Environmental, Social, and Governance (ESG) & Social Values

Report 2023

Creating a Strong, Sustainable and Secure Society

Claritas
SOLUTIONS

Welcome

Claritas Solutions's first Environmental, Social and Governance (ESG) Report is an important milestone for us. Our vision is to be recognised and respected as one of the UK's leading technology organisations. Our vision is critical for business development and success – it outlines our aspirations for the organisation.

Long before 'ESG' became the band wagon everyone is jumping on, we have been quietly getting on with the job in hand, making the sustainable choices like installing an energy efficient boiler and lighting control system in the building we have now been in for the last 5 years , because it was the right thing to do. Employees and clients would much rather work with a business that has a bigger purpose to what it does.

At its heart, entrepreneurship is the solving of problems in a commercially sustainable way. While the headline grabbing acts of billionaires tend to draw the media in, it is often the efforts of smaller businesses that incrementally improve things on the ground.

> When it comes to our ESG goals and our alignment with the United Nations Sustainable Development Goals our commitment to transparency is no different. We know there will be plenty of challenges ahead, plenty of areas we have not yet had to think about, but we are confident that together we will be able to solve these problems.

This report allows us to reflect and share our progress to date. It gives our clients and employees a deeper insight into the impact we are having on our people and our communities. It is, of course, just a snapshot and my hope is that it will help to showcase what we do.

Glenn Scaife

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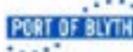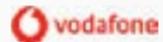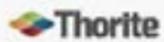**Managing Director**

Who we are

We are a Yorkshire based IT services provider, offering everything for you and your IT, passionate about delivering the best customer experience as well as solutions - hence its in our name!

We've worked with a highly diverse range of industries for over 25 years from the UK Government to commercial organisations. During this time, we have become experts in understanding how IT can be best applied to all sorts of different environments. This means we're perfectly positioned to draw on our experiences and offer innovative ideas that you may have never considered, seeing us quickly identify solutions appropriate to your everyday challenges and, better still, be inspired to take your IT to the next level.

We're independent and completely vendor-agnostic, so will only ever advise which technologies we believe are right for you. We'll work with you to assess your IT estate and design a solution that aligns with your business' desired outcomes.

Some of our key clients

Commercial		Public Sector
McArthur Glen Designer Outlet	roadmapping technology	VS VICTIM SUPPORT
PORT OF BLYTH	CIVICA	NetworkRail	WEST YORKSHIRE POLICE
ligentia	Parkside Steel	
Capita		PSYNERGY Mental Health	
vodafone		Thorite

£16m
ANNUAL REVENUE 2022

68
HEADCOUNT

We offer services to support businesses with

- Cloud Solutions
- Connectivity and Hosting
- Security Infrastructure
- Software and Application Design
- System Integration and Migration
- Application Development, Management and Monitoring
- IT Health Checks and Penetration Testing

The United Nations Sustainable Development Goals

The United Nations Sustainable Development Goals (SDGs, or Global Goals) were agreed by world leaders in 2015 to tackle inequalities, take urgent action against climate change and end poverty. The aim is to achieve all 17 social, environmental, and economic goals by 2030 to create a better world.

Individuals, businesses, and governments all have a part to play in achieving the SDGs. Success will not only benefit the planet and our people, but also brings significant economic benefits. That's why, at Claritas Solutions, we have chosen the SDGs as the framework for our sustainability strategy, where they act as a driving force on our journey and influence our wider business strategy.

Our Priority Goals and Commitments

We have identified three priority goals that are relevant to our business objectives and values. These are areas where we believe we make significant contributions and where we can focus our efforts.

Our Priority Goals

8 Decent Work & Economic Growth

We will generate sustainable economic growth, supported by local employment & support the UK's next generation of IT/technology experts

9 Industries, Innovation & Infrastructure

We will utilise our technical expertise to support skills and development in delivering more sustainable & innovative solutions

13 Climate Action

We will achieve net zero in line with science-based targets

Claritas Solutions Commitment

We will generate sustainable economic growth, supported by local employment & support the UK's next generation of IT/technology experts

Claritas Solutions Targets & Progress

1. **We will educate our staff to actively contribute more to sustainability at work and within the community**

   A voluntary car share scheme so colleagues who want to actively coordinating their working patterns to share daily commutes has been introduced.

   We have introduced a new Internal Business Systems role into the organisation to evaluate efficiencies and better prepare our infrastructure for improved sustainability.

   Where possible we have more 'virtual' meetings and hybrid working to ensure more effective use of time and resources.

