



concentric
SOLUTIONS

ESG Report 2023-2024



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Our managing director David Watson outlines our goals and policies for how we create long-term sustainable value for our customers, employees, suppliers, local community and wider community:

“We believe that business success goes hand in hand with responsible corporate citizenship. As a leading organisation in the technology and finance sector, we recognise the significance of our role in creating a positive impact on the world around us. We are dedicated to minimising our ecological footprint by implementing sustainable practices throughout our operations. From reducing energy consumption and waste to promoting responsible resource management, we strive to protect and preserve the environment for future generations. Through our initiatives, we aim to combat climate change and promote environmental stewardship. We believe that strong communities form the foundation of a thriving society. We are committed to actively engaging with our local community at Keele University, and in Newcastle-under-Lyme and Stoke-on-Trent, by supporting social causes and

fostering inclusivity.

Our aim is to make a meaningful difference by collaborating with charities, promoting volunteerism among our employees, and supporting initiatives that address pressing social challenges, such as water poverty. We uphold the highest standards of corporate governance, transparency, and ethics. We value integrity and accountability in all aspects of our operations, ensuring fair and ethical practices in our relationships with clients, employees, suppliers, and shareholders. By maintaining robust governance structures and processes, we strive to build trust, instil confidence, and create long-term value for all our stakeholders. We are committed to regularly assessing our ESG performance, setting targets, and improving our practices. Our dedication to ESG principles is integral to our corporate culture and guides decision-making at every level of our organisation. Together we aim to forge a sustainable future that encompasses economic growth, social progress, and environmental preservation.”

- David Watson, MD

Introduction to Concentric

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Concentric Solutions is an independent Finance Transformation and Data Analytics consultancy based in UK.

Founded in 2005, we help multi-national organisations across all industries to improve their global business performance by transforming their planning, forecasting, financial and operational reporting processes. Our team provides advisory services, end-to-end solution delivery, support and managed services.

We are experts at integrating transactional systems and spreadsheets with leading Corporate Performance Management (CPM) and data analytics technologies to **CREATE** insights that drive better decisions.

Partnered with market-leading software vendors OneStream Software and Oracle EPM, our solutions solve data-driven challenges for the office of Finance, enabling knowledge owners to work smarter, faster and more collaboratively.

We **CREATE** intelligent finance applications.

- C**ustomer First
- R**espectful
- E**thical
- A**ccountable
- T**eamwork
- E**xecute every time

>150

Clients

>30

Managed Service
Clients

>250

CPM Projects

#1

First OneStream
Partner Outside
the US

>45

OneStream
Projects

>35

OneStream
Accounts

>25

People

3

Technology
Partnerships

>18

Trading 18 years
(2005)

Technology partners

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Our Trusted Partners in Finance Transformation



[OneStream Software](#) is an independent Corporate Performance Management (CPM) software company that combines advanced SaaS technologies with financial intelligence, providing a simplified and unified CPM solution for data quality, financial consolidation, budgeting & planning and profitability analysis.

As the first OneStream UK Partner and certified to Platinum level, Concentric has a diverse breadth of experience implementing the platform for organisations across all industries. With over 40 completed implementation projects for our customers, our team are experts in delivering this unified platform solution. OneStream addresses the concerns of the office of Finance around risk management, efficiency and reporting.



With more than 10,000 leading customers worldwide, [Oracle Cloud EPM](#) offers a comprehensive suite of cloud-based enterprise performance applications to help model and plan across finance, HR, supply chain, and sales, streamline the financial close process, and drive better decisions.

Concentric Solutions is an award-winning Oracle Partner that was formed to service the needs of the Hyperion Solutions customer base. Since 2007, we have completed more than 200 implementation projects for customers. Many of our senior staff formerly held roles within Hyperion and can draw on their deep knowledge and understanding of the Oracle Hyperion EPM suite and cloud applications.



[LucaNet](#) is a global software provider for financial consolidation, planning, and reporting. Over 3,000 enterprises in over 50 countries rely on LucaNet to accelerate their close, planning, consolidation, and reporting.

