



*AUGUST

ESG report 2022



OUR ESG HEART.

OUTSTANDING PERFORMANCE, UNIQUE STRATEGY AND AN EXPERIENCED TEAM DELIVERING INTEGRATED ESG ACROSS EVERYTHING WE DO AT AUGUST EQUITY.

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Welcome.

ABOUT US

August Equity is an established and independent private equity (PE) firm. We invest in companies whose headquarters are in, or whose principal place of business is situated in, the UK. Through our investment experience in many different markets, we have developed a reputation for diligence, creativity, and resilience among both our investors and portfolio companies.

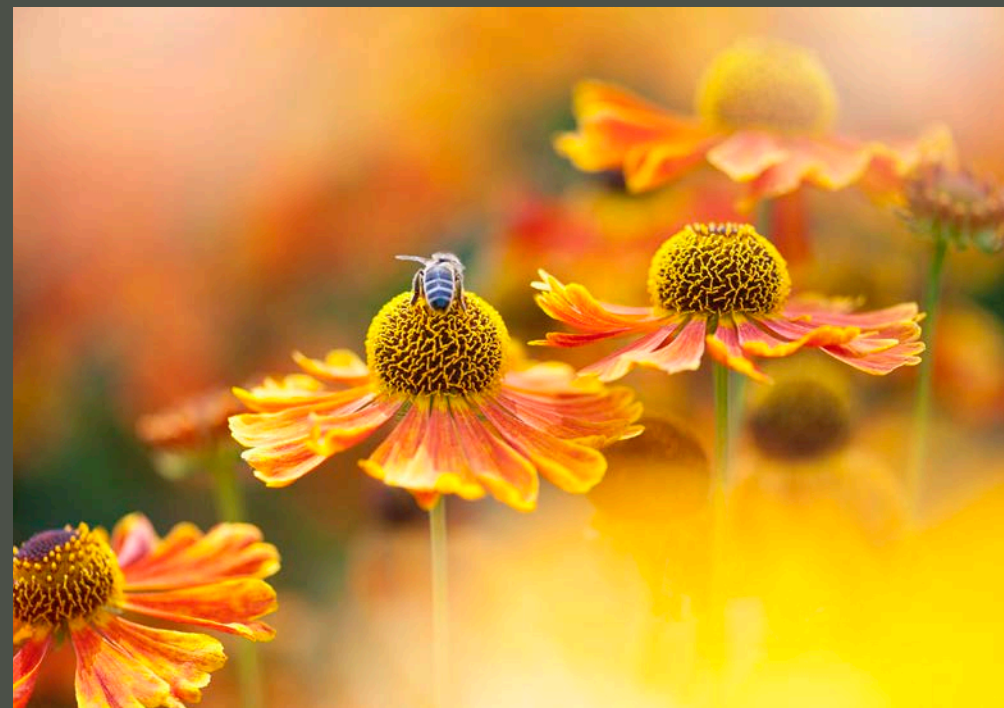
Hard work, creativity and continually adding value lay the foundations for creating shareholder value. Our approach to Environment, Social, and Corporate Governance (ESG) is an enabler for adding shareholder value. Companies are expected to do much more within ESG than ever before. In fact, ESG is today seen as one of the biggest areas of strategic and competitive differentiation.

Our portfolio companies have grown successfully through providing value-added services to their clients. Our role is to ensure that we support them in embracing ESG to better align with all stakeholders – clients, staff, suppliers, communities, the environment and with August Equity and our Limited Partners. This can only be done through embedding ESG into everything we do, starting at the deal evaluation phase, right through to exit preparation.

Investing responsibly has always been embedded within our core values and processes, evidenced through the entrepreneurs we join forces with, the type of businesses we back, and the development journey we

take the portfolio on as it matures. We are aware that we need to lead by example and that our portfolio companies see us on the same journey as they are, implementing ESG best practice within our own organisation.

The remainder of this report will take you on a journey. A journey showcasing the breadth of ESG, the rigour we deploy across everything we do and the great outcomes achieved by every one of our portfolio companies, in their own unique way.



Our unique focus.



August Equity is a thematic-based growth investor. This means the businesses we invest in often operate in industries and sub-sectors that are evolving rapidly, often driven by regulatory, demographic, and technological factors. Fast-changing sectors offer clear drivers for growth, such as changing demographics, market changes, new regulations and legislation, social trends (including ESG factors), and technological developments. These dynamics give businesses vital opportunities to grow and to sustain that growth in the long-term.

We seek to identify resilient companies within these markets, which provide essential, non-discretionary services, and which

are well-placed to take advantage of market changes. The focus is on achieving long-term growth, where the opportunity may be international, as well as domestic.

We tend to be a company's first source of institutional capital and we expect to hold an investment for approximately three to five years. Over this period, we work with our management teams to build scale through organic growth and bolt-on acquisitions and to create value across all areas for all stakeholders by supporting the transition from being managed by an owner to being a professionally run businesses.

* Propelling our growth

3

**MARKETS ARE OUR
PREFERRED AREAS:
HEALTHCARE,
TECHNOLOGY, AND
COMPLIANCE AND
ACCREDITATION
SERVICES**

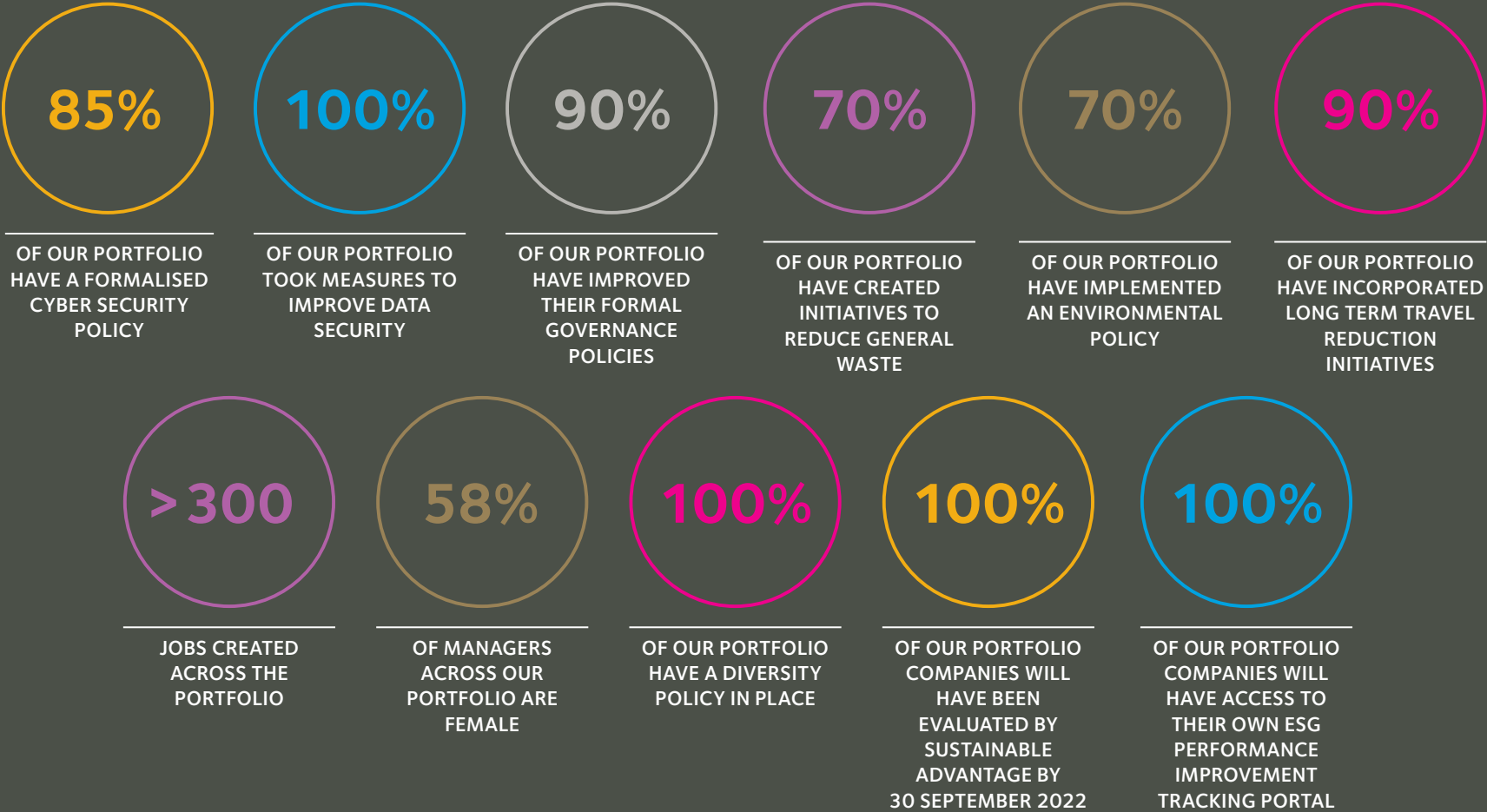
5th

**THE FIRM RAISED ITS
FIFTH FUND, AUGUST
EQUITY PARTNERS V
("AEP V"), AT THE END
OF 2019**

£300m

**TOTAL INVESTOR
COMMITMENTS TO
AEP V**

We are aware of our responsibility to ensure our portfolio minimise their impact on the planet.





Our extra mile.

Deep sector specific knowledge and years of experience managing risk and seizing opportunities has meant we have created fertile ground for new investments, enabling us to take advantage of opportunities we uncover, supported by our extensive professional and corporate network.

WHAT MAKES US DIFFERENT?

Our culture and strategy mean we always go the extra mile for our portfolio companies and our investor community. We are determined to achieve the ultimate result of maximising shareholder value whilst ensuring all stakeholders benefit from our ESG:

- Safeguarding the environment and scarce resources
- Providing staff with an inclusive and rewarding career path
- Treating suppliers and customers as valued partners
- Helping communities and individuals in need
- Operating within a robust Governance framework, leading from the top, by example

We are deeply proud of our team's entrepreneurial spirit, which truly helps set us apart from other PE companies and makes entrepreneurs feel like they are dealing with a like-minded partner. Our aptitude for 'thinking outside the box' is instrumental in the ongoing success of our portfolio. This is also central to creating value for our management teams and Limited Partner investors.

We have a track record of accelerating growth. We measure success as more than merely financial returns. Real value includes creating sustainable businesses that are

excellent places to work, provide positive outcomes for all stakeholders, and are primed to achieve much more.

