

Adwanted
UK_

2023 Impact Report

Oct 2024

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People and Planet



People

1. Corporate Citizenship
2. Health and Wellness
3. Inclusivity
4. Training and Development



Planet

1. Building
2. Purchasing
3. Recycling
4. Carbon Footprint



People

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PEOPLE - Corporate Citizenship

Volunteering

- Volunteering policy
- Charity partner
- Blood donations

Charity

- Policy
- Tracking
- Audiotrack
- Adrian Edwards Award

Advocacy

- City University placement
- The Media Leader
- Sustainability Channel

Corporate Citizenship highlights

- 2 annual days VTO policy
- Partnership with The Connection charity
- Adwanted UK matched donations made to The Connection
- 45% employee participation in volunteering
- 9 blood donations
- Adrian Edwards AMRA raised: £2,000
- Audiotrack discounted charity deliveries: £10,005
- [The Media Leader Sustainability channel](#)
- City University B Corp study placement
- Charity fundraising total: [£21.7K](#)



PEOPLE - Health & Wellness

Get moving!

- Steps challenge
- Vitality health insurance
- Cycle 2 work
- Sports Day

General Health

- Air quality
- Free fruit

Mental Health

- Employee Assistance Programme
- Mental Health First Aiders



Health & Wellness highlights

- Steps Challenge **40% UK participation**
 - **24** people in the UK
 - **12** people in the US
 - **10** people in France
- Vitality
 - Reduced gym fees
 - Reductions on fitness products
- 5 x mental health first aiders
- Employee Assistance Programme
- Adwanted Mental Health Webinar in April
- Mental Health Awareness Week in May
 - Healthy breakfast provided
 - Resources shared
- Airthings monitor: “Air is Good”