Its user-friendly Corporate Performance Management platform for Finance is designed to match the exact requirements of finance teams to help them focus of minimising risks, driving sustainable growth and making effective business decisions.

Suitable for organisations of varying sizes, from start-ups, established family businesses or publicly traded groups, Concentric Solutions is a reputable referral partner.

Business partners

Our clients' needs are at the heart of our business. We help them ask the right questions from the start, advise on process change and use the latest innovative technologies to transform their planning, budgeting, financial and operational reporting.



Key Support Features

- Defined Service Level Agreement

Benefit from tiered Service Level Agreements which are tailored to your individual business requirements. We offer a dedicated UK-based support desk (Monday to Friday), manned with expert, English speaking managed service consultants. We have a guaranteed 1-hour response time (contract hours). Optional critical period cover and out of hours support is also available.

Our dedicated team of vendor-trained support staff provide the specialist skills to ensure the reliability and continuity of our customer's CPM applications, mitigating risk to your financial processes and reporting cycles.

Stakeholders

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We aim to address the concerns and needs of all our stakeholders. This allows us to evolve our business in a way that is culturally appropriate to the needs of all those who have a stake in our operations.

Stakeholders	Customer/ Clients	Employees	Third parties/Technology Partners	Keele University and Wider society
Importance to us	Our clients must share our values and goals. This is based upon having ethical business standards, quality standards, and cultural standards. New clients undergo a methodological review, to ensure a value and cultural alignment.	Our employees are the centrepiece of our operations and as such are of the utmost importance. We actively promote internal business innovation and development opportunities to better our employees.	We have regular engagement with our Third-party technology partners, such as our monthly meeting with OneStream. Any third-party engagement involves a robust interview process with our technology partners.	Our engagement with the University, provides opportunities such as internships, graduate programme, and government projects like "Flourish".
Engagement	We have a 'Defined Service Level Agreement' which ensures any issues are addressed within a defined time frame. We have a post-implementation review by which a two-way discussion for what, when, and feedback opportunity.	Our employees have: monthly Town Hall meetings, Individual performance reviews, Project team meetings, and monthly technology partner meetings.	Our employees participate in OneStream's partnership training programme around SML (sensible machine learning), and optional training videos, from webinars and conferences.	We participate in Keele University engagement events such as, career and networking events, and research fairs. These events host the opportunity for academic research participation from the University.
Importance to these stakeholders	Clients want a quick and responsive support system in place within the implementation process. Concentric has a support escalation process if inquiries are not resolved.	Employees want, career development opportunities, to have a safe and inclusive working environment and to have a flexible work/life balance.	Our technology partners require us to have our employees trained up on their systems with high levels of accreditation for us to provide the service.	The University benefits from promoting career opportunities for students who are looking to gain work experience.
Risk and mitigation	Risk: Incompletion/delays of delivery of services. Mitigation: contractual agreement to meet the service agreement.	Risk: the loss of employees due to other pursuits/leaving the business. Mitigation: Training and development incentives to encourage a positive working culture to retain employees.	Risk: failure of technology partners service to provide solution. Mitigation: Third-parties must agree to the terms of a concentric on an ethical and contractual agreement.	Risk: loss of employees to turnover. Mitigation: undertaking interns and graduates helps reduce the loss of employee turnover.

Carbon emissions summary

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We are committed to doing our part to monitor and reduce our GHG emissions, to contribute to a greener more sustainable future.