Our reputation for backing quality businesses, run by management teams with ambitious plans, and making their vision a reality is well known. We have extensive relationships in our preferred sectors of investment; Healthcare, Technology, and Compliance and Accreditation services. Deep sector specific knowledge and years of experience managing risk and seizing opportunities has meant we have created fertile ground for new investments, enabling us to take advantage of opportunities we uncover, supported by our extensive professional and corporate network.

POWER OF SIMPLICITY

Creating significant shareholder value is never easy, however, we have found executing a small number of changes exceptionally well and with focus enables us to deliver growth. Vitally, we do exactly what we say we will do – offering a level of dependability in what is a dynamic marketplace. We are also diligent with our fund size, which allows us to continue working and sourcing deals in our preferred part of the market where our franchise is strongest and our skillset and results are proven. Combined, these factors mean we can continue doing what we do best: enabling our investors and portfolio companies to lock in significant yet sustainable capital growth.

Our expert team is comprised of a like-minded group of individuals with three primary characteristics: low egos, high ambitions, and boundless creativity.



OUR GREATEST RESOURCE

Above all else, we are a people business; it is truly hearts and minds that allow us all to thrive. This applies to the August Equity team, our management teams, and the thousands of people employed across our diverse portfolio.

Our internal recruitment policy is founded on hiring at the junior level and developing / promoting home-grown talent from within. The effectiveness of our approach is very clear; six of our seven Partners first worked at the firm at a relatively junior level, deepening the core aspects of our value-driven culture.

Our expert team is comprised of a like-minded group of individuals with three primary characteristics: low egos, high ambitions, and boundless creativity. The August Equity investment team comprises seven partners and nine investment professionals. The investment team members bring together a broad range of experience in PE investment, corporate finance, and operational management. The partner group has an aggregate of ~115 years PE experience, spanning several economic cycles – a pertinent point, as the global economy never stands still.

DRIVERS OF SUCCESS

We typically work with family-owned and / or founder-managed businesses. Our priority is assessing their vision and their values to ensure they align with our own; socially, environmentally, and commercially. This often means we are backing bold and creative leaders who have inspiring visions of building and selling quality businesses of scale. In other instances, we back ambitious individuals stepping up into their first management roles and we are excited to support them on their journey. Whatever the route, we are passionate about harnessing these individuals' powerful drive and that of their team. Together, we want to push the boundary of sustainable yet significant growth.

UTILISING EXPERT ADVISORS

Our experienced team have always sought to bring innovation, industry and business management best practice to each portfolio company. However, we also believe that there are experts out there, whose focus and years of experience in one specific industry, can bring exceptional value to our portfolio companies. Founded in 2010, Sustainable Advantage is a leading ESG consultancy who understands the PE value creation model, the relationship with LP's and how ESG impacts each business differently. August engaged Sustainable Advantage to work with every one of our investments and create a tailored ESG programme for each as part of our ESG programme and commitment.



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 TM Our current portfolio.

Portfolio summary.

AAB
GROUP

AMTIVO

Integrity360
your security in mind

FF FOSTERS
Family Funeral Directors

Air IT

CHARTERHOUSE
CONNECT. COLLABORATE. SECURE

**FAMILY
FIRST**

agilio
SOFTWARE

businesssystems

**THE
DERMATOLOGY
PARTNERSHIP**

onetouch
we care more

Orbis
education & care

SONDERWELL

Hallmarq
Advanced Veterinary Imaging

esland

Portfolio summary.

COMPANY	SUMMARY
AAB GROUP	AAB is a tech-enabled business-critical services group providing audit and accounting, tax, payroll, and HR, outsourcing and advisory solutions globally from offices in Scotland, England, and Ireland.
AIR IT	Air IT is a Managed Service Provider (MSP), with comprehensive expertise and industry experience across IT, communications, cybersecurity, and business intelligence.
AGILIO	Agilio Software is the leading provider of Software as a service (SaaS) based compliance, HR, and e-learning services into the dental, GP, and hospital markets. Agilio provides essential clinical services for dental and GP practices and hospitals to ensure regulatory and CQC compliance.
AMTIVO	Amtivo is a leading provider of UKAS Accredited ISO certification services to SMEs throughout the UK, Europe, and Southeast Asia.
BSL	Business Systems specialise in providing mission critical enterprise communication solutions to enable digital transformations for trading floors, contact centres, and public sector customers.
CHARTERHOUSE	Charterhouse Voice & Data Limited provides communication services and solutions, as well as cyber products and services, to a range of clients in both the private and public sector.
ESLAND	Esland is a high quality provider of residential care to young people with high acuity Social Emotional and Mental Health ("SEMH") needs.
FAMILY FIRST	Family First Nurseries was established in 2019 and offers childcare to children aged 0-5. It has now grown to over 70 nurseries across England.
FOSTERS	Fosters Funeral Directors have been conducting affordable and personalised funerals across Scotland since 2005.
HALLMARQ	Hallmarq Veterinary Imaging is an award-winning global leader in innovative diagnostic imaging solutions. As industry specialists, Hallmarq focus on providing safe, accurate and affordable advanced imaging for practicing veterinarians worldwide.
INTEGRITY 360	Integrity 360 provides an end-to-end security service offering to its clients, covering their security from every angle. Its services include Managed Security, Cyber Security Testing, Incident Response, Security Integration and Cyber Risk & Assurance services.
ONE TOUCH HEALTH	OneTouch Health is care management system which allows providers to effectively manage all aspects of their business. This ranges from scheduling carers / client appointments to managing client care plans and invoicing. It also offers real-time communication between remote staff and administrators.
ORBIS	Orbis Education and Care is the leading provider of lifelong education and residential services for children and young adults with complex needs associated with the autism spectrum of social, emotional, and mental health (SEMH) issues.
SONDERWELL	Sonderwell is a leading complex care business based in London, with multiple Care Quality Commission (CQC) registered branches across the South of England. They offer expert care and support for children and adults living with complex health and social care needs.
THE DERMATOLOGY PARTNERSHIP	The Dermatology Partnership is a growing group of private clinics who are trusted experts in dermatology. They transform peoples' lives by providing outstanding dermatology care.



3

 TM Putting ESG at our core

Our evolution.



Never before has the fragility of our planet been so stark, nor so concerning. We cannot ignore that billions of people around the globe are directly experiencing the negative impacts of a changing climate (see page 23: Protecting our planet).

As we invest in growing businesses, we have a moral duty to ensure that we are a force for good and for progress. This is not just an idea – we are committed to achieving real and tangible results for our investors and our portfolio of companies. We believe in our responsibility to be a positive catalyst for creating a cleaner, healthier, and happier tomorrow but without jeopardising economic growth.

Whilst many of the challenges we face are not new, the frequency and severity of the negative events around the world are undoubtedly intensifying. They all demand our immediate attention; as responsible investors, as skilled companies, as human beings. How we collectively and effectively embrace ESG principles can help mitigate the worst impact of climate change in coming years, which is a priceless opportunity. Embedding ESG into every step we take, no matter how small or large, is the future.

WE ARE PROUD OF THE NATIONAL AND GLOBAL SCOPE OF OUR VALUED BUSINESSES:

EMPLOY
THOUSANDS OF
PEOPLE

SERVICE CLIENTS
IN ALMOST EVERY
SECTOR

ENGAGEMENT
WITH COMMUNITIES
ACROSS THE UK AND
THE WORLD

PROCURE GOODS
AND SERVICES
FROM ALL OVER THE
WORLD, USING
NATURAL
RESOURCES AND
HUMAN CAPITAL

Five years of ambition and achievement.

2017

FORMAL IMPLEMENTATION OF OUR SRI POLICY

In 2017, we implemented a Socially Responsible Investment (SRI) policy. Prior to this period, we had addressed SRI implicitly. In developing this policy, we have considered the Ten Principals of the United Nations Global Compact and the United Nations Principles for Responsible Investment (PRI).

2018

DEVELOPMENT OF OUR ESG PROGRAMME

In 2018, we developed our inaugural online ESG portfolio survey, tracking 14 distinct categories. This survey was completed by portfolio companies in August Equity Partners III (AEP III) and August Equity Partners IV (AEP IV).

Responses were analysed and workshops conducted with each portfolio company identifying areas of best practice and agreed upon opportunities for improvement.

2019-20

TRACKING, MONITORING, AND IMPROVING ESG PERFORMANCE

From 2019 onwards, we have worked with portfolio companies to identify areas of improvement and reassessed performance on an annual basis. Using prior data, we can track and compare the portfolio's results and identify areas for improvement. The survey has continually evolved to capture additional measures within key ESG categories. In order to score in line or ahead of the prior year, the business must demonstrate continuous improvements in these areas.

2021

INCORPORATING THE UN PRI INTO OUR ESG TRACKING AND MONITORING

In 2020, we became a signatory of the United Nations PRI. The PRI announced a new framework, though this has been delayed until the 2022 reporting round. Since becoming a signatory, we have been incorporating our findings from our 2020 reports.

>2022

FULLY INTEGRATING ESG

Over the course of the first half of 2022, we actioned our plan to fully integrate ESG practices into our business.

Accordingly, we have partnered with specialist third party advisors to provide meaningful and measurable targets and outputs that can be more frequently tracked, therefore ensuring ESG remains high on all agendas.





ENVIRONMENT

AREA	FOCUS	AMBITION
ENERGY	Procurement of energy, tracking consumption	Transition from fossil fuels, reducing energy usage, develop on-site renewable energy generation
WASTE	Volume of waste, waste streams	Reduce waste volume, increase recycling percentage, reduce waste to landfill
ENVIRONMENTAL PROTECTION	Water, scarce resources, pollution	Protect scarce resources, limit environmental damage and pollution
TRANSPORT	Owned and leased vehicle emissions, staff modes of travel, supplier locations	Reduce emissions related to fossil fuels
CARBON	Scope 1,2, and 3 emissions	Reduce emissions, target carbon neutrality and a Net Zero journey

SOCIAL

AREA	FOCUS	AMBITION
STAFF	Engagement, DE&I, Health and Wellbeing, Training and development	Enhance recruitment, retention, productivity, and equality
COMMUNITIES	Engagement, support programmes	Make a difference through a range of resourceful interventions
SUPPLY CHAIN	Engagement, ESG vetting	Identify responsible suppliers, boost supply chain traceability
CUSTOMER	Engagement	Understand and support their ESG goals / journey, providing ESG information

GOVERNANCE

AREA	FOCUS	AMBITION
POLICIES	Full suite of policies	Tailor approach and track violations
COMMITTEES	Sub-committees and focus groups	Cross functional, guided by data, fully authority, accountability
STAKEHOLDER ENGAGEMENT	Staff engagement, clients, suppliers, and shareholders	Frequency of communication, ensuring two-way dialogue
COMPLIANCE	Regulatory and risk areas	Achieve full compliance in all areas

UN SDGs: Strengthening our alignment.

