

# ESG Summary Report

2023/24



## Contents

	Introduction	02
2	Environment	04
	Managing our impacts	04
	Nature and climate solutions beyond the value chain	06
	Engaging staff on sustainability issues	06
	Partnerships	07
	Client stories	07
	Thought leadership	09
3	Social	10
	People and culture	10
	Talent attraction	14
	Community engagement	15
4	Governance	16
	Modern Slavery Statement	16
	Supplier Standards of Conduct	16
	Ethical Policy	16
	Privacy Policy	16
	Environmental Policy Statement	16
	ISO 14001 Environmental Management System Certificate	16
5	Appendix	17
	External greenhouse gas emissions, energy consumption and energy efficiency reporting	17
	Data assurance and verification	17

## 1 Introduction

As a world-renowned deep tech innovation company, Cambridge Consultants (CC), spearheads transformative projects to solve the toughest scientific and engineering challenges.

Our clients employ us to create breakthroughs in their markets. Our combination of technical, commercial and market expertise yields market-leading solutions that are hard to reproduce. This creates valuable intellectual property that generates protectable long-term value.

We work with some of the world's biggest brands and most ambitious technology start-up ventures across a range of markets.

From aerospace to agritech, consumer to industry, communications to healthcare, our knowledge of one sector can often be applied to another to create new breakthroughs.

We focus on our clients' successes, and we are trusted as integral partners in the future of their businesses.

We do important, difficult, radical and impactful things that benefit society. We helped develop the world's first 24/7 wrist-worn activity monitor, wireless pacemaker and wireless patient monitor, as well as the first connected drug inhaler.

Our work led to the most densely packed cellular network in the world – orchestrating swarms of bots across highly

automated warehouses. It produced the Bluetooth chip that connects your phone to your car and the latest satellite technology that lets people in remote locations across the world keep in touch.

CC was founded in 1960 by three graduates to put the brains of Cambridge University at the disposal of industry. We were the first to establish purpose-built facilities at the Cambridge Science Park and one of the founders of what became known as the Cambridge Phenomenon.

In the early 2000s we expanded operations with offices in the US and Asia and transformed ourselves into one of the world's most capable deep tech innovation companies.

CC is now part of Capgemini – one of the world's largest technology consulting firms.

**PEOPLE** 

800+

90% are engineers, technologists, designers, scientists and consultants.

COUNTRIES

**35+** 

Supported from offices in Cambridge, Boston, Singapore and Tokyo. **LABORATORIES** 

**80+** 

And over 200,000ft² of world-class design and development facilities.

PROJECTS/YEAR

500+

Solving technology challenges and creating new products and services.

**SPIN-OUT VENTURES** 

20+

Including three of Cambridge's billion-dollar companies.

**PATENTS** 

5000+

Creating intellectual property assets for clients and £bns in value.

Source: www.cambridgeconsultants.com/about-us/

### Our sustainability vision

"To be a global deep tech leader in sustainability and climate tech innovation delivering significant positive impact at massive scale."

We have three overarching sustainability value propositions to deliver our vision:

- Step change in sustainability Taking deep tech approaches to create market-changing innovations that deliver ambitious sustainability impact.
- Climate tech Conceiving, developing, and scaling novel systems that radically reduce greenhouse gases to deliver meaningful, real-world climate impact.
- Nature tech Developing commercially viable deep tech solutions to halt biodiversity loss and support the transition to a nature-positive future.

### Operational sustainability

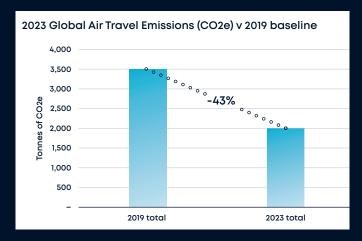
As part of Capgemini Invent, Cambridge Consultants aligns with Capgemini's Net Zero target which was validated in 2022 by SBTi against the Corporate Net-Zero Standard.

"We have a strengthened ambition to achieve a 90% reduction in all carbon emissions across scopes 1, 2 and 3 and become a net zero business by 2040"

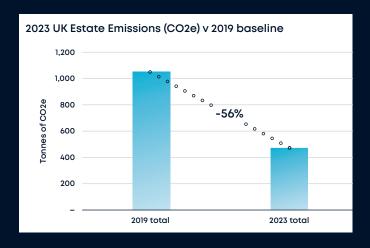
Source: Capgemini Environmental Sustainability

Cambridge Consultants continues to monitor and take action to reduce the carbon emissions generated by our own operations.

 In 2023, our global air travel emissions reduced by 43% against our 2019 baseline.