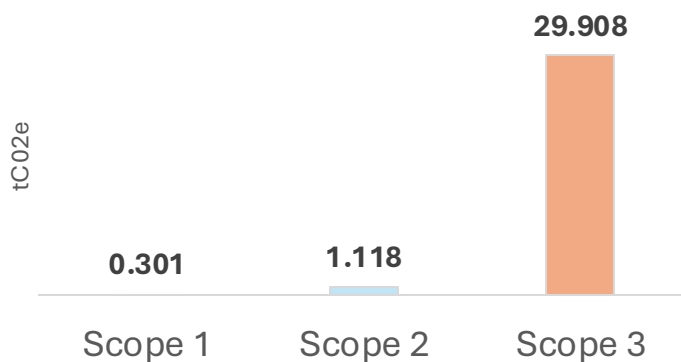
We recognise the need and importance of addressing Global issues such as climate change. However, due to the scale of our operations it must be noted issues like climate change are not material in our scope of resources to add into our business strategy at this stage.

2023-2024 is our first year of report and as such will act as our baseline year for future years to come.

	Scope 1 (tCO ₂ e)	Scope 2 (tCO ₂ e)	Scope 3 (tCO ₂ e)	Total (tCO ₂ e)
2023-2024	0.301	1.118	29.908	31.327

	GHG emissions	Local Based (tCO ₂ e)	Market Based (tCO ₂ e)
2023-2024	Scope 1	0.029	0.301
2023-2024	Scope 2	0.470	1.118
Total		0.499	1.419

CSL GHG EMISSIONS 2023-2024



Market based GHG Emissions reflects the average emission intensity of the UK's grid (provided by DEFRA GHG Emissions factors).

Local based GHG Emissions reflects emissions from our Suppliers Factors (EDF grid mix). EDF electricity has been chosen by Our energy and land management (Keele University).

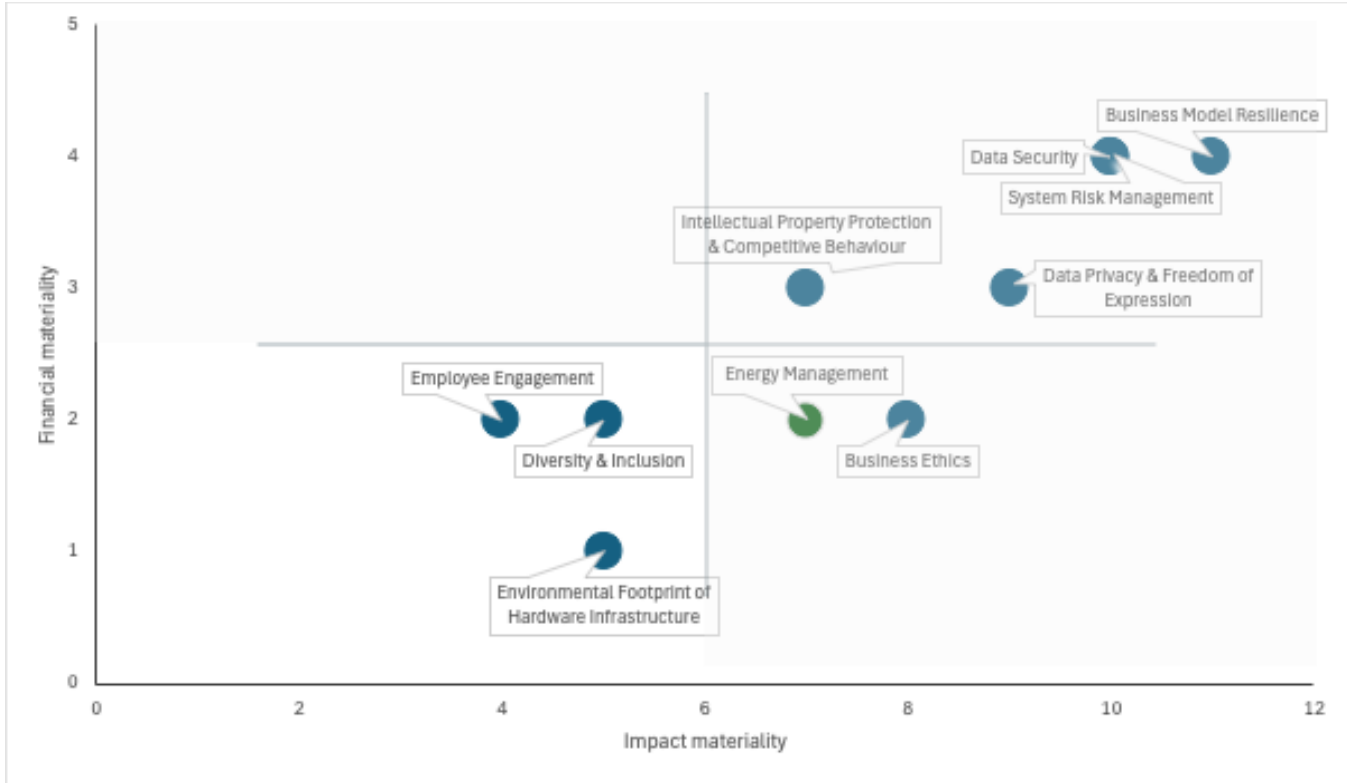
For full table of data please inquire at info@concentricsolutions.com