PEOPLE - Inclusivity

Hiring

- Statement
- Resources

Work Environment

- TimeTo
- Facilities

Management

- HR system
- DE&I Group
- Pay equity analysis

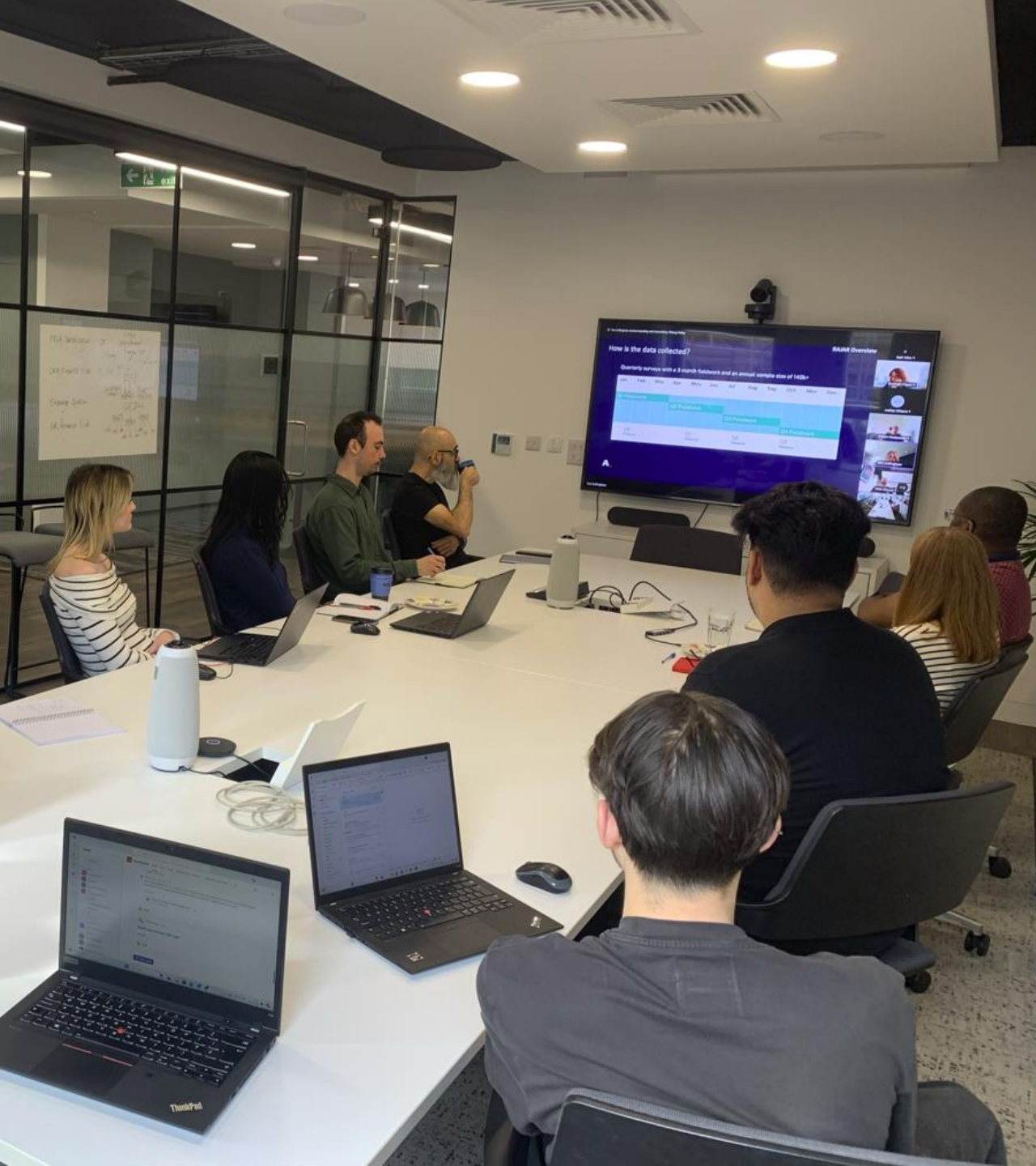
Supply Chain

- Policy
- Screening

Inclusivity highlights

- We have a designated group explicitly responsible for diversity, equity, and inclusion
- timeTo workshop
 - Reviewing induction process
 - Reviewing reporting process
- HR System
 - Track diversity
 - Analyse pay and position against demographic
 - Set targets
- A commitment to diversity, equity, and inclusion included in all job postings
- Our facilities are designed to meet accessibility requirements for individuals with physical disabilities
- We share policies with suppliers and ask them to complete a Survey





Training & Development highlights

- LinkedIn Learning allowance
- Happy management training to improve employee engagement in November
- Life skills: French lessons
- Company events attendance
- HR System
 - Track training
 - Social & environmental job descriptions
 - Social & environmental targets
- High internal promotion rates and changes in job roles
- Low attrition rate

