

JULY 2025 ISSUE

FSP.

# SUSTAINABILITY & SOCIAL IMPACT



**.futureproof**  
Sustainability Partner



*Ecologi* | **climate  
action**  
workforce



# CONTENTS

## INTRO & HIGHLIGHTS 4-8

Overview  
CEO Message  
FSP At A Glance  
Highlights  
ESG Assessments  
Materiality Assessment Report

## ENVIRONMENTAL SUSTAINABILITY 9-23

Carbon Reduction  
Carbon Avoidance  
Locational Impact  
Technology

## SOCIAL IMPACT 23-48

Values & Playbook  
Worldclass Workplace  
FSP Academy  
Inclusion & Belonging  
Organisational Insights



This report highlights the actions we've taken over the past year to reduce our environmental footprint, support our communities, and create an inclusive culture where everyone can thrive.

We've continued to make progress across our offices and operations, from reducing emissions, to delivering meaningful social initiatives.

Our focus now is on deepening that impact, driving long term value for **our people, our clients and the world around us.**

*The information disclosed in this Report relates to the operations of FSP Consulting Services Limited (FSP) across 2024 to May 2025. This report has been compiled in accordance with our Corporate Governance Policies which are aligned to statutory regulations, industry standards and national policies, agendas and recommendations in the UK.*

## MESSAGE FROM OUR CEO

"At FSP, ESG is embedded in who we are, grounded in our belief in doing the right thing and making a lasting, positive impact. Our values have always guided how we grow, work and lead.

We take pride in being a responsible, ethical and people first business. While we're not required to report on our ESG activities, we choose to do so openly.

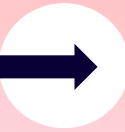
These principles align closely with our strategic goals and reflect our commitment to making a meaningful impact, for our people, clients, communities and the planet.

This report shares our focus areas, highlights progress and reaffirms our dedication to building an inclusive and sustainable future.

Thank you to everyone across our business and beyond who has contributed to this journey. Your passion, actions and ideas continue to shape the impact we make, together."

**Simon Grosse**

*Chief Executive Officer*







## FSP AT A GLANCE

### **A Trusted Partner in Digital, Cyber Security and AI.**

FSP is a leading consultancy delivering Digital, Cyber Security, and AI solutions that help organisations grow sustainably, operate securely and transform with purpose.

Since 2012, we've worked with public and private sector clients to solve complex challenges through innovative, human-focused technology.

Our success is built on a people-centric culture, operational excellence, and a deep commitment to doing business responsibly.

We're proud to be a multi award-winning workplace, ranked #1 Best Company to Work For in the UK, in the Southeast, and within the Technology sector by Best Companies™, along with receiving a 3-Star "World-Class" accreditation. In addition, we were named the #1 Best Performing IT Consulting Company in the 2025 Megabyte50 awards, reflecting our continued excellence in both culture and performance.



## FSP AT A GLANCE



**330**

HEADCOUNT

**5**

OPERATING  
LOCATIONS GLOBALLY

**86.3%**

EMPLOYEE  
RETENTION RATE

**650 TCO<sub>2</sub>**  
EMISSIONS

**22%**  
GROWTH

**83%**  
EMPLOYEE  
ENGAGEMENT  
SCORE

*These stats are of the end of May 2025*

## HIGHLIGHTS OF THE YEAR



Achieved a 12.75% reduction in emissions, with a 30% decrease in emissions per employee.



Established formal targets to reduce emissions by 25% by 2030 and achieve Net Zero by 2050.



Successfully renewed our ISO 27001, ISO 9001 and Cyber Essentials Plus certifications, reinforcing our commitment to security, quality and compliance.



Supported 11 charities and empowered employees to give back through paid charity days.



Established regular employee focus groups on Gender, Ethnicity, Heritage, and Neurodiversity to build connection & deepen understanding.



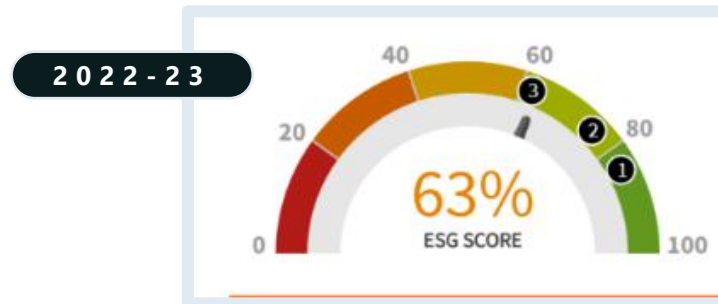
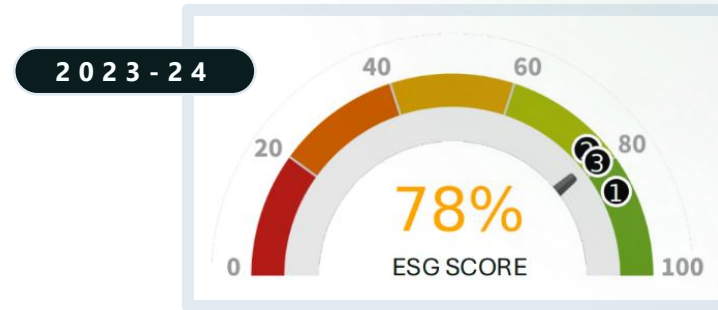
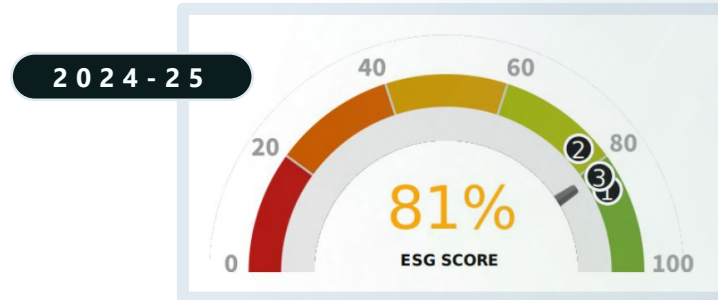
Hosted all FSP colleagues at our annual Unity event for a day of connection, inclusion, and reflection through powerful conversations on neurodiversity, gender and personal experience.