2. **We will increase our training budget by up to 10% every year for the next 5 years, building in mentoring for better succession planning**

   In 2022/23 we spent £12,982 which equates to £190.91 per head.

3. **We will help create career opportunities in IT for 20 people by 2030 (medium term target)**

   We have started conversations with York St John University to be part of their 'Expert Panel' of businesses.

   We are looking at introducing 'Lunch & Learn' sessions where very experienced colleagues take time to impart knowledge to less experienced colleagues - 'mentoring moments'.

   We have introduced a Rewards & Recognition scheme to all staff to acknowledge their efforts in line with our company values. This is communicated in a new monthly cascade.

10%
INCREASED TRAINING BUDGET

20
CAREER OPPORTUNITIES BY 2030

Claritas Solutions Commitment

At Claritas Solutions we strive to ensure a sustainable workplace and we will utilise our technical expertise to support skills and development in delivering more sustainable & innovative solutions.

Claritas Solutions Targets & Progress

1. **We will donate 20% of unused IT equipment to local schools/ Charities, annually**

    Claritas Solutions made a financial donation to Wetherby High School, enabling the secondary school to buy 16 laptops for pupils struggling to access online resources from home in the current climate.

2. **We will deliver low carbon footprint solutions; by 2025 through offering alternative systems and switching customer buying habits to low or carbon neutral solutions**

    We are developing products that are enabling more efficient and effective virtualisation as well as supporting our clients & partners to make more sustainable technology choices.

3. **We will install solar panels on our buildings by 2023**

    We have just installed solar panels to our head office's roof which will cover 70% of our power needs when the sun is shining as we use 90 kilowatts per day. Return of investment will hopefully be in 8 years.

20%
OF UNUSED IT EQUIPMENT DONATED ANNUALLY

2025
IS THE YEAR WE WILL DELIVER A LOW CARBON FOOTPRINT

Claritas Solutions Commitment

We will achieve net zero in line with science-based targets.

Claritas Solutions is committed to tackling climate change and has set targets to ensure we play our part in efforts to keep global warming below 1.5°C as set out in the Paris Agreement. Now more than ever, we believe businesses should be doing their part to mitigate the impacts of climate change, taking ownership of their emissions, setting ambitious targets, and aligning them with the latest science.

Claritas Solutions Targets & Progress

1. We will measure our carbon baseline which includes our direct emissions by 2025 & our indirect emissions by 2030

We are at the start of our net carbon journey in terms of recording a baseline for emissions but we have implemented a number of initiatives that have had a positive effect already. We installed an DC charge point for those employees that have electric cars and replaced all individual desks bins with centralised recycling bins.

2. We will reduce our direct emissions by 50% by 2030 (Medium term target)

We are currently measuring our full carbon footprint and aim to have this completed later in the year. Once our near-term targets have been validated we will work to develop our medium term targets which will be delivered by 2030.

3. We will be powered by 100% renewable energy by 2050 (Long term target)

Claritas Solutions has now signed up to commit to aligning our carbon reduction targets to the latest science, producing our near-term targets and meeting the net zero standard. With a lighting control system, energy efficient boiler & new air con systems now installed. We have delivered all the 'efficiencies' possible within our building as confirmed by LEP.

4. We will be a net zero business by 2050 (Long term target)

We are currently measuring our full carbon footprint and aim to have this completed later in the year. Once our near-term targets have been validated we will work to develop our long term targets which will be delivered by 2050.

50%
REDUCED EMMISSIONS BY 2030

100%
POWERED BY RENEWABLE ENERGY BY 2050

Together we can make a difference – our charity fundraising efforts for Martin House.

At Claritas Solutions, we are extremely proud to support our local charity, Martin House based in Boston Spa. Martin House provides family led care for children with life-shortening conditions. It is a place where children, young people and their families can go to stay from time to time along their journey and find support, rest and practical help.

We are hoping to raise **£10k over 2 years** in our efforts to help give back to our local community. By getting involved with the Martin House charity, we feel this is a great way try to make a positive impact on our community.

Just a selection of events and challenges we are taking on in support of Martin House;

> **Cake Days**
> **Quiz Nights & Raffles**
> **Strictly Get Dancing**
> **Glitter Ball**
> **Yorkshire 3 Peaks**
> **Dragon Boat Race**
> **Merchandise Shop**

Get in touch today

To discuss your business requirements for IT, Hosting, Cyber Security or Software Development, please get in touch.

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Claritas SOLUTIONS

Simplifying IT Complexity
It's What We Do.

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