the FSP Academy, we are actively further developing and extending the programme to support wider internships, placements and graduate or early careers opportunities.

We are also looking to advance our FSP Future Leaders Programme, supporting talent development for aspiring leaders and managers across all key disciplines.



Measure pay  
fairness & equity



Further develop & extend  
Future Success Programme



Launch Future  
Leaders Programme

## Responsible Business.



FSP places great focus on excellence in governance to support scaling the organisation and safeguarding our employees, clients and investors.

As we continue to refine and improve ESG practices in our organisation, we will set up an ESG Committee who will oversee ESG through our corporate strategy, ensuring we meet targets and commitments. This committee comprised of key internal stakeholders will be responsible for keeping targets and initiatives on track to succeed in developing our ESG focus as we develop and grow.

As part of our continuing market differentiation, we will continue to build Intellectual Property (IP) and digital innovation that supports us to deliver effective and enduring digital transformation success.

In support of our broader responsibilities as a conscious business, we will be developing and implementing an ethical supplier framework to ensure our broader supplier chain is aligned with our ethos and does not represent any risk to our ongoing success.



**Establish ESG committee**



**Continue building IP & digital innovation**



**Implement ethical supplier framework**