 In 2023, we achieved a 56% reduction in emissions associated with our buildings against our 2019 baseline.



## Environment

### Managing our impacts



### **Environment and Energy Policy Statement**

Cambridge Consultants is committed to protecting the environment. We seek opportunities to reduce our environmental impact, including our carbon emissions and we are committed to minimising waste and pollution arising from our activities and wherever practical, measures are implemented to protect and preserve natural habitats, flora and fauna. We prefer to work with suppliers who themselves have sound environmental policies.

We are committed to maintaining an effective environmental management system that complies with ISO 14001. All our activities are carried out in conformance with applicable environmental legislation and other compliance obligations. We encourage contributions from our staff to improving our environment and energy performance, listening to their ideas, complementing each other's initiatives and implementing their practical suggestions.

We set annual environment and energy objectives that are aligned with CC's strategic direction and are consistent with the decarbonisation ambitions of our Parent Company, we communicate them to interested parties, where appropriate. We monitor and review them to continuously improve our excellent standards of environment and energy performance.

Richard Hall, Chief Operations and Sustainability Officer

Date: 3rd April 2024

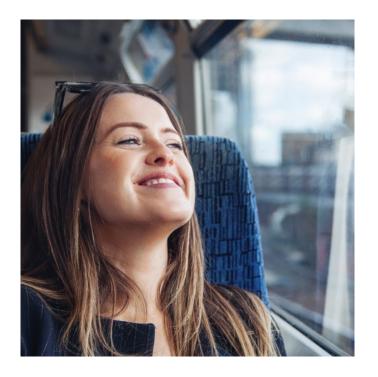
3 Apr 2024 Doc-POL-007 v3.8

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#### **Business travel**

As a significant source of our Green House Gas (GHG) emissions, we monitor this area closely and in 2023 we achieved a 43% reduction in our business travel emissions against the 2019 baseline year.

We will continue to focus on improvement opportunities in this area in 2024 by developing a carbon budget for air travel and ensuring the business is kept informed on performance against our agreed decarbonisation targets. In addition, our travel guidance will be updated and republished to inform travellers on alternatives or ways of reducing their impacts and we are planning a review of our flight booking approvals process.



### **Energy efficiency**

We actively manage the impacts from our buildings and have purchased REGO backed renewable electricity since September 2019 in the UK. We also review our building portfolio to ensure our buildings are fully utilised and in 2023 we exited our Cowley Road site.

Energy efficiency actions undertaken in 2023 include:

- A building energy efficiency review was completed, and a number of actions completed relating to how we manage our buildings, including the review and updating of start/ finish times for building systems to reflect seasonal demand and building occupancy.
- Building temperature set points were reduced and radiator valve restrictor devices fitted to improve control of energy use.
- The Building Management System (BMS) has also been upgraded to improve capabilities in managing our building plant and equipment.
- As we carry out refurbishments and upgrades, we look to continue the replacement of internal lighting with more efficient light fittings.

### 2024 targets

Looking forward to 2024 we have introduced carbon reduction targets to manage our most significant emissions sources covering business travel and our buildings.

- Absolute reduction of estates carbon emissions in 2024 by 10% YoY compared to 2023. (Equivalent to 60% reduction compared to the 2019 baseline).
- Absolute reduction of business travel carbon emissions in 2024 by 5% YoY compared to 2023 (Equivalent to a 53% reduction compared to the 2019 baseline).

#### Water

Although Cambridge Consultants is not a water intensive company, we do measure and monitor the water use on our sites where we are responsible for the water use. For our UK locations we have set a target so 1.15m3 per employee based on our 2019 baseline. In 2023, we continued to be below our baseline achieving 0.91m3 per employee, although increasing numbers working on site has increased our usage.

#### Waste

In 2023, we reviewed how waste was being handled in our office areas. As a result, we introduced new office waste stations, supported by a communication programme, across our UK buildings. The aim is to facilitate better segregation of waste and make it easier for employees to recycle their waste. We also commenced a separate food waste collection in our restaurant and our offices areas. Our food waste was previously treated as general waste which is used as a refuse-derived fuel but is now sent to an anaerobic plant for processing into energy and biofertiliser.

#### IT

Where possible equipment is reused within our operations. All monitors, laptops and desktops that are no longer required are 'retired' from their lifecycle with the company. When the equipment is serviceable, we make it available to Afrinspire to collect, refurbish and distribute in accordance with their charitable aims. During 2023 over 200 items were donated for reuse by the charity.

On a more local level, following a request from a local Primary School in 2023 we also donated five laptops for use by the pupils.