The UN Sustainable Development Goals (SDGs) represent a global call to action for a better world. They are a deeply valuable guide and metric for businesses to design, implement, and track their progress towards a cleaner, healthier, and happier future by 2030. As they are globally applicable, the language is broad and some areas will not be applicable to every company, industry, or geography. However, that in no way dilutes their value. As a PE company, we know that aligning businesses within our portfolio to as many relevant SDGs as possible will take time, a journey we will support. For now, we at August Equity have chosen to align to the following SDGs, which we feel represent our goals best.



**NATIONS ADOPTED
THE UN SDGS IN 2015.**



**INTERCONNECTED GOALS FORM
THE UN SDGS, WITH 169
UNDERLYING TARGETS.**

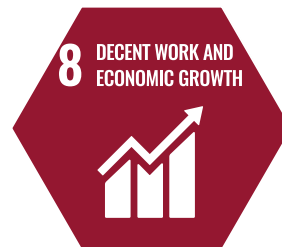


**OF PE MANAGERS
BELIEVE THAT SDGS
WILL HELP THE
FINANCIAL INDUSTRY
ADDRESS PRESSING
ENVIRONMENTAL AND
SOCIAL CHALLENGES.¹**



**QUALITY EDUCATION: ENSURE
INCLUSIVE AND EQUITABLE QUALITY
EDUCATION AND PROMOTE LIFELONG
LEARNING OPPORTUNITIES FOR ALL**

We envisage that aligning with this SDG will have a mobilising effect throughout our portfolio. We hope that the companies we work with will place a great focus on quality education in the communities in which they operate.



**DECENT WORK AND ECONOMIC
GROWTH: PROMOTE SUSTAINED,
INCLUSIVE, AND SUSTAINABLE
ECONOMIC GROWTH, FULL, AND
PRODUCTIVE EMPLOYMENT AND
DECENT WORK FOR ALL**

As a PE company, it is our objective to grow companies' financial success whilst facilitating good working environments and creating jobs.



**REDUCED INEQUALITIES: REDUCE
INEQUALITY WITHIN AND AMONG
COUNTRIES**

We will reduce any inequalities in our organisation and those we invest in. We hope this will also permeate into our businesses supply chains and communities.



**PEACE, JUSTICE, AND STRONG
INSTITUTIONS: PROMOTE PEACEFUL
AND INCLUSIVE SOCIETIES FOR
SUSTAINABLE DEVELOPMENT, PROVIDE
ACCESS TO JUSTICE FOR ALL, AND
BUILD EFFECTIVE, ACCOUNTABLE, AND
INCLUSIVE INSTITUTIONS AT ALL LEVELS**

We will use our influence to promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable, and inclusive institutions at all levels.

Enhancing investment processes.

We cannot underestimate the value of integrating ESG performance and information into our investment process. Our detailed approach ensures ESG underpins the investment process and therefore, ensures both financial and sustainable success for all – our investors, our current portfolio companies, our prospective partners, and other valued stakeholders.

01 Pre-deal screening

Our ESG Policy includes certain investment exclusions covering areas that we would not invest in as it would go against our values.

02 Deal execution

We engage specialist ESG advisory firm Sustainable Advantage to undertake detailed pre-acquisition ESG due diligence. This spans 41 areas of potential risk.

03 100-day plan

As part of the ESG due diligence process, the target investment is scored 0–4 on approximately 60 ESG metrics specific to sector and / or business areas. A target score is given based on a 12-month improvement programme, with key actions to undertake within the first 100 days.

04 ESG performance improvement

Each portfolio company is scored annually across circa 60 tailored ESG areas, each scored 0–4 with target scores set for the following 12 months with an action plan created for each. Performance is tracked / updated regularly and available online via an ESG performance tracking portal.

05 ESG metric gathering

We have created an ESG metric set comprising 140 material and highly relevant KPI's. These metrics have been shaped by SFDR, ILPA, GRI, SAB, UNPRI and global best practice.

06 Exit ready

Acquirers are seeking assurance on ESG performance. We can provide this by demonstrating a high level of ESG performance, supplemented by ESG impact reports.



02 Deal execution

We engage specialist ESG advisory firm Sustainable Advantage to undertake detailed pre-acquisition ESG due diligence. This spans 41 areas of potential risk.

During the DD phase, and in addition to risk evaluation, we evaluate current ESG performance at the time of investment and then provide a clear action plan with annual rescoring and updated actions, all of which ensures continual improvement. Target scores and actions are based on:

- Base score
- Strategic importance: retain clients, increased bid win ratio, staff retention, increased profitability, brand enhancement
- Ease of implementation
- Resources required for improvement

03 100-day plan

Our commitment to deliver. As part of the ESG due diligence process, the target investment is scored 0-4 on approximately 60 ESG metrics specific to sector and / or business areas. A target score is given based on a 12-month improvement programme, with key actions to undertake within the first 100 days.

ESG risks are extensively evaluated during the due diligence phase:

- Is the ESG area inherently risky due to the nature of the industry and / or the company's unique characteristics?
- What mitigating factors are being deployed to reduce risk?
- Are there any particular instances or points of interest?

04 ESG performance improvement

Each portfolio company is scored annually across circa 60 tailored ESG areas, each scored 0-4 with target scores set for the following 12 months with an action plan created for each. Performance is tracked / updated regularly and available online via an ESG performance tracking portal.

MEASURING PROGRESS IN REAL-TIME AND ONLINE MEANS ALL ESG INFORMATION IS AVAILABLE TO AUGUST'S TEAM TO MONITOR INDIVIDUAL COMPANY ESG IMPROVEMENT:

Portfolio ESG Performance

Portfolio Company	Environmental Latest Score (%)	Social Latest Score (%)	Governance Latest Score (%)	ESG Integration Latest Score (%)	Total Latest Score (%)	First Evaluated Score (%)	First Evaluated Date	Improvement (%)
AAB	40%	65%	76%	50%	58%	49%	18-02-2022	19%
Amtivo Group	7%	46%	42%	33%	34%	29%	30-04-2022	18%

OUR DEAL AND PORTFOLIO TEAMS CAN DRILL DOWN INTO EACH PORTFOLIO COMPANY TO TRACK ESG IMPROVEMENTS. PORTFOLIO COMPANIES HAVE ACCESS TO THIS VIEW INDEPENDENTLY:

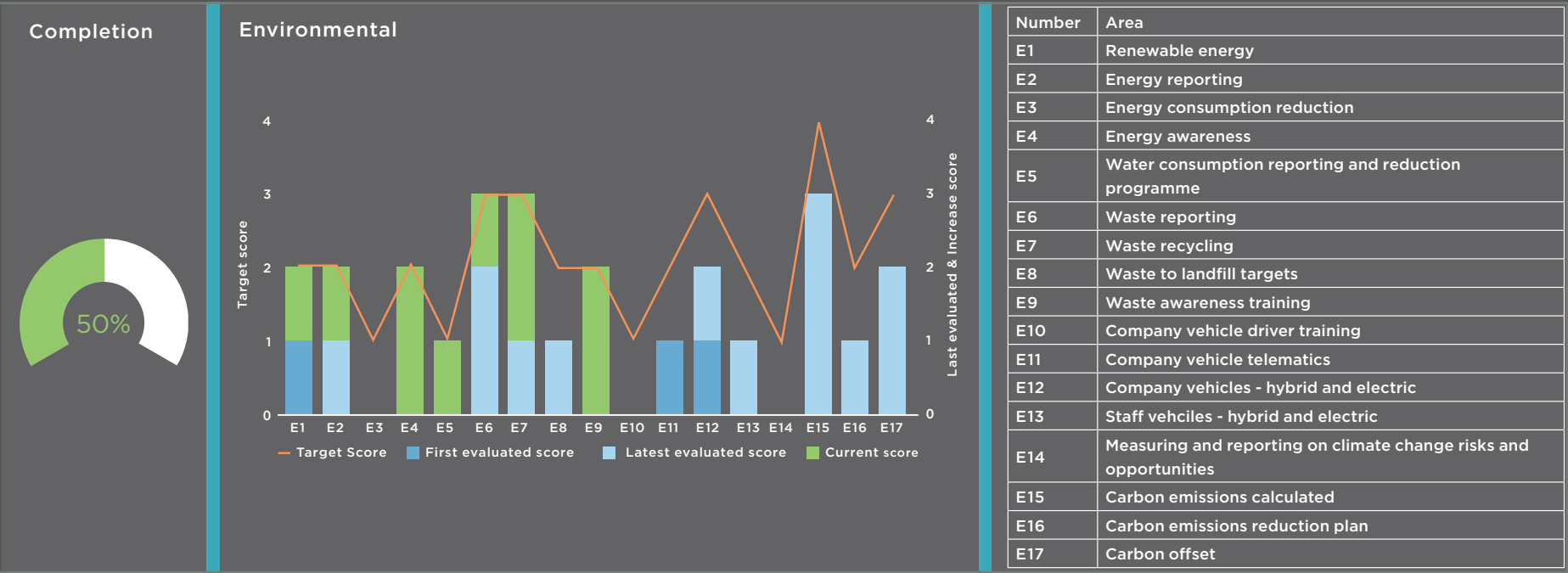
Overall Performance

Score	First evaluated score (%)	First evaluated score date	Last evaluated score (%)	Last evaluated date	Latest score	Target score	Target completion date	(%) Completion
Environmental	4%	31-05-2021	24%	30-11-2021	38%	53%	31-03-2022	50%
Social	29%	31-05-2021	29%	30-11-2021	52%	61%	31-03-2022	72%
Governance	50%	31-05-2021	50%	30-11-2021	69%	86%	31-03-2022	54%
ESG Integration	0%	31-05-2021	20%	30-11-2021	43%	73%	31-03-2022	43%
Total Score	23%	31-05-2021	32%	30-11-2021	52%	68%	31-03-2022	54%

WE ARE ABLE TO TRACK THE IMPROVEMENT IN EACH AREA OF ESG FROM DD PHASE UP TO THE PRESENT DAY:



ENVIRONMENTAL, SOCIAL, GOVERNANCE AND ESG INTEGRATION PROGRESS IS TRACKED IN A GRANULAR MANNER, SHOWING PROGRESS OVER TIME AND WITHIN THE YEAR:



WE ARE ALSO ABLE TO TRACK AREAS THAT HAVE SCORED POORLY FOR FOCUS (SCORES OF 0 AND 1) AND ALSO TO IDENTIFY AREAS OF STELLAR PERFORMANCE (SCORES OF 3 AND 4) FOR SHARING OF BEST PRACTICE / KNOWLEDGE.