# ESG ASSESSMENTS

Each year, our investors *CBPE* commission *Anthesis* to carry out an independent ESG Health Check. This assessment evaluates how effectively FSP is managing material ESG risks, ESG related opportunities, and meeting the evolving expectations of investors and stakeholders.

We're pleased to share that our latest score of **81%** exceeds the Risk Horizon Best Practice benchmark of **75%**, highlighting the strength of our ESG practices and our focus on continual progress.



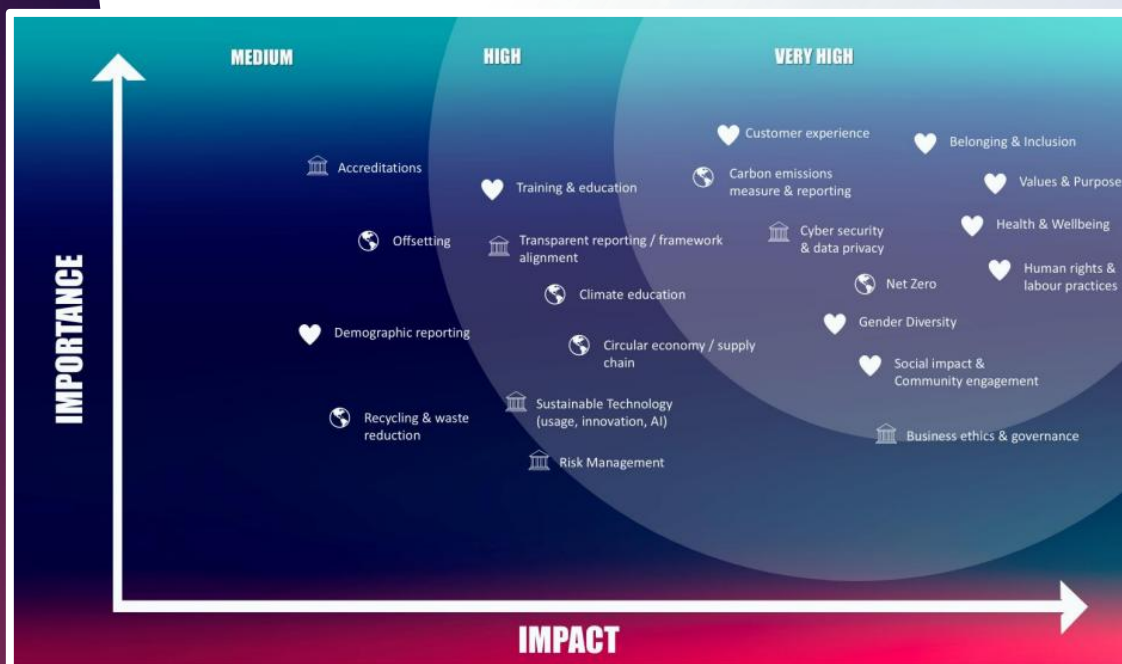


# STAKEHOLDER ENGAGEMENT AND PRIORITIES

Understanding what matters most to our stakeholders is essential to shaping a sustainability strategy that creates meaningful impact. Through regular dialogue with all our stakeholders. We gain valuable insights into the environmental and social issues they care about.

Through the materiality assessment process, we identified our key priorities and focused our efforts where we can have the greatest impact.

SEE OUR MATERIALITY REPORT



# ENVIRONMENTAL SUSTAINABILITY

We're focused on reducing our environmental footprint through practical actions that drive long-term, measurable impact for the planet.

[Carbon Reduction](#)[Carbon Avoidance](#)[Locational Impact](#)[Operations](#)[Technology](#)



## POSITIVE PROGRESS IN CARBON REDUCTION

**We've reduced our total emissions by 12.75%, from 745 tCO<sub>2</sub> in 2023 to 650 tCO<sub>2</sub> in 2024, despite a 27% increase in headcount. This equates to a 30% reduction in emissions per employee, highlighting meaningful progress in how we scale sustainably.**

Key contributors include reduced emissions from business travel and commuting, supported by enhanced data systems that improve accuracy and visibility. In addition, we've offset 1,384.08 tonnes of CO<sub>2</sub>, exceeding our operational footprint and supporting verified climate projects.

This represents a significant step forward in our sustainability journey, demonstrating how we're embedding environmental responsibility into our growth.



## OUR CARBON IMPACT

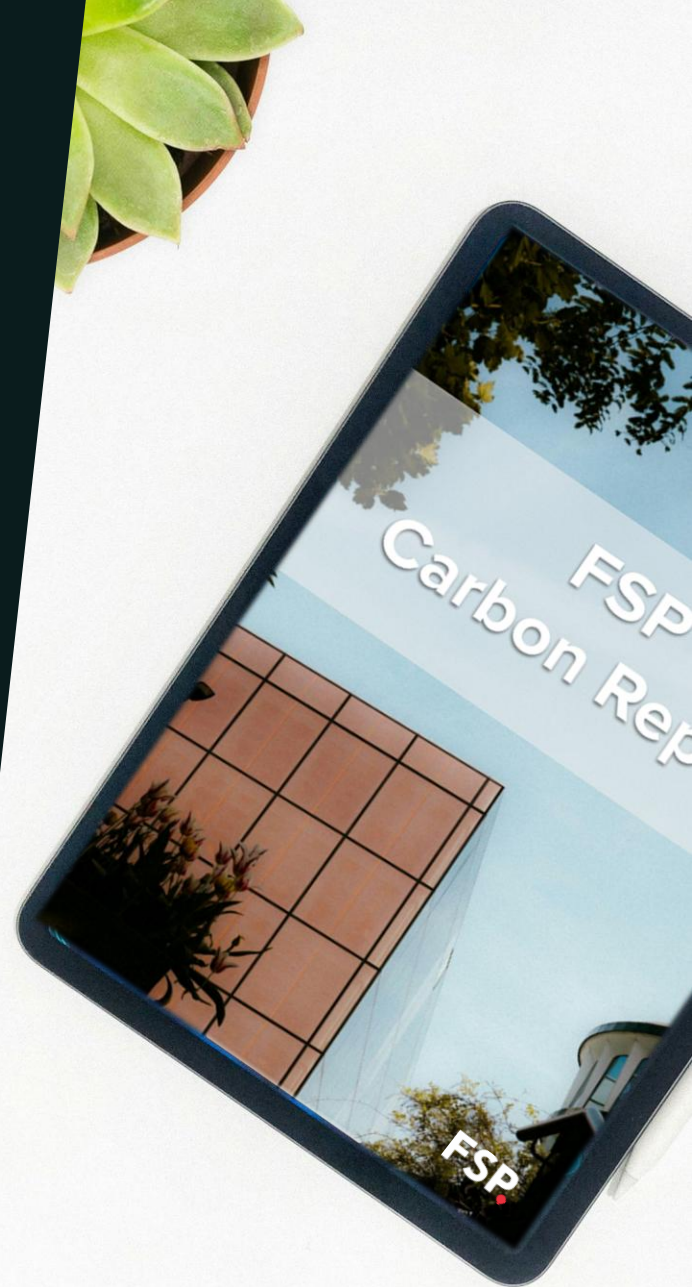
To ensure we are strategically implementing sustainable and meaningful practices to reduce our carbon footprint, we have partnered with sustainability-certified experts, Futureproof.