Konica Minolta, our key supplier for multifunction printers to CC, is a DOW Jones Global top 100 sustainable business and is a CDP Climate A list company. In line with our purchases of equipment we contribute towards, carbon offsetting projects that are certified according to internationally recognised standards and are regularly audited by independent organisations.

### Commuting

We encourage lower carbon travel options such as rail, public transport or cycling and provide cycle sheds, changing and shower facilities for our employees. In 2023, 38% of staff walked or cycled to work, a 7% increase compared to 2022.

We have installed six charging stations at our main UK site to support the use of electric vehicles by employees travelling to work.

## Nature and climate solutions beyond the value chain

Cambridge Consultants is integrated into the carbon credit programme undertaken by Capgemini. This is alongside Capgemini's carbon reduction focus, and as recommended in the SBTi's Net-Zero standard. The aim is to invest at a fair scale, commensurate with our emissions, in projects to abate and remove carbon from beyond our own value chain. For more details, please refer to the Capgemini Environmental Sustainability Performance Report 2022/23.



### Engaging staff on sustainability issues

#### Internal communications

We communicate to our employees on operational sustainability through various internal platforms across our site to provide regular updates on issues such as our environmental performance and specific topics such as waste management, energy use and sustainable travel to work.

In 2023, we held two interactive 'lunch and learn' sessions on a company-wide basis to provide updates on our operational sustainability plans and performance, and a subsequent session to outline the growing ambition of Cambridge Consultants to provide innovative deep tech solutions to sustainability related issues with our clients.

#### Training for sustainable product design

During 2023, we successfully developed and launched a training programme within our medical technologies team to ensure they are aware of the opportunities to improve sustainability at the R&D level. This has progressed well with 87 (71%) trained in 2023, with the remainder planned for completion in 2024.

The course aims to introduce key concepts, opportunities, terminology, resources, and methodologies, and has received very positive feedback from attendees on the relevance of the subject matter and the course content. Key focus areas include how sustainability is relevant and how Cambridge Consultants can focus to best support our clients' sustainability requirements. The course covers the key methodologies such as strategy, analysis and implementation considerations, including upstream versus downstream impact mitigation, sustainable/renewable materials, circularity, and circular design principles.

### **Lab Safety and Environment Champions**

During 2023 we expanded the role of our Lab Safety Champions to include environmental matters. Our Lab Safety and Environment Champions are experts in their field, and have an interest in health, safety, and the environment. Their role is to co-ordinate and advise on safe working and good environmental practices within the business units. They work closely with the SHE team to support energy-saving initiatives such our drive to switch off all unnecessary lab equipment over the Christmas break. Other initiatives have included the rollout of a traffic light switch off labels project into the site labs and workshops to ensure staff know when equipment can be switched off safely and to encourage efficient use of the equipment.

### New waste station rollout

During the rollout of our new waste stations, staff engagement was crucial to success. A comprehensive communications programme combined existing channels with the production of an online waste management handbook. It was accessible to staff through a QR code which was applied to all communications and notices. This enabled staff to understand what was changing and why, together with how they could help ensure the initiative was a success including which waste goes where. Details were also provided so staff were aware of what happens to the waste when it leaves our site and the treatment it undergoes. Feedback was invited from staff during the rollout, and this enabled any concerns to suggestions to be dealt with quickly and ensure staff were listened to.

### **Partnerships**

#### **Local connections**

Cambridge Consultants engages with several partners on sustainability topics to share and learn best practice relating to sustainability topics within these forums.

These include the Cambridge Science Park FM Special Interest Group, Cambridge Cleantech and the Cambridge Ahead ESG Network. We also engage with Smart Journeys to participate in the annual travel to work survey to provide valuable information and to monitor our own behaviours in this area.

### Partnership with The Engine (Boston)

Though our US office in Boston, we are committed to our relationship with The Engine, the ambitious venture capital fund and accelerator spun out of MIT (Massachusetts Institute of Technology) to support 'Tough Tech' companies and solve key challenges in climate change, human health and advanced systems. What's particularly energizing is that as a strategic partner, we get to engage with founders of disruptive start-ups who are so passionate, driven and mission focused. The alignment with our own renewed purpose couldn't be stronger.

At Cambridge Consultants, we are proud of our brand marque, visual identity, vision, and purpose. We rally around our belief in a future unconstrained by current thinking – not a self-satisfied sound bite but a true reflection of our track record of delivering technologies, products and services that make a difference to people, business, and the world. Tough innovation challenges call for ambitious responses, which is a sentiment that suits The Engine's raison d'être as perfectly as it does ours.