05 ESG metric gathering

We have created an ESG metric set comprising 140 material and highly relevant KPI's. These metrics have been shaped by SFDPR, ILPA, GRI, SAB, UNPRI and global best practice.

It's critical to track ESG metrics as a yardstick for tangible improvement and enable investee companies to appraise the effectiveness of their ESG action plan; and is also how we learn and improve. Limited Partner (LP) investors are equally focused on these areas. We have created a comprehensive set of metrics – more than 140 – that each investee company will report on each year. These span:

Environment

- Environmental management
- Carbon
- Energy
- Waste
- Water
- Biodiversity and deforestation
- Air emissions and ozone depleting substances

Social

- HR management systems
- HR stats – gender, ethnicity, new hires, pay fairness
- Health and safety (H&S)
- Supply chain management
- Community engagement
- Customer satisfaction

Governance

- Data security / privacy
- Cyber security
- Board structure
- ESG governance
- Policies
- Violation tracking
- Metrics
- High impact activities
- Global compact violations and adherence





06 Exit ready

Acquirers are seeking assurance on ESG performance. We can provide this by demonstrating a high level of ESG performance, supplemented by ESG impact reports.

Improved ESG performance creates holistic value through closer alignment with clients, competitive differentiation, and ultimately a desirable asset for an eventual acquirer. An ESG Impact report brings out the unique ESG journey of each company and showcases why, as a responsible business, it stands head and shoulders above its competitors and will continue to outperform its peers.



AAB are passionate about ESG and have been for some time. The Sustainable Advantage ESG review highlighted many areas of good practice / performance. AAB wanted to share this with current and prospective clients and created its inaugural ESG Impact report in 2022.



AAB are a relatively new investment, but are already laying the foundations for a successful exit in the future by articulating their ESG story.

AAB GROUP
GROWING SUSTAINABLY TOGETHER
AAB GROUP ESG IMPACT REPORT
1st APRIL 2021 – 31st MARCH 2022

ENERGY

TARGET WORK WITH OUR LANDLORDS AND ALL OTHER STAKEHOLDERS TO ACHIEVE GROUP ENERGY LEADERSHIP.

ENERGY CONSUMPTION IMPROVEMENTS TO REDUCE CARBON EMISSIONS AND SAVING OPPORTUNITIES

Category	2021-2022	2022-2023	2023-2024
Electricity	100,000 kWh	90,000 kWh	80,000 kWh
Gas	50,000 kWh	45,000 kWh	40,000 kWh
Water	10,000 kWh	9,000 kWh	8,000 kWh
Waste	1,000 kWh	900 kWh	800 kWh

TRANSPORT

TARGET: HALVE FUEL CONSUMPTION PER TRUCK IN 2023, IN LINE WITH THE GROUP'S 2025 TARGET.

Category	2021-2022	2022-2023	2023-2024
Electricity	100,000 kWh	90,000 kWh	80,000 kWh
Gas	50,000 kWh	45,000 kWh	40,000 kWh
Water	10,000 kWh	9,000 kWh	8,000 kWh
Waste	1,000 kWh	900 kWh	800 kWh

WASTE

TARGET: WORK WITH OUR LANDLORDS AND ALL OTHER STAKEHOLDERS TO ACHIEVE GROUP WASTE LEADERSHIP.

Category	2021-2022	2022-2023	2023-2024
Electricity	100,000 kWh	90,000 kWh	80,000 kWh
Gas	50,000 kWh	45,000 kWh	40,000 kWh
Water	10,000 kWh	9,000 kWh	8,000 kWh
Waste	1,000 kWh	900 kWh	800 kWh

DEVELOPING OUR TEAM

TARGET: ACHIEVE ANNUAL GROWTH OF 10% IN THE NUMBER OF EMPLOYEES WITH A BACHELOR'S DEGREE OR HIGHER, IN LINE WITH THE GROUP'S 2025 TARGET.

Category	2021-2022	2022-2023	2023-2024
Electricity	100,000 kWh	90,000 kWh	80,000 kWh
Gas	50,000 kWh	45,000 kWh	40,000 kWh
Water	10,000 kWh	9,000 kWh	8,000 kWh
Waste	1,000 kWh	900 kWh	800 kWh

GOVERNANCE

TARGET: ACHIEVE ANNUAL GROWTH OF 10% IN THE NUMBER OF EMPLOYEES WITH A BACHELOR'S DEGREE OR HIGHER, IN LINE WITH THE GROUP'S 2025 TARGET.

Category	2021-2022	2022-2023	2023-2024
Electricity	100,000 kWh	90,000 kWh	80,000 kWh
Gas	50,000 kWh	45,000 kWh	40,000 kWh
Water	10,000 kWh	9,000 kWh	8,000 kWh
Waste	1,000 kWh	900 kWh	800 kWh

4

 TM Topical ESG themes

Protecting our planet.



The risk of climate change is very real. Millions of people in the UK and billions of people around the globe are already experiencing its impact: one which is accelerating at unprecedented speed. Alongside the social and environmental strain of failing to address the issues spurring our changing climate is the vast potential for economic strain. This is being triggered by the impact of extreme weather events, supply chain disruptions, regulatory mandates and bans, biodiversity loss, and a worrisome rise in climate refugees.

THE CHALLENGE AHEAD

\$178trn

IS THE BILL ON THE WORLD'S ECONOMY BY 2070 IF WE FAIL TO ACT ON CLIMATE CHANGE NOW.¹

\$43trn

COULD BE GAINED BY THE GLOBAL ECONOMY OVER THE NEXT FIVE DECADES BY RAPIDLY ACCELERATING THE TRANSITION TO NET ZERO.²

702

OF THE WORLD'S LARGEST PUBLICLY TRADED COMPANIES NOW HAVE NET ZERO TARGETS, RISING BY 68% BETWEEN DECEMBER 2020 AND JUNE 2022.³

65%

OF THESE 702 NET ZERO TARGETS DO NOT YET MEET MINIMUM PROCEDURE REPORTING STANDARDS, ILLUSTRATING HOW OPERATIONAL CHANGE NEEDS TO CATCH UP WITH CULTURAL APPETITE FOR NET ZERO.⁴

23%

GROWTH IN THE GLOBAL POPULATION TO 9.7 BILLION PEOPLE, FROM TODAY'S 7.9 BILLION, MEANS BUSINESSES MUST BE CREATIVE AND SMART ABOUT CLIMATE MITIGATION STRATEGIES AND HOW THEY CAN BE SCALED.⁵

1.2bn

CLIMATE REFUGEES COULD BE A REALITY BY 2050 IF THE WORLD FAILS TO ACT FULLY ON CLIMATE CHANGE – EQUIVALENT TO THE ENTIRE POPULATION OF INDIA TODAY.⁶

SOURCES FOR PROTECTING THE PLANET: ¹ DELOITTE; ² DELOITTE; ³ ZEROTRACKER.NET; ⁴ ZEROTRACKER.NET; ⁵ UNITED NATIONS; ⁶ ZURICH



THE TIME IS NOW

Vitally, there are many steps we can take to avoid the extreme effects of these threats. Whilst some companies face financial risk amid climate change, there is also a value creation opportunity – a key area of focus for us. Equally, all businesses must remember that sustainability strategies will only deliver value if change management is effective. For one, investee companies need support to make tangible progress and to mobilise employees and stakeholders. Importantly, growing global momentum to mitigate the worst of climate change is also well underway, including at COP27, the world's biggest annual climate gathering, in Egypt this November.

THE ROAD TO NET ZERO

The UK government has set out a number of policies and proposals for decarbonising all sectors of the UK economy to meet their net zero target by 2050.

Achieving Net Zero targets at a corporate level will mean detailed analysis of Scope 3 emissions and regular scenario analysis to test the achievability of transition plans. Above all, businesses must remember that this is a marathon and not a sprint; striving for long-term accountability will immediately give companies a sharper competitive edge.

WE CAN HELP

Those in PE are uniquely positioned to significantly help mitigate the negative effects of the climate crisis by developing and helping implement finance solutions – a cornerstone of a successful Net Zero journey. Such solutions are instrumental to fostering a just and equitable transition to a low carbon and circular economy up to 2050, and beyond. One way or another, climate change has advanced to a point that means our world will look very different in a decade. The actions we do or do not collectively take now will determine how extreme that change is.

At August Equity, we know that time is of the essence. As such, we will continue to place increased scrutiny on the long-term commitment and positive contribution to sustainable development and CO₂ reduction of investments. This applies to our business within August Equity, businesses within our portfolio, our relationships with investors, and prospective business alliances. Ensuring the highest levels of transparency and accountability are at the top of our agenda, as is achieving tangible and scalable progress.

Social impact: Accelerating progress.

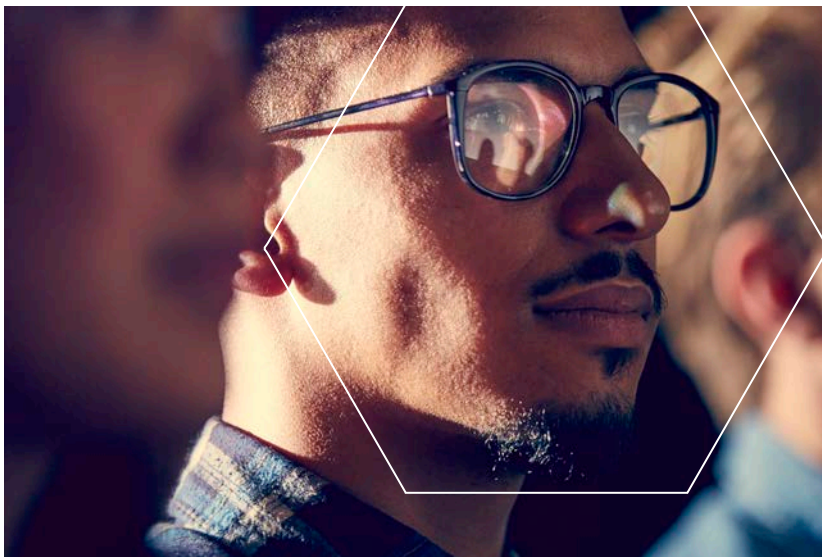


The world has been tasked with achieving no poverty, zero hunger, reduced inequalities, peace, good health, quality education, and gender equality by 2030. That much-needed list demands huge ambition and action, which is why investing in social impact is non-negotiable. Many support frameworks are already in place, including UN SDGs, nearly all of which directly relate to reducing inequality and improving livelihoods. Summarising social impact is challenging, for it touches on nearly every area of business. Still, we believe that is even more reason to accelerate our collective efforts.