With their support, we've measured our carbon footprint across Scopes 1, 2, and 3, using methodologies aligned with the GHG Protocol and Science Based Targets initiative (SBTi). Our baseline data has been verified by Futureproof, providing a robust foundation for long-term emissions reduction. Please read our Carbon Impact report by clicking the button on the left.

For a full breakdown of our emissions profile, reduction drivers, and offsetting strategy, please refer to our [Carbon Reduction Plan](#), which outlines our pathway toward Net Zero.

[Read Carbon Impact Report](#)

[ENVIRONMENTAL SUSTAINABILITY](#)







## CARBON AVOIDANCE PROJECTS

While our priority is reducing emissions at the source, we also support verified carbon offset projects through our partnership with Ecologi.

In 2024, we funded the planting of 8,544 trees, contributing to a total of 41,286 trees across 19 global projects. We've also helped prevent 4,162.37 tCO<sub>2</sub>e from being emitted through 26 independently verified carbon avoidance initiatives.

These projects include renewable energy, wetland restoration, reforestation, and deforestation prevention, all certified by the Gold Standard or Verified Carbon Standard (VCS) and aligned to 15 of the 17 UN Sustainable Development Goals.

This partnership supports our broader sustainability goals by contributing to climate action and community resilience beyond our direct operations.

ENVIRONMENTAL  
SUSTAINABILITY

[See our Impact](#)

[Impact Ledger](#)

[EcoLogi Impact Report](#)

**FSP**



### Avoiding methane emissions from landfill in...

Avoiding methane emissions from landfill in Brazil

Solution type:  
**Greenhouse gas capture**



Your impact (tCO<sub>2</sub>e avoided): **995.8**



### Repairing water boreholes in Eritrea

Repairing water supply systems in Eritrea

Solution type:  
**Community based**



Your impact (tCO<sub>2</sub>e avoided): **173.0**



### Protection of the Matavén forest in eastern Colombia

Preventing over 3 million tonnes of CO<sub>2</sub>e emissions per year

Solution type:  
**Deforestation prevention**



Your impact (tCO<sub>2</sub>e avoided): **703.9**



### Conserving rainforest in the Western Amazon

Protecting over 28,000 hectares of threatened rainforest

Solution type:  
**Deforestation prevention**



Your impact (tCO<sub>2</sub>e avoided): **12.8**

Click an image to find our more information on the project







### Solar power project in Morocco

Avoiding emissions by 530,000 tonnes per year

Solution type:  
**Renewable energy**



Your impact (tCO<sub>2</sub>e avoided): **159.5**



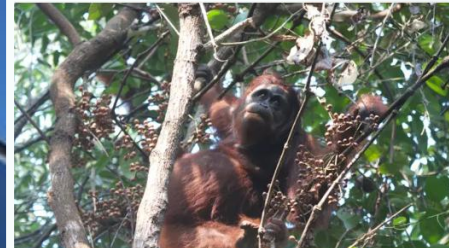
### Solar PV electricity generation in Indonesia

Generating 92,850 MWh of clean electricity every year

Solution type:  
**Renewable energy**



Your impact (tCO<sub>2</sub>e avoided): **114.7**



### Peatland restoration and conservation in Indonesia

Restoring and conserving Indonesian peatland

Solution type:  
**Wetland restoration**



Your impact (tCO<sub>2</sub>e avoided): **366.1**



### High efficiency cookstoves in Tanzania

Distributing cleaner cookstoves to reduce emissions

Solution type:  
**Community based**



Your impact (tCO<sub>2</sub>e avoided): **60.9**

Click an image to find our more information on the project





ENVIRONMENTAL  
SUSTAINABILITY

## EMBEDDING SUSTAINABILITY ACROSS OUR OFFICE LOCATIONS

We are committed to minimising our environmental impact across our locations. Although we lease our offices, we proactively select new office spaces that prioritise sustainability, energy efficiency and long-term environmental performance.

Across all UK locations, we use 100% renewable electricity, offset gas usage through verified carbon credits and implemented green waste management.

As we expand globally, we remain focused on embedding sustainability into every location we operate in. While our environmental strategies are most mature in the UK, we are applying the same principles of accountability and continuous improvement across all sites.

In Barcelona, we've implemented key upgrades including energy efficient LED lighting and enhanced waste management systems, aligning daily operations with our broader emissions reduction goals.

Our India office, launched recently, represents a growing area of ESG focus. We are now conducting quarterly emissions tracking to build a high-quality data baseline.

This visibility enables informed decision making as we shape our local environmental strategies, including the formation of an onsite sustainability team to explore emissions reduction opportunities tailored to each region.



**BREEAM®**  
OUTSTANDING





## READING, HQ

### HERE+NOW, THAMES VALLEY PARK

Our headquarters is located in the pioneering Here+Now development, the UK's first office project to achieve:

- BREEAM Outstanding
- Fitwel 3-star
- RESET Air accreditation

This carbon net zero building is powered by 100% renewable electricity through Good Energy and was constructed using sustainable materials. Heating is provided by recovering energy from non-recyclable waste, reducing reliance on fossil fuels. Located on the site of a former power station, the surrounding 80-acre Thames Valley Nature Reserve features restored wetlands, diverse wildlife habitats, and green commuting options.