This incredible alignment of interests and ambitions that we have as organizations doesn't end with the global problems of climate, health and infrastructure that The Engine is seeking to solve. The hub is in many ways technology agnostic – which is another way of describing the incredible array of companies and technologies sitting under The Engine's masthead. Like CC, the portfolio is concerned with everything from Al to advanced manufacturing and materials; from biotech and life sciences to food, agriculture and energy; from IoT and mobility to robotics, semiconductors and space.

### Client stories

Cambridge Consultants is focused on three overarching sustainability value propositions to deliver our vision to be the deep tech leader in sustainability and climate tech innovation, delivering positive impact at massive scale.



### 1. Step change in sustainability

Taking deep tech approaches to create marketchanging innovations that deliver ambitious sustainability impact.

Consumer, medical, industrial, energy, telecoms



#### 2. Climate tech

Conceiving, developing and scaling novel systems that radically reduce green house gases to deliver meaningful, real-world climate impact.

New green energy, CCUS, carbon-intensive industrial processes



### 3. Nature tech

Developing commercially viable deep tech solutions to halt biodiversity loss and support the transition to a nature-positive future.

Soil health tech, biodiversity, nature-based solutions

### Yard Stick on carbon capture measurement

Yard Stick is a US-based agritech start-up addressing the challenge of accurately measuring soil carbon using real-time measurement, crucial for the future of the carbon market. Cambridge Consultants collaborated with the company to advance optical design and manufacture for Yard Stick's next-generation devices to develop an innovative diagnostic tool. Within a timeframe of no more than a year, Cambridge Consultants helped to design and build components that are currently being used in Yard Stick's current set of devices for measurement validation testing in the field.



## Low-carbon home energy management system for ESC

Energy Systems Catapult was set up by the UK government innovation agency to accelerate the transformation of the UK's energy system. Cambridge Consultants worked with ESC to contribute to the development of a consumer-orientated Home Energy Management System (HEMS), particularly concentrated on the HEMS smart control system. The advanced HEMS has since become a core component of the ETI's Smart Systems and Heat programme, delivered by Energy Systems Catapult. More details.



### Overcoming smart meter challenges

Smart meters offer energy providers greater insight into usage patterns, but a small percentage of homes are incompatible with Great Britain's standard short-range communications solution. Working together with Landis+Gyr, Cambridge Consultants developed an energy industry breakthrough – a GB smart metering range extender and comms system. The new technology brings the opportunity of smart meters to many who can benefit most – including those living in multi-unit housing. The resulting solution is being deployed through the Alt HAN company for all GB energy suppliers.



## The sensing tag for Sycada that combines sustainability with ROI

Cambridge Consultants collaborated with Sycada to deliver a flagship product. DriveTag is a low-cost motion detector that is small, light, and powerful. Cambridge Consultants drew on its deep knowledge of Bluetooth wireless communications, low-power electronics and engineering to develop this core technology and help Sycada in its mission to prove that sustainability can go hand in hand with ROI. DriveTag, when fitted to a windscreen and coupled to Sycada's algorithms, can help drivers not only reduce their fuel consumption by 25% – a huge cost and environmental benefit– but also improve their safety by reducing the likelihood of accidents by more than 50%. More details.



### Thought leadership

Cambridge Consultants regularly publishes the latest insights, ideas and perspectives providing a cross-section of up-to-date content on the deep tech trends shaping the future of business and society such as those below:



## 3 Social

### People and culture

### UK gender pay gap 2023

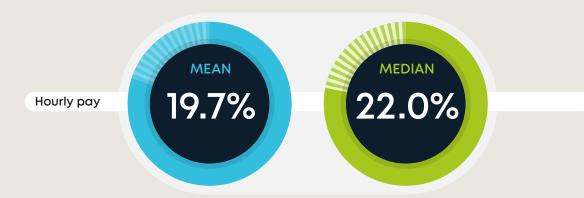
We are fundamentally a people-based business. We recognise the significant benefits that derive from a more inclusive and diverse organisation. From entry-level roles to senior leadership, we're committed to driving gender equality across our global business.

Gender equality is just one element of our commitment to create a truly inclusive workplace where all employees can thrive.

While this report only reviews the status of our UK employees, our focus on developing a culture underpinned by inclusive policy and practice has global reach.

Our key results are shown below. For more details, please refer to our full report.