GAINING PACE

Currently, progress surrounding social impact (the ‘S’ in ESG) is considered to be up to a decade behind environmental progress (the ‘E’ in ESG). Yet, its importance has grown exponentially. Alongside the aforementioned global pressures, we all saw the stark results of weak social impact during the COVID-19 pandemic. Equally, we witnessed companies with strong social impact programmes withstand the pressures

of the pandemic – enabling them to bounce back financially at a far quicker rate. We must also consider how both consumers and employees are placing greater value on how organisations behave socially, with corporate actions feeding into commercial success and the ability to hire and retain talent. As such, social impact is now widely seen as adding business value and resilience, rather than being a ‘nice to have’.



A POWERFUL SPOTLIGHT

PE companies are in an excellent position to highlight, educate, influence and guide the businesses in which they invest in, and particularly those working in the public sector, on the vast benefits of social impact. PE companies have a responsibility to conduct due diligence on companies regarding their policies and procedures, both within said company and along the supply chain. Such analysis enables PE companies to offer a range of help. This could range from funding to design and launch social impact programmes, to offering advice and education for companies keen to build their knowledge.

INVESTEES' NEXT MOVE?

Awareness and scrutiny around social impact – on issues like human rights, supply chains, treatment of employees, and community involvement – is intensifying. Companies that can perform well in these areas will likely thrive. Strong social impact programmes will attract and retain the best talent, strengthen employees' loyalty, and boost productivity. All these factors, and more, combine to ensure the company is more robust and able to withstand periods of volatility and crucially, keep accelerating growth while supporting the global ESG agenda. Every company's journey will be unique, as efforts must encompass their own values, purpose, and mission.

STAKEHOLDER ENGAGEMENT TAKING ACTION

Engagement with a multitude of stakeholders is key. Companies must open channels with employees, local communities, local non-government organisations (NGOs), suppliers, customers, clients, and any other relevant stakeholders. Once companies have assessed the views and opinions of those closest to them, they can start designing and implementing their strategies. Ensuring metrics are in place from the beginning will be instrumental to continual progress and greater resilience.

Communication and due diligence are top priorities for us in this process. As a PE company, we believe it is critical that we fully understand the businesses in which we invest. This is a relatively simple goal. However, we dedicate huge amounts of hours and resources to ensure we learn everything possible about businesses' communities, their employees' desires, their valued relationships, their ambitions, and very importantly, their core values.

50%

OF MILLENNIALS SAY THEY WOULD ACCEPT A PAY CUT TO FIND WORK THAT MATCHES THEIR VALUES.¹

\$550bn

EMPLOYEES IN THE UNITED STATES WHO FALL INTO THE "NOT ENGAGED" AND "ACTIVELY DISENGAGED" CATEGORIES COST THEIR COMPANIES \$450 BILLION TO \$550 BILLION IN LOST PRODUCTIVITY – EVERY YEAR.²

50%

COMPANIES WITH A CLEARLY DEFINED SENSE OF PURPOSE ARE UP TO 50% MORE LIKELY TO SUCCESSFULLY EXPAND IN A NEW MARKET.³

DE&I: All for one, one for all



The business case for gender Diversity, Equity, and Inclusion (DE&I) is stronger than ever, propelled by a clear win-win dynamic. For example, having a robust DE&I ethos within a company, backed by trackable and progressive programmes, has been proven to bolster revenue growth. This can also enhance employee engagement, happiness, retention, and strengthen brand reputation.

More diverse boards and management teams are proven to make better business decisions. However, this is just the beginning; there is still vast potential to explore. More than half (51%) of small and medium-sized enterprises (SMEs) do not have a process for setting diversity hiring goals, revealed a poll of 400 leaders by SmartRecruiters this year. Additionally, a third of SMEs do not have a budget for DE&I – another untapped opportunity.

SPEARHEADING GROWTH

Not only do PE firms have the ability to enhance DE&I in the workplace, we have an obligation to do so – both ethically and financially. Approximately 10,000 PE firms around the globe have more than \$3.9 trillion in assets under management (AUM) and many PE firms have seats on the boards of these investments. Therein lies a natural synergy to use these positions of influence to elevate qualified candidates who also support DE&I credentials, where appropriate.

could lead to improved culture and performance, thus supporting the financial-social nexus. As catalysts in DE&I narrative in years to come, PE companies can leverage their impact across the business community and help early adopters excel. Investee companies, especially SMEs, need assistance in this process, whether it be through funding for DE&I teams or advice at boardroom level.

PE Firms can also review the diversity of each portfolio company's workforce and management and identify areas where increased DE&I

Spotlight on gender

\$12trn

IN ADDITIONAL GDP WORLDWIDE IF THE GENDER GAP IS NARROWED BY 2025.¹

160mn

WOMEN WORLDWIDE MAY NEED TO CHANGE JOBS THROUGH 2030 DUE TO AUTOMATION – EQUIVALENT TO MORE THAN DOUBLE THE SIZE OF THE UK'S ENTIRE POPULATION.²

2154

THIS IS WHEN THE WORLD WILL CLOSE THE GENDER GAP AT OUR CURRENT RATE OF PROGRESS; 132 YEARS TO GO.⁴

151

YEARS WILL PASS UNTIL THE WORLD CLOSES THE ECONOMIC PARTICIPATION AND OPPORTUNITY GENDER GAP.⁴

36.9%

OF LEADERSHIP ROLES WE APPOINTED TO WOMEN WORLDWIDE IN 2022, RISING FROM 33.3% IN 2016.⁵

ONE SIZE DOES NOT FIT ALL

DE&I strategies are not straightforward and unlike other areas of ESG, approaches must be particularly tailored to the company's needs and dynamics. Companies with little / no emphasis on DE&I must make systemic changes, using both top-down and bottom-up methods on key areas, such as employee engagement. Being able to identify barriers and address them efficiently and comprehensively is indicative of strong leadership. This is reinforced by setting clear and measurable goals so a company can track its progress, exhibit accountability, and continue to uplift their ambition. A holistic approach is paramount, for the most effective DE&I programmes are those embedded into companies – encompassing partners, the board, employees, suppliers, and customers.

ELEVATING OUR ACTIONS

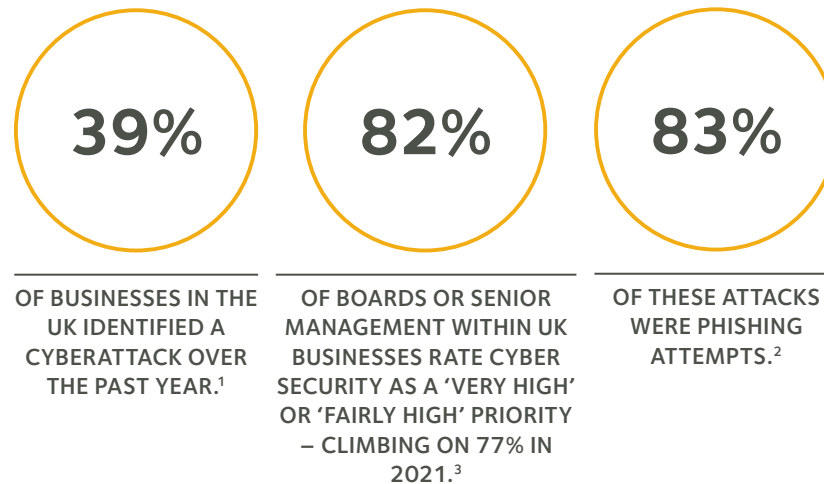
Critically examining our own processes is pivotal to being an exemplar to the business' we invest in, a never-ending process that we are fully committed to. We will also continue to increasingly support our current and potential portfolio companies in regard to their DE&I commitments. This includes analysing all companies' programmes to ensure they have the correct policies in place and are moving in the right direction. Equally, we must all practice patience, for DE&I can be a complex and fast-changing space; mastering this cornerstone of all future businesses will take time.



SOURCES FOR DE&I: ALL FOR ONE, ONE FOR ALL: ¹MCKINSEY, 2022; ²MCKINSEY, 2022; ³WORLD ECONOMIC FORUM (WEF);

⁴WORLD ECONOMIC FORUM (WEF); ⁵WORLD ECONOMIC FORUM (WEF); ⁶MCKINSEY, 2022

Digital security: Staying sharp.



A wealth of opportunity is generated by our access to online services and connected devices; the potential seems endless. Yet, with great opportunity comes risk. All businesses must increase their vigilance against the rising frequency of cyberattacks – a threat rated among the top ten global risks.¹ Consider that the average cost of a data breach in 2021 reached \$4.24 million per incident – the highest level in 17 years.⁵

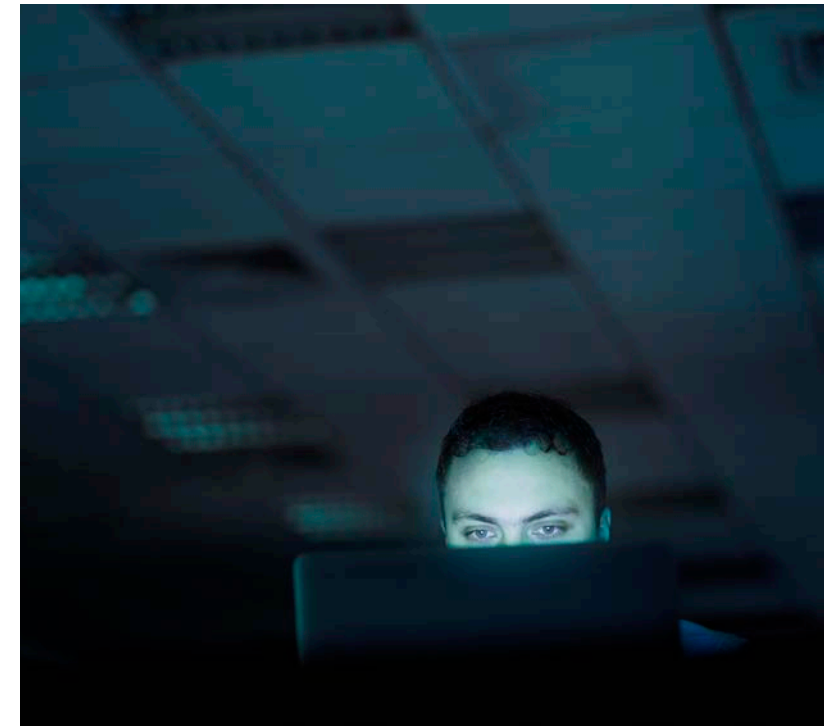
These attacks can expose confidential company information and / or sensitive customer data, halting operations which consequently disrupt supply chains and cause reputational harm. The risk has recently intensified as the rapid shift to work-from-home models triggered by the COVID-19 pandemic forced numerous companies to bypass various cybersecurity controls, leading to an unprecedented rise in cyberattacks.