Facilities support wellbeing and low-carbon living, including:

- Cycling infrastructure
- Outdoor working areas
- An electric shuttle bus
- A outside cinema and gym



ENVIRONMENTAL  
SUSTAINABILITY

See more info on our Reading location



## GLASGOW ONYX BUILDING

Our Glasgow office is based in ONYX, a high performing example of sustainable refurbishment. Recognised with the British Council for Offices (BCO) Award – Scotland: Best Refurbished/Recycled Workplace, ONYX has also earned a BCO Commendation for Sustainability.

Key environmental credentials include:

- Net-Zero Carbon Operation – all operational emissions are fully offset or eliminated
- Over 40% embodied carbon savings from retaining existing structure
- 100% renewable electricity and 100% of construction waste diverted from landfill
- Low-impact cleaning, efficient energy management, and transparent emissions reporting
- Bike storage, showers and changing facilities

ENVIRONMENTAL  
SUSTAINABILITY

See more info on our Glasgow location

**FSP.**

# LONDON

## UNCOMMON LIVERPOOL STREET

Our London presence is located within Uncommon Liverpool Street, a BREEAM-certified, sustainability-first coworking space. Uncommon became a certified B Corp in 2023, and is aligned with the Science Based Targets initiative (SBTi), aiming for 80% emissions reduction by 2025 and full Net Zero across Scopes 1, 2, and selected Scope 3 by 2027.

Environmental and wellbeing features at this location include:

- Biophilic design with over 700 plants, a sky garden, and a 6m rooftop Ficus tree
- High-efficiency ventilation and filtration systems
- Eco-cleaning, Peloton bikes, meditation pods, showers, bike storage, and a roof terrace
- A commitment to EPC ratings of B or higher and carbon-neutral desks by 2027
- Uncommon also demonstrates strong social and governance performance, offering:
  - ESG onboarding and workshops for members
  - Diversity and inclusion initiatives
  - Wellbeing programmes and annual ESG progress reporting



ENVIRONMENTAL  
SUSTAINABILITY

See more info on our London location



# EMBEDDING INTO OUR DAILY OPERATIONS

## GOVERNANCE AND LEADERSHIP

- ESG Committee oversees environmental and social performance and reports to the Board.
- ESG is a standing Board agenda item, with leaders expected to factor sustainability into planning and decision-making.
- Managers lead by example, encouraging environmental awareness across teams.

## EMPLOYEE ENGAGEMENT

- Employees are encouraged to recognise and manage environmental risks in their work.
- Everyday behaviours, like reducing digital waste or choosing low-impact travel are supported through training and internal communications.
- We foster a culture of personal accountability and collective impact.

## SUSTAINABLE AND CIRCULAR PROCUREMENT

- Minimise waste by designing for durability, reuse and responsible disposal across our operations and services,
- Maximise resource efficiency by extending the lifecycle of assets and optimising digital tools and infrastructure,
- Drive sustainable practices through our consultancy services, internal operations, digital platforms and supply chain.



**FSP.**





## CYBER AND DIGITAL RISK GOVERNANCE

As a cyber security professional services organisation, robust governance and digital responsibility are central to how we operate. Our approach is aligned with global standards and closely integrated into our wider Environmental, Social and Governance (ESG) commitments.

- We are certified to ISO 27001 (Information Security Management) and ISO 9001 (Quality Management), ensuring the highest levels of data integrity, risk mitigation, and operational excellence.
- Cyber Essentials Plus accreditations from CREST and IASME. These independently verified results underscore the maturity and integrity of our threat management and information security practices.
- Cyber security governance is embedded at all levels of the organisation, supporting secure digital operations, responsible technology use and protection of both our data and that of our clients. Our UKAS-accredited ISO 27001 certification further validates our ongoing commitment to safeguarding sensitive information.



## TECHNOLOGY AS A CATALYST FOR SUSTAINABLE IMPACT

We see technology as a key driver of both sustainability and strong Environmental, Social and Governance (ESG) performance. Through responsible innovation, we help clients reduce environmental impact, enhance efficiency and embed ESG principles into long term strategies.

Internally, we apply these same principles, minimising travel through remote collaboration, optimising cloud use, and tracking our digital footprint.

### **Responsible AI and digital infrastructure:**

We manage the environmental impact of computing by promoting energy-efficient systems and mindful AI use.

### **Cloud and data efficiency:**

Transitioning to scalable, low-impact cloud solutions helps reduce digital emissions and improve performance.

### **Ethical automation:**

Automation is deployed to reduce waste and boost productivity, while preserving human creativity and inclusivity.

### **Future ready strategies:**

We align digital transformation with evolving stakeholder expectations, regulations, and ESG goals.

# INTEGRATING SUSTAINABILITY, ETHICS & ACCESSIBILITY INTO DIGITAL TRANSFORMATION

We support customers to embed Sustainability, Ethics, and Accessibility (SEA) into their digital transformation strategies from the start. Our SEA framework provides a structured approach to assessing current practices, identifying risks and opportunities, and building responsible digital solutions that align with regulatory requirements, ESG reporting expectations, and long term business goals.

Through this framework, we are able to support organisations in designing environmentally conscious technology, embedding ethical governance into AI and data use, and ensuring digital accessibility from day one. By integrating SEA early, our customers avoid costly retrofits, enhance brand trust, and drive more inclusive, sustainable and future ready transformation.



ENVIRONMENTAL  
SUSTAINABILITY



ENVIRONMENTAL SUSTAINABILITY

JOIN THE CONVERSATION



LISTEN TO US TALK **SUSTAINABILITY & TECHNOLOGY**



LISTEN TO US TALK **RESPONSIBLE AI**



# SOCIAL IMPACT

Social impact is central to our values, strengthening community ties and driving positive change beyond profit. It attracts purpose driven talent, earns recognition, and fuels sustainable growth through innovation and resilience.