Planet

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PLANET - Building

Lighting

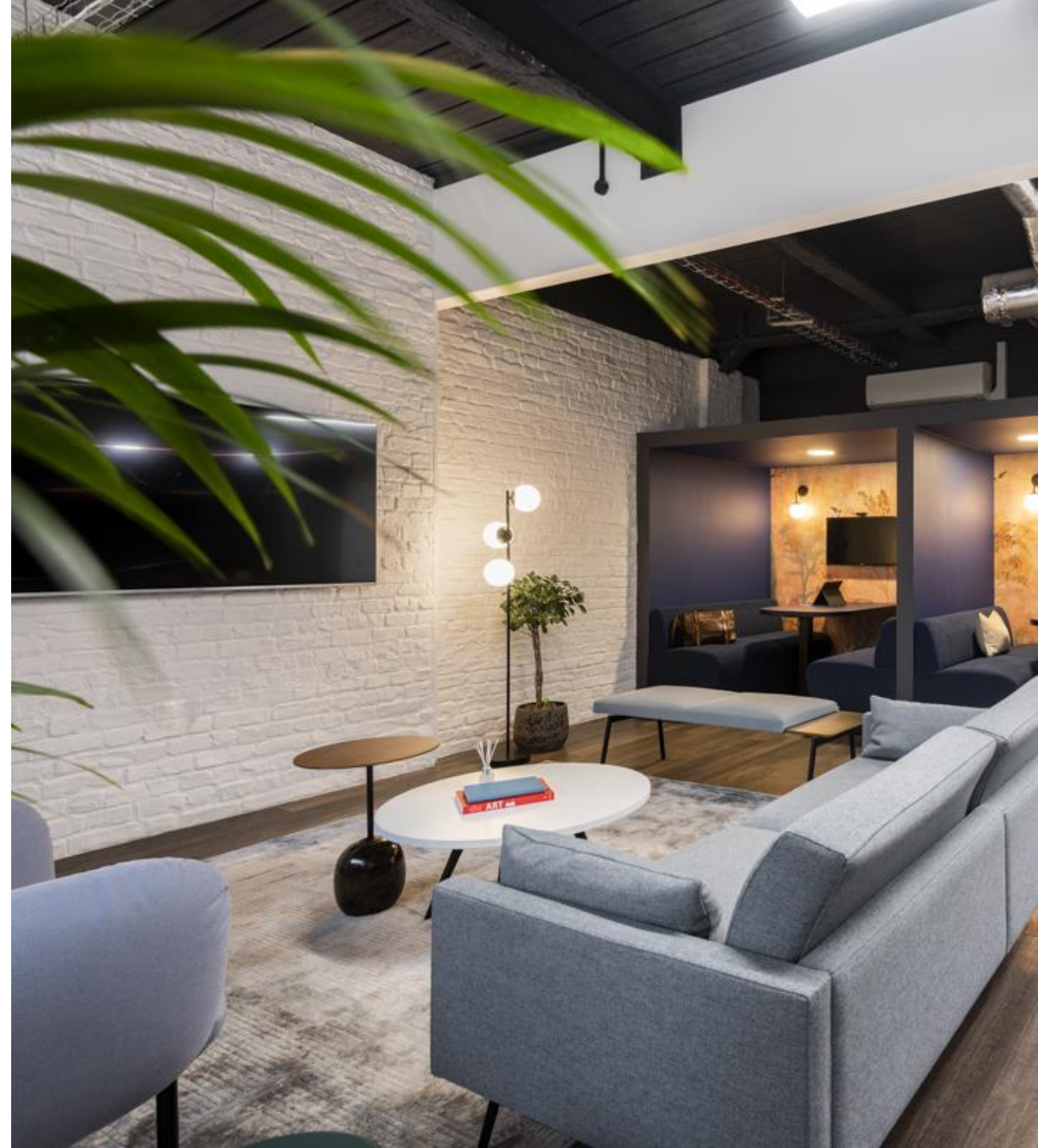
Air Con

Water Usage

**Green
Building
Policy**

Building highlights

- Monitoring energy and water usage
- LED bulbs
- Air con system which meets all modern green standards
- All taps, toilet cisterns, flushing mechanisms etc meet current sustainability criteria.
- Building has an EPC B rating
- Building management working to create a Memorandum of Understanding, a voluntary green lease with tenants





Purchasing highlights

- Environmental Purchasing Policies
 - Cleaning
 - Electronics
 - Office supplies
 - Meeting and conferences
- Policy includes encouraging environmentally preferred products in employee virtual offices

Recycling highlights

- All IT equipment is recycled and disposed of responsibly
- We have a policy in place for the safe disposal of e-waste and other hazardous materials purchased for employee home offices
- We monitor waste disposed vs recycled
 - 62% of regular office waste recycled in past year
 - We have a target to reduce landfill waste to less than 35%





Carbon Footprint highlights

- Policy statement documenting our organisation's commitment to the environment
- 100% renewable energy tariff
- GHG emissions - Scope 1: 0.3, Scope 2: 6.2, Scope 3: 270.6 , travel and Commute emissions: 40.3
- Employees are subsidized/incentivized for use of public transportation or biking to work
 - Season ticket loan
 - Cycle2work
 - Bike storage
- Preference for train travel where possible
- Changes to Project Definition Documents to make it part of process to consider environmental impact
- Policies encouraging deletion old files and emails, and around minimise energy usage when using AI.

We Are Advantaged UK

**Essential Today,
Indispensable Tomorrow**

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