### Our figures

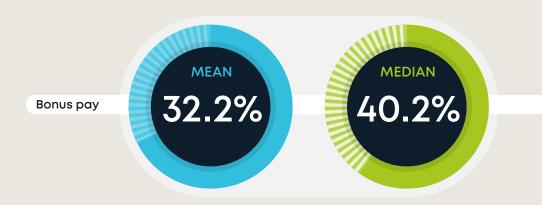


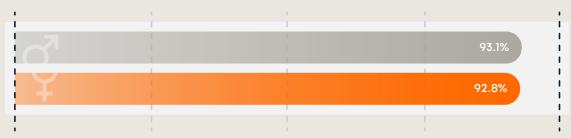
For reference, the ONS reported that the median gender pay gap among all employees in the UK reduced to 14.3% in 2023, from 14.4% in 2022. This is an improvement on the gap of 17.4% in 2019, prior to the pandemic.

Our 2023 calculations take into account voluntary salary sacrifice pension, childcare vouchers and Cyclescheme contributions.

We run an identical bonus scheme for men and women which includes a qualifying period from date of joining before bonus payments are made.

Employees who choose to pay their bonus into their pension are still included in the calculation.





Proportion of men and women receiving a bonus payment

### Pay quartiles

	LOWER		LOWER MID		UPPER MID		UPPER	
	Women	Men	Women	Men	Women	Men	Women	Men
2023	48.9%	51.1%	26.3%	73.7%	19.4%	80.6%	16.6%	83.4%
2022	49.7%	50.3%	20.3%	79.7%	22.2%	77.8%	15.2%	84.8%
Difference to 2022 +/-	-0.8%	0.8%	6.0%	-6.0%	-2.8%	2.8%	1.4%	-1.4%
	¥	Q,	¥	Q,	¥	Q'	¥	Q'



## Understanding our UK gender hourly pay and bonus gap

While the hourly pay gap for 2023 has improved over 2022 figures, a gap still exists. Our pay gap is primarily caused by three main factors.

There are more men than women working at every career grade in the UK at Cambridge Consultants. In the 2023 data period 72% of our workforce were men and 28% were women.

More women than men are employed in our administrative support roles.

We have been more successful at recruiting women early in their career than those with more experience and so have fewer women in senior roles in the company than men. This is not uncommon in the technology industry and is something we are actively trying to address. The biggest impact this has is on the bonus pay gap.

As noted above, our reported gap is significantly impacted by the ratio of men to women across the organisation, particularly those at senior leadership level. Within wider diversity aims we are working to increase gender diversity in new hires and support progression.

The number of women in the organisation overall increased by 14.7% whilst the number of men increased by 19.3% during 2023. Our success in increasing the number of women in more junior roles, in particular the relatively large increase at 'lower-mid' level, will impact our overall Gender Pay Gap figures.

Building on our success in recruiting women into our lower quartile roles, which continues to show a close to 50:50 split, the proportion of women in the lower mid quartile has increased by 6%. This increase has been as a result of new hires and progression. While the proportion of women in the upper mid quartile decreased by 2.8% the proportion of women in the upper quartile increased by 1.4%, again due to a combination of progression and new hires.

We have identified an increase in our bonus median gap this year, increasing from 36.6% in 2022 to 40.2% in 2023. Our annual performance bonuses make up the vast majority of the monetary value calculated under 'bonus' for the purpose of this report. Annual bonuses are calculated as a percentage of base salary and the bonus target percentage increases stepwise with seniority. Therefore, if the median man and median women sit in roles with different bonus targets, whilst the hourly pay gap may not be that large, the bonus gap will be more so as bonus achievable is a greater proportion of that increased pay.

## What is Cambridge Consultants doing to address the gap?

We recognise the importance of addressing the gap and that it will take time to create long-term, sustainable change. At CC we strive to create an inclusive culture that ensures equity of opportunity for all of our people.

#### Excelling at ED&I @ CC

To help us achieve our organisational ambition, and to enable us to successfully innovate, we recognise that it is vital we excel at ED&I. It is also the right thing to do! In 2023 excelling at ED&I was articulated as one of our company goals.

Our strategic priorities for the year ahead are to:

- Communicate, educate and drive engagement to support our ED&I ambition.
- Use data from the ED&I survey to define priorities and implement action through our Global ED&I Steering Group and our employee engagement networks.
- Embed appropriate ED&I infrastructure within the 'moments that matter' across the employee lifecycle.

#### Statement from our CEO

"At Cambridge Consultants, we are committed to fostering an inclusive environment where all individuals feel valued, respected, and empowered to thrive. Diversity is critical to an organisation like ours which must think outside the box every day.

Let's promise we'll continue to break down barriers and challenge stereotypes. To strive to create opportunities for women to excel in every aspect of our business. To create a more equitable and fairer world for future generations."



Monty Barlow, CEO

### **Equity, Diversity and Inclusion**

Last year we carried out a specific Equity, Diversity and Inclusion survey for the first time which had the following aims:

- To better understand our workforce profile.
- To demonstrate to our employees that we are serious about ED&I.
- To improve our understanding of different demographic groups.
- To listen to our employees and gather information and opinions.