Values & Playbook

Worldclass  
Workplace

FSP Academy

Education &  
Opportunity

Inclusion &  
Belonging

Charitable Support

Organisational  
Insights

# LEADING WITH OUR VALUES

SOCIAL IMPACT



## ● TRUE BELONGING

Demonstrating fairness, compassion & empathy

Ensuring a supportive & inclusive environment

Everyone is respected for being themselves

## ● EXCELLENCE, EVERYWHERE

Operating with pace & consistent high standards

Driving continuous improvement & innovation

Delivering remarkable experiences & interactions

## ● CREATING OPPORTUNITY

Mutual success, growth & win:win for everyone

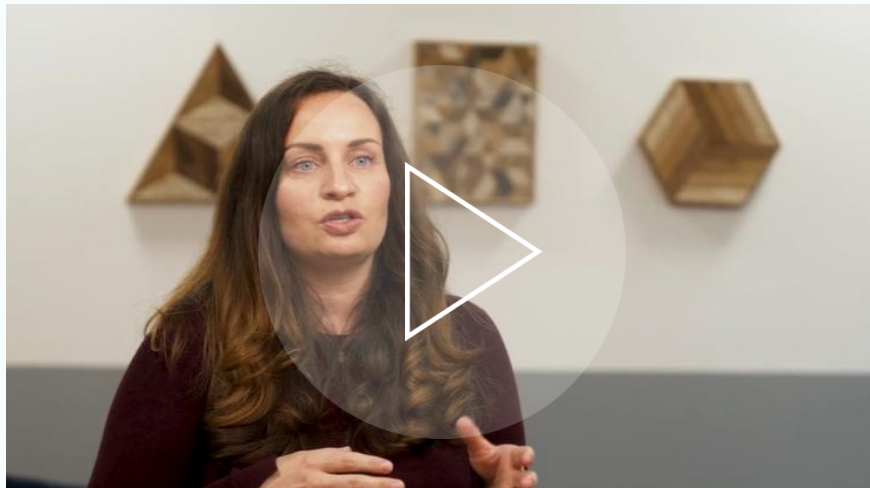
Relentless about learning & challenging ourselves

Engagement & impact in our communities



# ONE FSP PLAYBOOK

The One FSP Playbook is a living, breathing representation of our cultural DNA, setting out our purpose, values, and Winning Behaviours. It is now an essential resource for day-to-day operations, new starters, and future teams, encapsulating the principles that drive our success and commitment to excellence.



[CLICK TO HEAR MORE ABOUT OUR PLAYBOOK](#)

SOCIAL IMPACT



**FSP.**





CLICK TO WATCH



Simon Grosse and Sir Clive Woodward discuss the journey behind creating the One FSP Playbook, focusing on how the 14 Winning Behaviours were shaped through leadership workshops and team feedback. They explore the connection between high-performing teams in sport and business, and how these insights helped define the values and behaviours that drive FSP's culture and success.

# BEST IN CLASS

We are proud to be consistently recognised as a world class workplace and leader in employee engagement and workplace best practices for the past 10+ years.

Our culture, policies and workplace environment come together to create a multi-award-winning place to work.

**UK'S #1 BEST COMPANY™ TO WORK FOR**

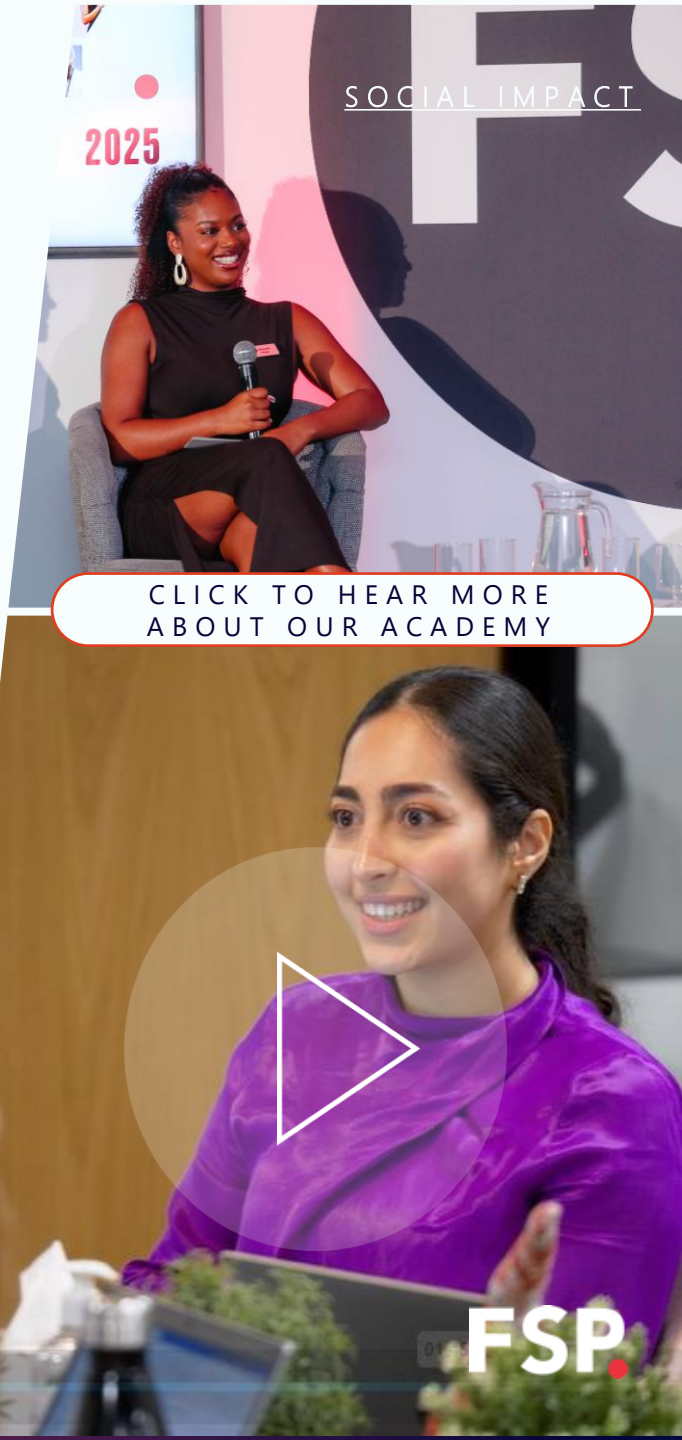


# FSP ACADEMY

We're committed to creating an environment where talent is supported, developed and given the opportunity to thrive.

That commitment comes to life through the FSP Academy, a dedicated programme designed to nurture early career professionals across a range of entry points, including graduates, apprentices, interns and placement students. Though their career paths may differ, they're united by a shared ambition to grow, contribute and succeed in the technology and consulting space.