KEEP IMPROVING

The margin for error is rapidly narrowing, so companies must have a standard framework to manage and measure risk and transparent procedures for restoring services should an attack occur. Strict data security rules and processes combined with regular training will increase employees' awareness and avoid breaches. Importantly, companies must continuously and aggressively patch and evolve their security as attackers are constantly modifying their approach. ESG reports need to disclose details on governance structures and controls, for these are viewed favourably as positive indicators of how mature a company's cybersecurity system is.

HOW WE CAN HELP

We take digital safety extremely seriously. As such, we begin assessing prospective portfolio companies during the early stages of due diligence and continue to help strengthen cybersecurity throughout the lifecycle to mitigate against cyber breaches, malware, and ransomware attacks. Establishing processes for integrating cyber protection across systems instils confidence, lowers insurance costs, and ultimately creates long-term value.



SOURCES FOR DIGITAL SECURITY: STAYING SHARP: ¹ UK GOVERNMENT, 2022; ² UK GOVERNMENT, 2022;

³ UK GOVERNMENT; ⁴ WORLD ECONOMIC FORUM (WEF); ⁵ AWAITING SOURCE

5

 TM Our portfolio:
Bringing ESG to life

Anderson Anderson & Brown (AAB) is a tech-enabled business critical services group. We provide audits and accounting, tax, payroll, human resources (HR), outsourcing, and advisory solutions globally from our offices in London, Leeds, Glasgow, Edinburgh, and Aberdeen.

INVESTMENT HISTORY: OCTOBER 2021

FUND: AEP V A LP



OUR FOCUS ON ESG

We have the opportunity to position ourselves as a leader in the sector and add value to clients, including ESG reporting. We will also increasingly support clients' exploration of the renewable energy sector by sharing our ESG journey and credentials. The latter includes exploring how our clients' carbon footprints impact our Scope 3 emissions.

OUR HIGHLIGHTS

- We have cut waste to landfill by 640kg by introducing paper, light cardboard, and food waste bins
- We have reduced our paper consumption by 106,346 pages, compared to 2018
- We have reduced our single-use plastics by 60% over six months by encouraging team members to drink cold filtered water provided by ZipTaps, instead of bottled water
- Our office in Aberdeen is in the Prime Four Business Park, a BREEAM 'Very Good' and energy performance certificate (EPC) B+ building
- AABI has donated funding in excess of £130,000 to charities throughout Scotland's North East and Central Belt since 2016
- We received nearly 100% customer satisfaction in our last survey
- We have been ranked on the Sunday Times 100 Best Companies to Work for List since 2016. AAB is also ranked on the Best Companies to Work for in Scotland list
- We are Real Living Wage accredited and all our apprentices are paid the Real Living Wage minimum
- Our Green Team promote a range of behaviours and awareness about their environmental impacts
- We are ISO 27001 certified



ENHANCING BIODIVERSITY

- We sponsor a honeybee hive at our headquarters, which helps protect the honeybee population.
- Our staff have participated in a survey on biodiversity at the business park.
- We have a dedicated Health and Wellbeing team and Mental Health First Aiders. We also have a social club where team members can connect and unwind.
- Our team has access to the Headspace app, which focuses on wellbeing and mindfulness, and our Family Guide includes extensive support for carers, parents, and prospective parents.

PROUDLY SUPPORTING DE&I

- Our Diversity and Inclusion (DE&I) Project is being led by an external DE&I consultant.
- Our senior leadership produced a DE&I roadmap with actions to embed these key principles across our organisation.
- The roadmap was led by team members' new annual survey on DE&I, called 'Have your Say'.

STAYING HEALTHY STAYING FULFILLED

- We provide private health and dental insurance, workplace pension, and the Employee Assistance Programme (EAP) is available to team members. Our senior team members are also available for a coffee.

VALUING OUR COMMUNITY

- Our charitable initiative (AABI) seeks partnerships with charities through donations, grants, and volunteers' time. Plus, every employee is granted a full day of paid volunteering leave per year. This allows them to help local communities operate to their full potential.
- We are an active partner in multiple business and sector support networks, providing members and business owners with accounting, finance and HR advice, support, and insights.



Air IT is a leading UK Managed Service Provider. We deliver award-winning IT and communications to SMEs and in-house teams. The company has comprehensive expertise and industry experience across IT, communications, cyber security, and business intelligence.

INVESTMENT HISTORY: JANUARY 2020

FUND: AEP V A LP



OUR FOCUS ON ESG

The success of technology companies no longer purely depends on financial growth; the sustainability of that growth now also speaks volumes. This is a paradigm shift that leaders of technology companies agree upon. However, more than 50% of such companies sometimes have difficulty connecting their company's growth strategy with the societal purpose associated with ESG. Amid these changing dynamics, we believe in doing our part to help guide and support this journey, resulting in a sustainable future.

OUR MOST RECENT AWARDS

WINNER, EMPLOYER OF THE YEAR LOGO

DerbyshireLive Business Awards 2021

SHORTLISTED, THE WORKPLACE AWARD LOGO

Comms Business Awards 2021

FINALIST, BEST PLACE TO WORK

European MSP Innovation Awards 2021



OUR VALUED TEAM

- We have created an excellent company culture and we are delighted of our 93% retention rate, compared to the industry average of 86%.
- Our staff engagement of 76% is significantly higher than the industry average of 45% – another point of pride within Air IT.
- Nearly all (91%) of our employees believe we have an very strong bonus scheme.

OUR COMMUNITIES

- We believe in playing an active and positive role in the communities within which we operate. For one, we have raised thousands for local charities since our founding in 2005.

SUSTAINING DIGITAL SAFETY

- We have Cyber Essentials Plus certification.
- We are accredited with ISO 27001, which is an internationally recognised standard on safely managing information.
- We are accredited ISO 9001, which helps ensure we meet stakeholders' needs related our product and / or service.

SUPPORTING THE ENVIRONMENT

- We care deeply about the environment in which we operate and believe we must help protect it. Accordingly, we have ISO 14001 accreditation, which means we have an effective environmental management system to both measure and improve our environmental impact.

Agilio Software is the leading provider of Software as a service (SaaS) based compliance, HR, and e-learning services into the dental, general practitioner (GP), and hospital markets. Agilio provides essential clinical services for dental and GP practices and hospitals to ensure regulatory and Care Quality Commission (CQC) compliance.

INVESTMENT HISTORY: NOVEMBER 2019
FUND: AEP IV A LP



OUR FOCUS ON ESG

We believe there are opportunities to establish ourselves as an ESG leader in this sector, achieved with a proactive approach. There is also the potential to differentiate ourselves by supporting our clients' ESG journey. This includes embedding ESG elements into their software solutions, such as providing sector-specific courses on ESG and allowing clients to capture ESG data. We can also help public sector clients establish a Social Value strategy, which gives us a competitive edge in bids and tenders.

OUR HIGHLIGHTS

- We are ISO 27001 accredited for Primary Care and SME divisions.
- We are a UKAS accredited Water Testing services.
- Our laboratory is accredited to ISO/IEC 17025: 2017 for chemistry and microbiology testing.
- Our Primary Care division is Cyber Essentials Plus certified.



PROTECTING THE ENVIRONMENT

- We track employees' mileage and we have telematics installed in all our vehicles.
- We have installed light sensors and boiler upgrades at our sites in Sheffield.

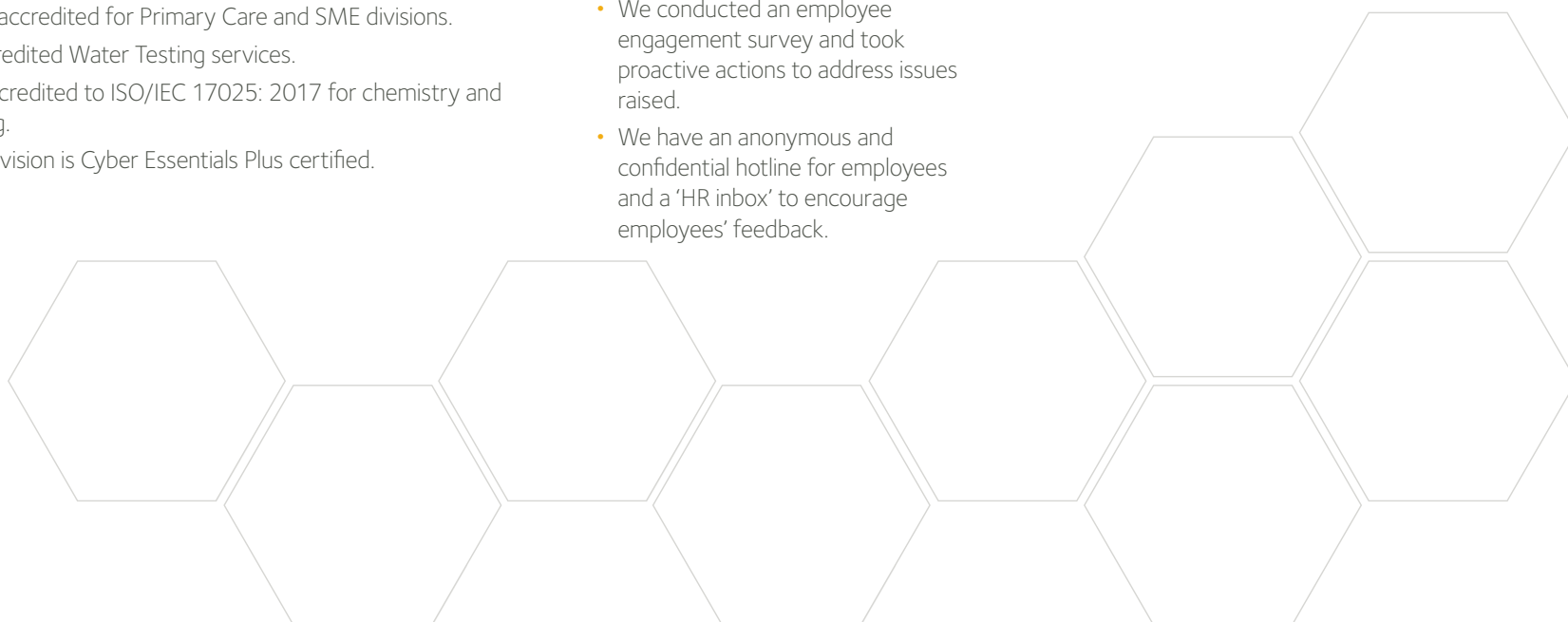
- Our Primary Care division has taken on a new Product Manager to enhance our engagement with customers.