Having had many years of grassroots activity supported at the highest level, we are now working at improving our understanding of where to focus our efforts. To better facilitate the execution of our ambition, we have prioritised establishing a Global ED&I Steering Group and established a framework to better support and connect our employee engagement networks. The Steering Group will align effort on specific investment initiatives and activities within our networks to be increasingly intentional with how we approach the challenges we face as an organisation. We are delighted that our culture of inclusion has been further reflected with the founding of additional communities to actively support marginalised individuals and/or groups.

## Commitment to increase the number of women in senior roles

We are committed to driving diversity at every level of the organisation, including greater representation of women in senior leadership roles.

We are introducing Succession Planning conversations to focus us on becoming more proactive in identifying and progressing talent through the company, with an emphasis on under-represented groups.

Our new Emerging Leaders programme is setting us up for future success by empowering our line managers to become future-focused, inspiring leaders. We passionately believe that our line managers and leaders are vital to our success and this programme is one mechanism we are investing in to unlock the potential of line managers, their teams and the business. Indeed, the first cohort of diverse leaders across our business to undergo this programme were challenged as part of their training assignment with cocreating solutions for some of the challenges that had been identified through the ED&I survey, creating allies to champion diversity and inclusion.

We are also piloting a reverse mentoring scheme for senior leaders in the business to bring about greater understanding, transparency and diversity of thought to leadership decision making.

### Work/life balance

Our aim is to create gender parity in the workplace and encouraging more equity across all parents is one way we're achieving this. We demonstrate a progressive approach to New Parent Leave, and in January 2022 we launched our global New Parent Leave policy to provide strong support, assisting new parents with building family relationships and balancing work and career opportunities. This policy is gender neutral giving all new parents, whether by birth, as a result of adoption or by surrogacy arrangement, 13 weeks paid parental leave, regardless of gender or sexual orientation.

We have introduced the right to request flexible working from the day that someone joins our business.

We continue to adopt and promote agile and flexible working practices to help all employees balance their personal commitments.

### **Employee engagement**

Our Women's+ Network that was launched in 2021 has become established and aims to create an empowered community of women and allies working together to promote equity and inclusion in the workplace. Through our coordination with other networks, we will continue to explore cross-cutting topics around mental health, parental support, disability, ethnicity and LGBTQ+. Additionally, we have a Women's Health Special Interest Group to raise awareness and consider ways in which we as a business can create more equity in health and wellbeing through our strategy consulting, product development and service design.



### Talent attraction

We are committed to continuously building an inclusive workplace where everyone is given the same equitable opportunities, and we offer flexible working arrangements and a range of benefits to attract the best talent.

We believe in unconstrained thinking, we exchange ideas, share knowledge, and always push ourselves to go further to reimagine what's possible. But we also believe in having fun and we enjoy an active social scene, with a strong focus on creating a healthy work-life balance.

We have invested in an applicant tracking system which enables us to have a more data-driven approach to the hiring process. It will enhance our ability to collect and analyse recruitment data and aims to reduce potential bias from the hiring process.

We have focused activities on exploring different recruitment channels to access more diverse talent pools and have developed job descriptions and advertising campaigns to ensure that we include language that appeals equally to men and women. We continue to be mindful of the composition of our interview panels and aim to achieve greater gender equality in our interview line-ups wherever possible.

### **Early careers**

We continue to focus on widening our Internship and Graduate recruitment activities. By expanding the number of academic institutions and university societies that we work with we are trying to improve the diversity, in background and experience, of our new recruits. We encourage our women to represent CC at careers events to try to inspire and also encourage potential new recruits.

We regularly attend Women in STEM events and have established a partnership with Gradcracker, a company who focus on supporting and developing careers in STEM.

### **Apprenticeships**

In 2023, we hired three Level 4 Apprentices via Makers Academy. The learning is frontloaded via a 16-week remote bootcamp. The apprentices then spend up to 21 months working at CC to finalise their qualification. We're then looking to progress these apprentices onto Level 6 or Level 7 schemes to become degree qualified. This model specifically supports career switchers although can benefit students leaving A Level/equivalent education.

In 2023, we hired one Level 3 Apprentice which supports the local community as it partnered with Cambridge Regional College across 4 years and our intention is to progress our Level 3 Apprentice onto further qualifications.

### **Tech scholars and internships**

In 2023 we hired 6 tech scholars and 17 interns. Our Tech Scholars spend a 10-month paid placement with us pre university and while at university they receive a yearly bursary, alongside paid summer placements each year whilst at university. Our interns spend a 12-month paid placement with us whilst at university.