The Academy plays a vital role in building the future of FSP. It creates a structured, high impact route for emerging talent to develop core skills, gain hands on experience, and transition into our client facing teams, helping shape the next generation of leaders from within.



CLICK TO HEAR MORE  
ABOUT OUR ACADEMY





## ACADEMY STATS

**60 people**  
Recruited over  
**5 Years**

Representing  
**17**  
nationalities

Across  
**9**  
Capabilities

**4**  
Schemes

2025 Intake  
**+19**

# ACADEMY SUCCESS STORIES

SEE MORE

## BEYOND THE ACADEMY.

Lara Walker  
BI Engineer



[READ LARA'S STORY](#)

## BEYOND THE ACADEMY.

Cameron Burkett  
Associate Business Analyst



[READ CAM'S STORY](#)

## BEYOND THE ACADEMY.

Hannah Pope  
Associate, User-Centred Design



[READ HANNAH'S STORY](#)

## BEYOND THE ACADEMY.

Christie Joseph  
Associate Support Developer



[READ CHRISTIE'S STORY](#)

# THE FSP COMMUNITY

## SUPPORTING A CULTURE OF BELONGING & INCLUSION

In the past year, FSP deepened its commitment to inclusion, connection, and community. Embedding belonging at the heart of our culture and social impact strategy.

Key highlights from the year included:

### **Inclusive Onboarding:**

New joiners were welcomed with "Belonging at FSP" sessions and cross team connection initiatives like Reach Out Roulette.

### **Celebrating Diversity:**

We marked key cultural moments including International Women's Day, Eid, Black History Month, Pride in London and Diwali, creating space for learning, sharing and celebration.

### **Employee Wellbeing:**

Initiatives such as Wellness Week, Stress Awareness Month, and a powerful Movember talk by Andy's Man Club focused on mental health, connection, and self-care.

### **Family fun days:**

Our seasonal children's parties, from summer to Christmas, are a firm favourite amongst our little ones. Held during school holidays, they offer a fun, inclusive way for families to connect and give kids a glimpse into life at FSP, while giving caregivers a well deserved break. We haven't seen our CEO and Santa in the same place at the same time (just saying).

SOCIAL IMPACT



**FSP.**





## SOCIAL IMPACT

### **EDI focused policies:**

We recognise the impact of life events and health conditions on employee wellbeing and performance, and have established dedicated policies covering menopause, miscarriage, domestic abuse, emergency & cost crisis support, EDI, trans inclusion and non-binary identities, and stress and mental wellbeing.

These policies provide guidance on workplace support and adjustments to ensure employees feel heard, respected and access to various resources.

As part of our commitment to workplace health equity and to better support employees with long-term menstrual health conditions, FSP is a certified Endometriosis Friendly Employer through Endometriosis UK.





## EMPLOYEE LED INCLUSION GROUPS

This year, we launched dedicated forums focused on Gender Equity, Ethnicity & Heritage, and Neuroinclusion, each shaped by employee voices and lived experiences. These groups provide safe, supportive spaces for open dialogue and meaningful action. We also introduced drop-in sessions on topics such as Menopause and Menstrual Health, 'Real Talk' - Men's Mental Health Group and LGBTQ+ inclusion, creating opportunities for learning, support, and connection across our FSP community.

At our recent Unity event, two panels of colleagues explored neurodivergence and women in business, with colleagues sharing personal experiences around identity, inclusion, and career. The discussions highlighted the value of diverse perspectives, learnings and sparked honest conversations about allyship and meaningful progress.

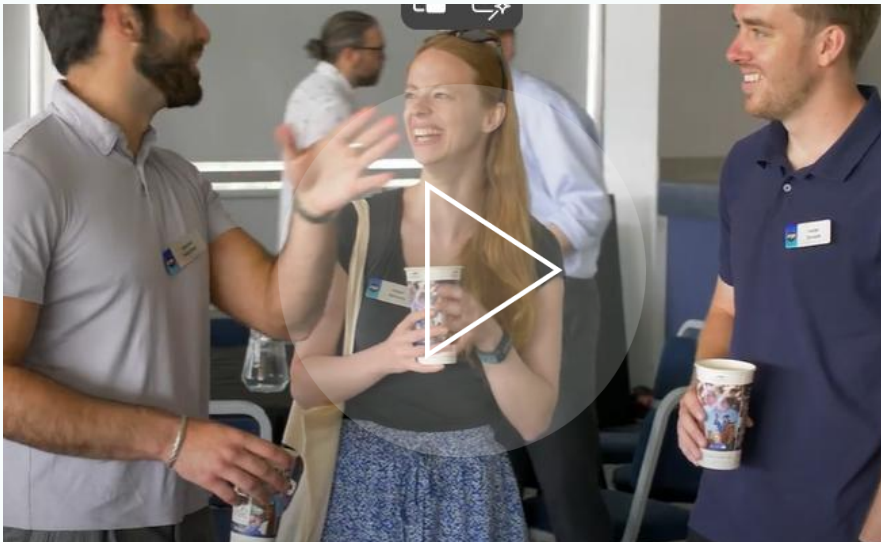




# UNITY 2025

## LISTENING, LEARNING AND CONNECTING

Each year, we bring people at FSP together for our Unity event, our annual celebration of people and culture. From powerful stories on identity and inclusion to practical mindset sessions, the day was rich with insight, learning, new perspectives and open conversation. We wrapped up with great food, live music, and a renewed sense of what truly matters, our people, and the inclusive culture we're building together.



[CLICK TO WATCH HIGHLIGHTS](#)



## RECOGNISING EACH OTHER

Each year, we host the FSP Awards Evening to celebrate the individuals and teams who bring our values to life. In our most recent one, we gathered at the iconic Savoy in London for an evening of recognition, connection and celebration.

Awards included Fast Starter, FSP Academy Excellence, Rising Star, Exemplar, Team Player of the Year, Giving Back, Directors' Excellence awards, Employee of the Year, and Leader of the Year. All awards highlight exceptional performance, collaboration and social impact.

With a mix of peer nominated and leadership selected winners, the evening reflects our ongoing commitment to building a culture where people feel appreciated, supported, and proud to be part of FSP.





FSP AWARDS 2024





# EDUCATION & OPPORTUNITY

FSP is committed to improving access to opportunity, particularly in STEM, through targeted partnerships and inclusive outreach.