LEADING THE WAY

- Our policies are readily accessible to all our employees.

SUPPORTING OUR TEAM

- We conducted an employee engagement survey and took proactive actions to address issues raised.
- We have an anonymous and confidential hotline for employees and a 'HR inbox' to encourage employees' feedback.





Amtivo is a leading provider of UKAS Accredited ISO certification services to SMEs throughout the UK, Europe, and South East Asia.

INVESTMENT HISTORY: JANUARY 2018
FUND: AEP IV A LP



OUR FOCUS ON ESG

Amtivo's focus is on employees' health and wellbeing, creating a skilled and inclusive workforce, and reducing our environmental impact. Strengthening capacity to embed sustainability within clients' management systems is also paramount.

OUR HIGHLIGHTS IN 2022

- Formed an ESG Committee.
- Aligned our business model with the United Nations Sustainable Development Goals (SDGs).
- Achieved Cyber Essentials certification.
- Detailed Business Continuity Planning (BCP).
- Finalised working arrangements for a post COVID-19 environment.



BUILDING KNOWLEDGE RESERVOIRS

- We believe knowledge building via training and auditing is instrumental to helping organisations reduce waste, lower costs, and meet environmental compliance regulations.
- We provide free training courses on ISO 14001 and ISO 9001 to enhance awareness in these key areas.

BOLSTERING OUR FLEXIBILITY

- As we move into a post-pandemic working environment, we are / will increase employees' autonomy, improve the work-life balance, reduce commuting times and associated emissions, and boost motivation.

HOW YOU FEEL MATTERS

- How our employees feel – mentally and physically – is deeply important to us. Accordingly, we have an Employee Assistance Programme (EAP) and a formal Wellbeing Policy. This all includes comprehensive management around mental and physical health, occupational health counsellors, and Mental Health First Aider training.

SUSTAINING OUR HIGH STANDARDS

- We have strong practice policies and procedures surrounding grievances and whistleblowing. For example, we provide staff with a dedicated and anonymous whistleblower helpline.

Charterhouse Voice & Data Limited provides communication services and solutions, as well as cyber products and services, to a range of clients in both the private and public sector. Along with our subsidiaries, we provide clients with hardware and support services across a range of sectors including: cloud software, local area network (LAN) telecommunications, printing, mobiles and cybersecurity.

INVESTMENT HISTORY: NOVEMBER 2018
FUND: AEP IV A LP



OUR FOCUS ON ESG

We are deeply engaged with enhancing our ESG offering. This includes having a positive social impact through the resale / collection of old hardware to support organisations in need and we are imminently setting a Net Zero target.

OUR HIGHLIGHTS IN 2022

- We have robust cybersecurity and data protection in place with a dedicated risk register, cyber insurance, defined internal roles, and an incident response plan.
- We are also Cyber Essentials certified and ISO 27001 certified.
- We have increasingly proactive engagement with customers due to recent acquisitions and extensive plans to revamp our customer engagement process. This includes establishing more consistent feedback loops and improved processes for resolving grievances.
- We are calculating our comprehensive carbon footprint and setting carbon reduction targets. We plan to set a date for our Net Zero target within the month .



HEARTS AND MINDS

- We are establishing an academy for entry level employees to help integrate them into the business.
- We ensure a digital application for wellbeing is available to all employees.

STRIVING FOR NET ZERO

- We have calculated our Scope 1 and 2 emissions, plus our mileage reclaim emissions.
- We are currently developing a Net Zero report, which will encompass Scope 3.

SUPPORTING OUR SUPPLY CHAIN

- We have conducted an internal exercise to map approximately 250 active (Tier 1) suppliers.
- We have developed a pre-qualification questionnaire for key suppliers, which includes ESG points.

CONNECTING WITH OUR CUSTOMERS

- We have developed robust processes and strategies to enhance our engagement with customers, which are key to boosting their satisfaction and spurring further proactivity on our side.
- We have revamped the escalation process for customers and developed customer satisfaction surveys.



Esland offers specialised therapeutic care and education to enable young people to overcome trauma and thrive into adulthood. The group includes two independent special educational needs and disabilities (SEND) schools that are a mix of home children and day learners. There are 12 clinical therapists and psychologists working onsite to support young people and staff.

INVESTMENT HISTORY: FEBRUARY 2019
FUND: AEP IV A LP



OUR FOCUS ON ESG

The value of ESG feeds into every part of our business, especially as we aim to have the highest standards; we work with vulnerable children. This makes safeguarding all aspects of our business critical, from enhancing mental and physical wellbeing to protecting sensitive data. Embedding ESG into every area of activity is not only the right thing to do, it also helps make us more competitive bidding for tenders.

OUR HIGHLIGHTS

- Esland Bedford school is rated Outstanding by Ofsted.
- We are in the process of achieving Cyber Essentials certification.
- 100% of our radiators are fitted with thermostatic mixing valves (TMV) to improve energy efficiency.
- All our residences have gardens where young people can learn.
- Nearly 40% of our properties have water meters.
- RAC trackers are being piloted in 5% of our vehicles to measure fuel efficiency and test driver safety.
- Both SEND schools participate in the Duke of Edinburgh Award.



ENHANCING KNOWLEDGE

- We fund training, memberships, and professional development that is relevant to team members' roles. This includes teaching, HR, and finance qualifications.
- We are rolling out a management development programme, covering soft skills. We are also ensuring upskilling and embedding train-the-trainer champions in bespoke areas.
- The Qualifications and Credit Framework (QCF) – Level 3 is offered to the care team under the Apprenticeship Levy.

BOOSTING DIGITAL SECURITY

- We have an internal team and external partners in place to ensure best practices.
- We have introduced measures that include specialist firewalls, two-factor authentication, secure cloud storage, device encryption, file restriction, and the use of a secure business system to store data.

ENSURING FAIR PAY

- We undertook a comprehensive salary benchmarking exercise, which led to equalising pay across senior management and an overall narrowing of the pay gap. We already exceed the National Living Wage.
- We have started gathering more demographic data to assess additional pay gaps across equality and diversity measures.

VITAL ENGAGEMENT

- Our digital tools enable young people to communicate with the local authorities and with care staff. Care homes gauge the satisfaction of our young people through key worker meetings and 'complaints and grumbles' books, which can lead to changes being made.





Since 2019, Family First Nursery Group has grown to include more than 60 nurseries in London, the West Midlands, Essex, and the South East. We offer more than 5,500 places and we are now the 4th largest non-franchised nursery group in the UK.

INVESTMENT HISTORY: JUNE 2019

FUND: AEP IV A LP



OUR FOCUS ON ESG

The value of ESG feeds into every part of our business, especially as we aim ESG is a non-negotiable and welcomed part of our future and Family First's unique blend of paid and grant SEND places means we can deliver a market-leading social impact.

OUR HIGHLIGHTS

- 10% of our estate is reserved for economically deprived nursery places.
- We won the 2021 Nursery Business Development Award from Nursery Management Today (NMT).



SUPPORTING GREEN MILEAGE

- After acquiring a nursery that supplied EVs to its workers, we are rolling out an EV company fleet for our biggest travellers.

SUPPORTING A SPECTRUM

- We provide nursery places to economically deprived areas alongside paid provision, with a special focus on SEND children.
- This is part of our mission to lead social impact within the nursery sector. It means giving back to communities while learning from different operational business models.

ENHANCING KNOWLEDGE, DRIVING PROGRESS

- Our Childcare Committee includes former nursery owners, who provide a valuable external perspective as well as expertise.
- This also enables people who are highly invested in the business to continue contributing to its development.



The Independent Family Funeral Directors Group specialise in the care of the deceased. The main brands are Fosters, who are largest Scottish funeral directors and which recently became authorised by the Financial Conduct Authority to continue to sell funeral plans, and Paisley Cemetery company trading as Woodside which a burial ground & crematorium in the heart of Renfrewshire which is 177 years old.

INVESTMENT HISTORY: NOVEMBER 2017
FUND: AEP IV A LP



OUR FOCUS ON ESG

- We are developing our ESG programme and consider it a core part of our business strategy. We care about acting responsibly towards the environment, people, and the wider community which we serve.

OUR HIGHLIGHTS

- Woodside reports weekly on gas consumption and adopts operating practices to improve efficiency of energy management, including careful scheduling and a Double Mercury Abatement Filtration System.
- We have reduced the intervention requirements of grass cutting and proposed re-wilding.
- We are planning to develop a recycling programme from gardeners' waste and a commemoration range that include biodegradable urns.
- Full metal recycling programme from cremated remains with proceeds donated to local charities in place.
- We are authorised and regulated by the Financial Conduct Authority to enter into and carry out funeral plan contracts.



COMMUNITY

- We run a community bursary scheme where organisations and local charities, social enterprises or not-for-profit groups have the chance to benefit.
- Employee engagement is assessed through our Employee Pulse surveys which is made available to all colleagues.

TRAINING & DEVELOPMENT

- We have a dedicated role and function for learning and development to provide all colleagues with essential training in order for them to fulfil their roles.
- We provide further development opportunities through Flexible Workforce Development Fund and training through Alzheimer's Scotland. The initiative gives our teams more insight into dementia and the challenges people and families living with the condition face.

EMPLOYEE RECOGNITION AND ENGAGEMENT

- Our HR system has a feature that allows any colleague within the business to recognise any other colleague for any achievements, milestones or general "thank you"s.

OPERATIONAL EFFICIENCY

- All Procedures to minimise double journeys, specifically the multiple transportation of deceased.
- Installation of thermostatic controlled environment, which is proactively managed through operational controls. Unused space is isolated and non-heated.
- Lighting throughout the estate benefits from PIR controlled lighting, energy saving lamps, and efficient units to minimise both use and consumption
- Energy awareness communications with colleagues to assist with both business and personal awareness on the use of energy highlight both environmental and cost implications of wasteful use.



Hallmarq's mission is to improve the lives of animals and the people who care for them. Hallmarq Veterinary Imaging provides innovative diagnostic solutions to animal health providers by using bespoke MRI machines and CT scanners. All Hallmarq's devices utilise our own clinical software. This technological solution is backed up by our award-winning Q-Care support package, which provides technological support training and marketing assistance.