CSRD Aligned Double Materiality Assessment

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Methodology aligned with ESRS, using SASB industry specific material topics. Software & IT Services



Environment

- Energy Management
- Environmental Footprint of Hardware Infrastructure

Human Capital

- Employee Engagement
- Diversity & Inclusion

Business Model and Innovation

- Business Model Resilience

Social Capital

- Data Privacy & Freedom of Expression
- Data Security

Leadership and Governance

- Intellectual Property Protection & Competitive Behaviour
- System Risk Management
- Business Ethics

This aspect encapsulates the governance and management of business operational risk. This includes all scales of risk such as small-to-large scale weakening of operations; to a climate crisis or pandemic which causes major economic disruptions.

Concentric solutions has resilience measures in place to ensure business continuity, even in such events.

- Resilience plan for keeping contractual obligations

- Identification of critical business operations

- Crisis management plan for building resilience for enduring the difficulties of pandemics.

Case study – Covid-19



The Covid-19 Pandemic placed a challenging situational on all businesses. At concentric we made it mission critical to ensure the job security of our employees and support them in any way we could.

Duncan's experience of working for concentric during the pandemic.

"The global pandemic affected us and our clients which made it very challenging particularly, for the first 3 month. Many of our clients had to move their workforce into a remote working model. This caused delays to projects and key decisions which made for a very difficult client working relationship".

"Concentric were brilliant during this period because they were already setup to work remotely. So internally we adapted well to the change. The challenge was working and supporting our clients who were largely not prepared to move their entire workforce to a remote model."

"Internally the Concentric leadership team David Irwin and David Watson setup several regular companywide online meetings to check and update on the status of, Business, Client projects and Employee wellbeing".

"They also only had to furlough one member of the team and rather worked out a flexible working model to ensure that the business could continue whilst minimise the financial impact of a reduction in salary".

"I am still with Concentric 5 years later. During the pandemic Concentric put their employees first and made every effort to look after our wellbeing. This was very important to me because I am not office based and do not have any local Concentric colleagues. They moved quickly to foster a supportive online community which still exists today".

- Duncan Concentric employee



Information and data security

We have a robust Information Security Program that consists of an array of policies, procedures, controls and measures which relate to information security and data protection.

Our 'Information Security Policy' covers all aspects of how we identify, secure, manage, use and dispose of information and physical assets as well as acceptable use protocols, remote access, password and encryptions.

This is to ensure compliance with data protection regulations and safeguarding customer information.

- o Data Protection Act 1998, 2018, and the provision of the GDPR

BREACH MANAGEMENT APPROACH

We carry out periodic risk assessments and gap analyses to ensure that our compliance processes, functions and procedures are fit for purpose and that mitigating actions are in place where necessary.

	2023-2024
Number of Data Breaches	0
Number of users whose information is used for secondary purposes	User are kept on file upon inquiries; users can request for their information to be removed
List of data protection policies	Information Security Policy', 'Employee contractual agreement clause 19', Data Protection Act 2018.