#### Work experience

In 2023, we also hosted a work experience scheme for eight local students across one week. We plan to repeat this again in 2024 alongside a Special Educational Needs and Disability Work Experience scheme.



### Community engagement

### Early age/outreach

It is well recognised that there is a skills shortage for STEM employers. The latest government workforce data, as of September 2023, shows the percentage of women making up the Core-STEM workforce in the UK has decreased from 26.9% in 2022 to 25.2% in 2023 with women engineers accounting for 10.4% of the engineering workforce\*.

We recognise the importance of early years intervention in encouraging greater diversity in STEM. That's why we actively focus on initiatives to encourage more young people to enjoy STEM in early life through our STEM Outreach programme. By partnering with outreach organisations, community schemes, and schools – providing financial support and volunteer time – we aim to provide opportunities to children who would otherwise be likely to miss out (for example due to socio-economic deprivation, disabilities or learning differences, or young carer responsibilities). We ensure that our teams of volunteers represent an inspiring and diverse group so that every young person can see a future route and role model for themselves, rather than prematurely ruling themselves out of STEM due to feeling that it is not for them.

Our outreach activities continue to inspire and enthuse the next generation, helping to create the CC team of the future. As always, the participation from volunteers across the business has been high, with staff from across the company contributing time, effort, and energy – and in turn being rewarded by the sheer infectious joy of seeing the children's eyes light up as they learn something new, come to an exciting realisation about how something works, or see a potential future career path unfolding in front of them.

The key aims of our STEM Outreach program are:

- Give something back locally.
- Help address the gender imbalance in STEM.
- Provide opportunities for children who would otherwise miss out – e.g. due to socio-economic deprivation, disabilities or learning differences, or young carer responsibilities.

## LEAH project (Leaders Through Education Action and Hope)

The committee works with the LEAH Project, a local organisation whose mission is to diversify the STEM workforce by providing resources for college access and career readiness to Boston area youth typically underrepresented in STEM fields. These are typically low-income youth, youth of colour, and/or first-generation college youth. They aim to increase representation of Black and Latinx individuals in STEM professions.

The ED&I committee hosted a panel discussion with a variety of our employees across the STEM spectrum, aimed at exposing LEAH participants to experiences, opportunities and giving them a chance to ask questions. After the panel, the group toured our facilities and saw demos of our projects.

We are planning future events with LEAH, including more panels, we are exploring the possibility of micro-internships, job shadowing, and we have employees who are now serving as LEAH mentors. LEAH also provides us with opportunities to attend events to support LEAH participants and we publicise those amongst our employees, many of whom do attend.

### Rosie's Place (Women's Shelter)

Rosie's Place is a sanctuary for poor and homeless women located in Boston's South End. Their mission is to provide a safe and nurturing environment that helps poor and homeless women maintain their dignity, seek opportunity and find security in their lives. Cambridge Consultants' employees, together with the ED&I committee, selected Rosie's Place as their charitable mission for the year.

Starting in April of 2023 and ongoing, the committee has coordinated fundraising efforts for the employee match, taken up care package collections, hosted care package assembly events and done care package drop-offs, and has sent groups of volunteers to prepare meals. Volunteers assist with preparing the meal, serving soup and passing out various items like tea and sugar. Volunteers then plate the meal and act as wait staff – serving guests at their table. After the meal, volunteers tidy the space by collecting dishes, operating the dishwasher and cleaning off tables.

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### 4 Governance

Our key Business Conduct policies and environmental certification are publicly available and can be found using the links below:

Modern Slavery Statement

Supplier Standards of Conduct

**Ethical Policy** 

**Privacy Policy** 

**Environmental Policy Statement** 

ISO 14001 Environmental Management System Certificate



Cambridge Consultants operates a mature Environmental Management System externally certified to ISO 14001 which provides the framework for environmental management within the company and includes our objectives and targets to drive continual improvement and the reduction of our environmental impact. Our comprehensive EMS supports a diverse range of business activities, is adaptable and flexible, making it ideally suited to embrace new challenges.

For our GHG emissions reporting we use the GHG protocol and ISO 14064 as the basis for our reporting processes.

To ensure a robust governance structure is in place we hold quarterly Environment and Energy Panel meetings which include relevant internal stakeholders to provide a forum for cross-company environmental matters to be discussed and agreed, ensuring that our environmental objectives continue to be met and our communication channels remain effective. This panel will also provide the necessary oversight of activities required to ensure that Cambridge Consultants complies with the requirements of relevant environmental legislation.