Since 2024, we've partnered with **The Berkshire Skills and Business Hub** as a **Cornerstone Employer**, providing direct input into regional employability strategy. Through this, we contribute to the regional vision of world class education at scale, support **Teacher Encounter CPD sessions**, and help shape conversations around future skills and social mobility, particularly in computer science.



**Berkshire**  
CAREERS HUB

THE **CAREERS &  
ENTERPRISE**  
COMPANY

Many of our employees volunteer as Enterprise Advisers, consulting with Careers leads in schools to address technical skills gaps, embed careers education, and deliver talks, mock interviews, and employability workshops. These efforts help us reach students from lower socio-economic backgrounds and foster a two-way connection with our local community.





# Cornerstone Employer



We also partner with universities and careers services to support students from underrepresented backgrounds, offering networking, mentoring, and application support for roles in data, technology and consulting. Initiatives such as hosting girls' school STEM days and promoting access through **Disability Confident Employer** status reflect our commitment to inclusive recruitment and early careers development.

One recent example is our partnership with Reading Girls' School, where we welcomed Year 10 students for a day focused on exploring tech careers and reflecting on their personal values and aspirations.

## FSP IN THE COMMUNITY

We are committed to making a positive social impact through charitable giving, local partnerships, employee volunteering, and in kind support. Last year, we donated £47,967.84 to 11 charities across our UK and international offices.

We have supported Alexander Devine Children's Hospice for over 11 years, funding an Alexander carer for critically ill children, while also raising awareness, fundraising, and providing gifting services.

In addition to the charitable giving efforts above, employees receive two paid charity days each year, enabling diverse volunteering and fundraising initiatives.

Outstanding contributions are celebrated through our annual 'Giving Back' award at our annual FSP awards ceremony.



Children's Hospices Across Scotland



ADD LOGOS







Ross Murrell • 1st

Senior Microsoft 365 Consultant @ FSP // IT Manager @ Lincolnshire Emerge...  
11mo • 🌐

Thanks to [FSP](#) for allowing all employees to take an extra two day's leave for charity work!

I spent my two days Wednesday and Thursday this week at the [Lincolnshire Showground - Home of the LAS](#) for the Lincolnshire Show 2024 with the Lincolnshire Emergency Blood Bike Service where we were raising money, educating and networking with the public to spread the word of what we do. Most couldn't believe that us, amongst other life saving charities such as the air ambulance and LIVES, are entirely donation funded and receive no government grants. People were also shocked to know that we don't just carry blood either! It was an excellent (and very warm!) few days chatting with interested people, groups of school kids, families, and potential new blood bikers.

This weekend I'm on shift on one of our bikes, riding round the Lincolnshire roads between hospitals helping the NHS and it's patients [#ItsWhatWeDo](#)

[www.lebbs.org](http://www.lebbs.org)



Kathleen Kelly • 1st

Senior Change Consultant | Prosci Certified  
1w • 🌐

At [FSP](#) we're lucky to get two paid days a year to support a charity of our choice, and last week a group of us from FSP Scotland spent one of ours at [Children's Hospices Across Scotland \(CHAS\)](#)'s Robin House.

We had the privilege of supporting CHAS by helping out in the gardens, which was a brilliant reminder of the impact we can have when we come together.

The six-acre grounds at Robin House are nothing short of magical. Maggie, the gardener, has created a space that offers something for everyone. There are peaceful spots for quiet rest and reflection, as well as fun-filled areas for creativity, exploration and adventure.

Every corner is designed with care and intention, helping families make meaningful memories in a setting that feels both comforting and inspiring.

We were thrilled to be joined by the sunshine (yes, really) and the local wildlife kept a close eye on our work....robins and hares included.

What really stayed with us though was the warmth and dedication of the CHAS staff and regular volunteers.

All of us walked away thinking, how can we do more?

It was a day filled with purpose, connection and a shared sense of pride in giving back. A reminder of how lucky we are to get the opportunity to do this kind of thing.





**Rose Sedo** • 1st  
Office Manager  
5mo • Edited •

### ☀️ Making a Difference in Our Community ☀️

At **FSP**, we're proud to support our employees in giving back through **#charity** days. Recently, one of our Barcelona colleagues **Joan Hervás Roldán** used his time to volunteer for El Gran Recapte d'Aliments, an incredible initiative that collects food donations for those in need—including support this year for those affected by **#DANA** in Valencia with the severe flooding last month.

The volunteers' role involved:

- 🍎 Explaining the food drive to shoppers.
- 📦 Offering donation bags and sharing details about the most-needed items.
- 🍎 Collecting donated items and ensuring everything was organized.

The impact was clear—check out the photos showcasing the progress from start to finish! El Gran Recapte d'Aliments happens annually, made possible by the collaboration of institutions, supermarkets, schools, companies, volunteers, and the broader community. You can learn more about this fantastic cause here: <https://lnkd.in/eMzKB538>.

🍌 Huge thanks to **Joan** for embodying FSP's commitment to giving back and inspiring us all!

**#CommunityImpact #VolunteerWork #FSPValues #ElGranRecapte #CharityDay**



**Colin Gourlay** • 1st  
Senior Cloud Engineer at FSP | Specializing in .NET, Azure, and Microsoft Stack...  
7mo •

### ☀️ Grateful for Giving Back! ☀️

A huge shoutout to my employer, **FSP**, for providing 2 'charity days' leave each year, allowing us to dedicate time to causes that matter to us.

I had the privilege to spend one of my days working with **#ANDYSMANCLUB** yesterday, a charity very close to my heart. ❤️

Together with **Dr Ian Hounscome**, we visited **Miller Homes Ltd** to run presentations throughout the day, spreading awareness of the incredible work that ANDYSMANCLUB does in supporting men's mental health.

The response from the team was incredible, and it's inspiring to see more people engaging with this important conversation.

ANDYSMANCLUB's mission is to break down the stigma around mental health and create a safe space for men to talk. The more awareness we raise, the more lives we can potentially save.

Thank you to both FSP and ANDYSMANCLUB for the opportunity to contribute to such a meaningful cause.