INVESTMENT HISTORY: NOVEMBER 2018

FUND: AEP IV A LP



OUR FOCUS ON ESG

Hallmarq has established a very advanced programme of ESG work, encompassing all our c50 employees. We score very highly in an external ESG assessment programme and we use our strengths to ensure our products and services are promoting best practices in ESG. This includes inspiring our workforce and leaving a positive legacy in the communities where we work.

OUR HIGHLIGHTS

- 10% of our estate is reserved for economically deprived nursery places.
- We won the 2021 Nursery Business Development Award from Nursery Management Today (NMT).



In 2021, we won our third Queen's Award for Enterprise.



We won the Outstanding Customer Service Team category at the 2022 Global Business Excellence Awards.



We are a small company with a global outlook, supporting veterinarians in 25 countries.



ENGAGING WITH VALUED CUSTOMERS

- We have many proactive methods to engage and react to our customers' feedback. For example, Hallmarq has achieved a score in this space which is deemed "excellent" for three consecutive years.

CONNECTING WITH OUR COMMUNITY

- As passionate advocates for science, Hallmarq's STEM ambassadors volunteer their time to work with local schools to promote science, technology, engineering, and mathematics (STEM) subjects within the veterinary profession. We are proud to support the next generation of leaders in their field.

OUR GREEN ASPIRATIONS

- Our employees are passionate about the environment and have established an internal Green Committee, which is built upon their interest in animals and conserving nature. The committee is now tracking the company's carbon footprint and establishing process to manage waste. The latter includes posting waste data on internal notice boards, planting trees, and litter picking.

SPOTLIGHT ON DE&I

- Diversity, Equity, and Inclusion (DE&I) is an important part of our future. We are headline sponsors of the Veterinary Women network, which supports the communities they serve and promotes a greater understanding and respect for DE&I.



OneTouch Health is a care management system, which allows providers to effectively manage all aspects of their business. This ranges from scheduling carers / client appointments, to managing client care plans, and invoicing. It also offers real-time communication between remote staff and administrators. The system has been designed to be a holistic effort of key stakeholders in the delivery of care. This means they receive vital client information whilst providing the care provider with greater insight into the wellbeing of their clients.

INVESTMENT HISTORY: SEPTEMBER 2022

FUND: AEP V A LP



OUR FOCUS ON ESG

We believe ESG is a vital part of the healthcare sector's future, itself a cornerstone of a thriving nation. Accordingly, we must continue to ensure adequate health protection of the community and sufficient pay for employees. As one of our primary risks is the data security of patients / clients, an increased focus on digital security is also crucial.



SUSTAINING PRODUCT QUALITY

- We are committed to the satisfaction of our customers through the delivery of high-quality software and customer service.
- We achieve this via a structured and process-based manner and the implementation of our quality management system, which is certified to ISO 9001.

FOCUS ON DIGITAL SECURITY

- We operate and maintain an Information Security Management System (ISMS), which is compliant with ISO 27001.
- We are committed to ensuring we identify, understand, and satisfy requirements from our interested parties, while empowering our

employees to manage risk in their daily duties.

- We design our software with security and privacy as a core requirement.

VALUING TRUST AMONGST OUR SUPPLIERS

- We have appropriate security controls to ensure the confidentiality, integrity, and availability of data.
- These controls are maintained in accordance with One Touch's security policies. Our reference standard is ISO 27001 and our suppliers comply with the principles of that standard.

Orbis Education and Care is the leading provider of lifelong education and residential services for children and young adults with complex needs associated with the autism spectrum of social, emotional, and mental health (SEMH) issues. Our services are based in South and Mid-Wales, comprising of 28 residential homes and nine schools.

INVESTMENT HISTORY: AUGUST 2016–DECEMBER 2021 **FUND:** AEP III A LP
INVESTMENT HISTORY: DECEMBER 2021 **FUND:** AEP V A LP



OUR FOCUS ON ESG

As with many care providers in recent years, there are shortages across the workforce. Accordingly, we are building strategies to recruit and retain employees with our strong learning and development programmes and employee benefits, which support ESG principles. We are also creating systems to track and respond to employees' feedback, which will ensure we fully understand the level of employees' satisfaction.



More than 200 policies have been under review as part of a thorough evaluation process to ensure compliance, relevance, and accessibility for employees.



Scope 1,2, and partial Scope 3 (employee mileage) emissions.



Recognition is really important to Orbis. Through annual awards event, employees are recognised for their incredible efforts in providing quality care.



SMART ENERGY MANAGEMENT

- Our digital systems closely monitor and safeguard energy consumption across our sites. We examine monthly consumption data for anomalies, which we investigate further if required. This proactive initiative allows issues to be resolved quickly, including through maintenance and / or training.

ENHANCING KNOWLEDGE BANKS

- We have an established learning and development function, which provides a detailed training programme for all employees. This starts with an intensive nine-day induction programme and ends with qualifications and specialist training.

THE ORB

- We operate a unique programme, which sees supported individuals take part in meaningful work experience through a community hub.
- The hubs are shops and offices where people gain practical and soft skills, improve their confidence, and take part in real-life experiences. It is beneficial for the individuals to gain valuable experience and it introduces Orbis and Autism Spectrum Disorders (ASDs) to the community.

OUR SPOTLIGHT ON CAMARADERIE

- Our services make an huge effort to create a sense of camaraderie across our community, which includes holding events for supported individuals.
- Our activities also range from open days, coffee mornings, fundraising, and celebrating special days. Sometimes, the whole company gets involved, such as a football tournament.



SONDERWELL

Sonderwell is a leading complex care business based in London, with multiple CQC registered branches across the South of England. We offer expert care and support for children and adults living with complex health and social care needs.

INVESTMENT HISTORY: MARCH 2021

FUND: AEP V A LP



OUR FOCUS ON ESG

We believe the healthcare sector must continue to ensure adequate community health protection and keep enhancing support for its employees. Among the key areas for us and others in the healthcare sector to consider are protecting personal health data and ensuring adequate employee and patient health and safety. To ensure our ESG journey is as timely as possible, we must also consider macro market trends like the evolution of pharmaceuticals, medical devices, and ethics, among others.

TOGETHER, WE ARE STRONGER

- We recently launched our Sonderwell Values, which we are proud to say celebrates the unique differences across our workforce; the essence of diversity in practice.
- We also celebrate diversity through our Sonderwell newsletter. Our last two issues included articles on Pride month (June) and menopause (July).



CREATIVELY CUTTING EMISSIONS

- We have invested in 'One Touch' to act as our core business system, allowing us to use app-based technology to issue carers' schedules. The system also means all our care plans, risk assessments, daily records, and new client assessments, among other things, are electronic. This significantly reduces our paper waste.
- The central system also reduces the need for staff to travel, improving their wellbeing and productivity and reducing travel-orientated emissions.

WE HEAR YOU, WE CELEBRATE YOU

- We run bi-annual staff satisfaction surveys across the whole business. Recent actions from feedback across the group has resulted in a branch budget for local team events and celebrations.

- We have launched a new app called Care Friends where points are awarded to recognise individuals for the work that they do. Points are converted into pound sterling.

HOW ARE YOU?

- We have featured content on mental health and stress to raise awareness through our newsletter. We also have a colleague assistance programme in parts of the business, which is currently being reviewed to roll out across all of Sonderwell.
- We are reviewing workplace benefits across the portfolio of businesses to identify a flexible benefits package for all staff. We aim to improve their engagement, sense of wellbeing, and in turn, enhance retention.





The Dermatology Partnership is a growing group of private clinics that are trusted experts in dermatology. We transform people's lives by providing outstanding dermatology care.

INVESTMENT HISTORY: JANUARY 2018

FUND: AEP IV A LP



OUR FOCUS ON ESG

We are committed to ensuring that ESG is integrated into our core business and that we are having a positive impact on the communities we serve. As we embed sustainability practices into our clinics, operations and services, Clinical Governance and Health and Safety will remain central pillars. We know that outstanding policy and procedure is critical and are making significant strides in this area.

OUR HIGHLIGHTS

- We cared for 2,800 NHS patients between March 2021 and February 2022, helping alleviate the pressure on our National Health Services during and after the COVID-19 pandemic.
- 3 out of 9 of our clinics are Cyber Essential Plus certified.



SAFE CLINICS, HAPPY PATIENTS

- We are committed to prioritising the health and safety of our patients and employees.
- Operating in a safe and clean environment is a mandatory requirement in our industry and our robust H&S policy and system ensures the highest standards are maintained across all clinics. We bring in external advisors and have an Integrated Governance Committee which brings together our practice managers and H&S advisers regularly.

ENGAGING WITH OUR PATIENTS TO IMPROVE OUR SERVICES

- Our patients' feedback is crucial. Through a variety of channels (including satisfaction surveys, google reviews, QR code cards etc.) we are able to monitor feedback and most importantly make improvements and respond rapidly to any enquiries or concerns.

- Our clients' grievance policy is clearly visible to patients in all clinics and we follow a strict procedure involving staff, practice managers and corporate management if needed.

PROTECTING OUR PATIENTS' DATA

- Our Protecting our patients' data is critical for us in the healthcare sector and we take this responsibility seriously.
- Three of our clinics are Cyber Essentials Plus certified and we intend to roll out the certification to the rest of our clinics throughout 2023.

CLINICAL GOVERNANCE

- In 2022, we hired a Quality and Governance Lead who is working with our Practice Managers to ensure all policies and procedures are compliant and current.
- We have recently embarked on a large project to review our 100+ policies and are simultaneously implementing a policy tracker to streamline this process for the future.

Every company is unique and therefore, so is their ESG journey.

These two companies are embracing ESG principles in their operational and strategic futures and we look forward to reporting on their strong progress in coming months and years – a process we are honoured to guide them on.



SECTOR – TECHNOLOGY

Business Systems specialise in providing mission critical enterprise communication solutions to enable digital transformations for trading floors, contact centres, and public sector customers. Our core offering includes business systems that provide monitoring and compliance, workforce engagement management solutions along with the underlying cloud communications software, and the infrastructure needed to deliver them.

OUR ESG FOCUS

- Training and development
- Diversity, Equity, and Inclusion (DE&I)
- Staff engagement and retention
- Data protection



SECTOR – TECHNOLOGY

Integrity360 has grown consistently year-on-year since its establishment in 2005, highlighting its position as the largest cybersecurity specialist in Ireland. We are also the fastest growing in the UK. Our mission is to empower organisations to achieve great things, securely.

OUR ESG FOCUS

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*AUGUST



An intelligent approach to energy, waste & sustainability

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