Alongside our project management commitment to sustainable product design, our product development processes are established to incorporate the review of and compliance with applicable standards and regulatory requirements. These may include, for example, requirements pertaining to the Restriction of Hazardous Substances (RoHS), the Registration, Evaluation, Authorisation and restriction of Chemicals (REACH), Waste Electrical and Electronic Equipment (WEEE), Ecodesign and other aspects of health and environmental protection and environmental sustainability.

Cambridge Consultants is certified to ISO 9001 and ISO 13485 for consultancy in the management of technology and the design, development, technical consultancy, and manufacture of prototype products, measuring systems, instrumentation and process equipment in the areas of mechanical, optical, acoustic, electronic and software engineering and biological sciences.

Cambridge Consultants also takes its data security seriously and, in addition to internal IT security policies and protocols, has held certification to Cyber Essentials since 2015 and Cyber Essentials+ since 2020.

## 5 Appendix

## External greenhouse gas emissions, energy consumption and energy efficiency reporting

Cambridge Consultants reports under the UK's Streamlined Energy and Carbon Reporting requirements as part of our Directors' Report. The following extract relates to the information submitted for the financial year ending 31st December 2023 and relates to UK emissions only.

Cambridge Consultants' activities involve the consumption of energy: electricity and gas used in its offices and labs for light, heat, and power; and from employee business travel by means not owned or controlled by Cambridge Consultants Ltd. The energy consumptions and the carbon emissions resulting consequently during the year were 5,242 MWh / 1,037 tCO2e (2022: 5,424 MWh / 1,027 tCO2e). Other indirect emissions from energy transmission and distribution are estimated to be 58 tCO2e (2022: 57 tCO2e) and in connection with business travel (by air, car, taxi, and rail) during the year were estimated to total 1,277 tCO2e (2022: 696 tCO2e).

In summary, these are the total UK emissions associated with Cambridge Consultants Ltd in 2023:

	2023 (t CO2e)	2022 (t CO2e)		
Scope 1	370	404		
Scope 2 (location-based)	667	623		
Scope 2 (market-based)	0	0		
Scope 3*	1,335	753		
Total	2,372	1,780		

<sup>\*</sup>Scope 3 emissions reported here are comprised of business travel emissions (by air, car, taxi, and rail) and emissions associated with the transmission and distribution of electricity.

Energy consumed in the form of gas and electricity is as advised by our suppliers. Business travel was estimated based on vehicle mileage, rail tickets and flight records. The carbon equivalents are based on typical figures in common usage. For every £1M of revenue from activities during the year Cambridge Consultants' emissions were 22 tCO2e (2022: 16 tCO2e). The main reason for this increase compared to previous years is the uplift in air travel following the lift of travel restrictions following the pandemic.

This is the fourth full reporting year where CC's electricity is from a sustainable source being part of the REGO scheme. Energy efficiency actions undertaken in 2023 have included the introduction of monthly meetings to monitor and manage building performance, including the sourcing of half hourly electricity data to improve building energy profiling. Following a review by our energy consultants, a number of actions were completed including the review and updating of start/finish times for building systems to reflect seasonal demand and building occupancy. Building temperature set points were also reduced and radiator valve restrictor devices fitted, where possible, to improve control of energy use. The Building Management System (BMS) has also been upgraded to improve capabilities in managing building plant and equipment. As we carry out refurbishments and upgrades, we look to replace internal lighting with more efficient light fittings.

### Data assurance and verification

Data assurance and verification is performed on a case-by-case basis, drawing upon the methods set out in the standard BS 6001-1:1999 + A1:2011. Formalising the process of data assurance and verification is being developed as part of a project to align with the ISO 14064-1 GHG reporting standard.

Data provided to our parent company, Capgemini, is checked through our own QA team prior to submission and by Capgemini's external verification activities as part of their global verification programme. This has previously been performed against the ISO 14064-3 GHG verification standard and is now performed against ISAE 3000.

### **About Cambridge Consultants**

As the deep tech powerhouse of Capgemini, Cambridge Consultants (CC), is a global team of 800 bright, talented people. We are united by the ambition to turn brilliant ideas into technologies, products and services that have never been seen before. And which will transform business, society and the planet. Deep tech is a mindset; a bold strategy that harnesses radical science and engineering to achieve things no-one else can. It enables our clients to gain unassailable commercial advantage from defendable technology that they own. We are trusted by some of the world's biggest brands and most ambitious start-ups to realise their critical technology-based aspirations – and we've been doing it for 60 years. Cambridge Consultants is part of Capgemini Invent.

Cambridge Consultants | We do deep tech, you create the future



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