Let's continue working together to make a difference! 💪

**#MentalHealthMatters #ANDYSMANCLUB #CharityDays #GivingBack #MentalHealthAwareness #THATONEMAN**







**Bhagyashree Chopde** • 1st

Senior Business Consultant

9mo • 🌐

...

Feeling Grateful! 🙏

A huge thank you to [FSP](#) for giving us two charity days off. I had the incredible opportunity to use one of those days for a great cause by skydiving for [Parkinson's UK](#).

By funding the right research into the most promising treatments, we get closer to a cure every day. Until then, [Parkinson's UK](#) is here for everyone affected by Parkinson's.

Supporting important causes while experiencing such an adrenaline rush is truly memorable. Thank you, [FSP](#), for encouraging and enabling us to make a difference.

A special shoutout to [David Osborne](#), [Hanny Abdalla](#), [Catrina Knight \(Mgt Consulting Specialist/ Growth Coach\)](#), [Fiona MacKenzie](#), [Suman Singha](#), [Gill Hopwood](#), [Gina Bull](#), [Regis Loumont](#), [Ruvimbo Mativenga BSc Hons, AMBCS](#), [Manali M.](#) and [Asmita Wasnik](#) for their generous donations.

We'll find a cure. Together. 🤝

[#skydive](#) [#skydiving](#) [#parachute](#) [#parkinsonsuk](#)



**Anthony Porter**

Feb 7

I had a great time last week spending one of my valuable charity days helping to plant 500 trees in the local school. Not only were we helping make change to a flood ridden playing field but also creating quiet spaces around the field for children who need some space. Also great with a broom 🧹







## ORGANISATIONAL INSIGHTS

Diversity is fundamental to who we are and how we grow. We know that a more inclusive culture, one that welcomes different backgrounds, perspectives and experiences, leads to stronger teams, deeper connections and better outcomes.

Our HR system enables employees to self-identify, and the data shared here helps us understand where we are today and where we need to go. These insights guide our ongoing efforts to support underrepresented groups and ensure that diversity remains embedded in our strategy, shaping the way we hire, develop and lead.

*The figures presented in the following slides illustrate the representation at FSP across all locations to the end of June 2025. This data has been collected and aligned in accordance with census data collection recommendations.*

# ORGANISATIONAL INSIGHTS

SOCIAL IMPACT



## GENDER

**62.5%**

MALE

**29.17%**

FEMALE

**0.00%**

NON-BINARY

**0.6%**

PREFER NOT  
TO SAY

**7.74%**

UNDISCLOSED

## AGE

**10.18%**

18-24

**30.84%**

25-34

**29.94%**

35-44

**22.75%**

45-54

**5.99%**

55-64

**0.30%**

65+

## ETHNICITY & HERITAGE

**16.07%**

ASIAN OR  
ASIAN BRITISH

**4.46%**

BLACK, BLACK  
BRITISH, CARRIBEAN  
OR AFRICAN

**55.36%**

WHITE  
BRITISH

**10.71%**

WHITE  
OTHER

**1.71%**

OTHER ETHNIC  
GROUPS

**0.89%**

MIXED OR MULTIPLE  
ETHNIC GROUPS

**2.38%**

PREFER NOT  
TO SAY

**8.33%**

UNDISCLOSED

# ORGANISATIONAL INSIGHTS

## EMPLOYEE SURVEY DATA

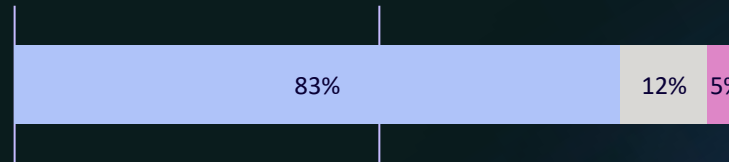
Scores are shown against an industry benchmark via the Culture Amp platform:  
A positive (+) score means we're performing above the benchmark, while a negative (–) score would indicate we're below it.

### Our Engagement score

#### FSP

Engagement Survey  
Oct 2024

# 83%



■ Favorable ■ Neutral ■ Unfavorable

### How do we compare?

#### BENCHMARK

Information Technology &  
Services Europe, July 2024

# +16

Score: 67%

SOCIAL IMPACT

**FSP**





## EMPLOYEE SURVEY DATA



### Highest 3 Scores vs. Benchmark

|   | Benchmark | Score |
|---|-----------|-------|
| FSP supports employees to make a positive difference  | +32       | 98%   |
| FSP leaders demonstrate that people are important to the company's success                          | +27       | 94%   |
| FSP's commitment to social responsibility (e.g. community support, sustainability, etc.) is genuine | +27       | 92%   |

### Lowest 3 Scores vs. Benchmark

|  | Benchmark | Score |
|--|-----------|-------|
| My Manager gives me useful feedback on how I am performing                           | +2        | 81%   |
| I know what I need to do to be successful in my role                                 | +3        | 88%   |
| We are genuinely supported if we choose to make use of flexible working arrangements | +3        | 89%   |

SOCIAL IMPACT

**FSP.**



## EMPLOYEE SURVEY DATA

| Factor                  | Benchmark | Score     |
|-------------------------|-----------|-----------|
| Social Connection       | +29       | <b>95</b> |
| Work & Life Blend       | +7        | <b>90</b> |
| Leadership              | +21       | <b>89</b> |
| Management              | +6        | <b>88</b> |
| Service & Quality Focus | +19       | <b>87</b> |
| Teamwork & Ownership    | +11       | <b>87</b> |
| Enablement              | +13       | <b>86</b> |
| Engagement              | +16       | <b>83</b> |

| Factor                        | Benchmark | Score     |
|-------------------------------|-----------|-----------|
| Company Confidence            | +17       | <b>82</b> |
| Alignment & Involvement       | +9        | <b>82</b> |
| Innovation                    | +11       | <b>82</b> |
| Collaboration & Communication | +16       | <b>81</b> |
| Action                        | +25       | <b>81</b> |
| Learning & Development        | +13       | <b>80</b> |
| Feedback & Recognition        | +14       | <b>76</b> |

[CONTENTS](#)

[OVERVIEW](#)

[ENVIRONMENTAL SUSTAINABILITY](#)

[SOCIAL IMPACT](#)



**BUILDING A RESPONSIBLE  
FUTURE, TOGETHER.**



**.futureproof**  
Sustainability Partner



*Ecologi* | **climate  
action**  
workforce