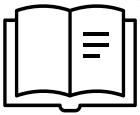


To request more information on any policies please contact info@concentricsolutions.com

Wellbeing and health

We are committed that all our employees are supported with their mental and physical health.

Vitality provides comprehensive health insurance, and incentives schemes like discounts to gym memberships or an apple watch through their rewards programmes.



Case study - Healthcare

We acknowledge that both personal and family health is and should be a priority to our employees. We offer private health cover through Vitality.

“I have participated in the Vitality Health scheme offered by the company since Centric introduced private health cover nearly 10 years ago.

I chose to extend cover to include family members and have experienced first-hand the benefits of not having needed to wait for appointment availability or to be concerned about bearing the full costs of private medical and dental procedures, when alternative NHS options would have involved lengthy delays.

I like the fact that the Vitality Plus scheme is more than just medical insurance. Wider benefits and perks provided by the

scheme make you stop and consider the health implications of lifestyle and work balance.

The app provides incentives to track a path towards an improving health plan – which not only benefits the individual/family but offers a supportive approach to reducing unnecessary time out from work.

Several members of my family have benefited from the scheme over time. Private consultations and fast-track appointments for small procedures have created peace of mind for both myself and the family.

I see tangible benefits in offering private medical insurance protection to staff, and affording them the option to extend it to include family members.”

- David Watson



We are committed to providing and supporting an environment that promotes equality of opportunity amongst our entire workforce.

Our aim is that our workforce will be truly representative of all sections of society and each employee feels respected and able to give their best.

We commit to creating a working environment that ensures fair and equal treatment of all employees, visitors, customers, suppliers and contractors.

- o The Equality Act 2010

BULLYING, HARASSMENT AND VICTIMISATION

We aim to foster an environment where all employees feel valued; and we commit to a culture that is free from bullying, harassment and victimisation and where concerns are raised there should be a confidence that they will be investigated fairly and promptly.

We are committed to eliminating any form of bullying, harassment and victimisation from all aspects of

employment and to all employees, visitors, customers, suppliers and contractors.

- o The Equality Act 2010

EQUAL OPPORTUNITIES

We recognise the need to tackle barriers to create a culture in which equal opportunities and equal treatment are reflected in working practices and are a priority for all employees, visitors, customers, suppliers and contractors.

The recruitment, selection and promotion process will be based on ability to do the job and other objective relevant criteria.

Full consideration will be given whether reasonable adjustments can be made where a person has a disability or to enable an individual to observe their religion or belief.

- o Equality and Diversity Policy
- o Data Protection Act 1998, and the provision of the GDPR.

	2023-2024
Companywide Percentage of gender	Male(78%), female (22%).
Companywide Percentage of diversity	White (83%), Other ethnic group (11%), Asian or Asian British (6%)
(a) executive management	White_male (100%)
(b) non-executive management	White_male (100%)
(c) technical employees	White_male (60%), white_female (20%), Other ethnic group_female (20%)
(d) all other employees	White_male (75%), Asian or Asian British_male (13%), Other ethnic group_female (13%), White_female (13%)

Career opportunities:

Flourish

We work in partnership with Keele University to support the Flourish programme. This is part-funded by the UK Government through the UK Shared Prosperity Fund, through Newcastle-under-Lyme Borough Council. The Fund aims to improve pride in place and increase life chances across the UK investing in communities and place, supporting local business, and people and skills. with students or recent graduates working with eligible businesses for up to 100 hours per project.

Support Analyst Internship

We offer 3-month internships to Keele students who are completing Masters degrees in relevant, related fields of study. During the internship the students complete an individual project and gain exposure to, and knowledge of, all areas of our business. In every instance we have offered the intern a full-time job at the end of the internship.

Professional development

We offer support to our colleagues who wish to gain industry-recognized certifications and qualifications alongside their normal work such as OneStream Learning Path Review* (*OS CERTIFICATION) and LinkedIn learning. We also encourage and fund colleagues who wish to join professional bodies such as CIMA. Employees regularly undertake 1-2-1 Role Reviews where development opportunities are discussions.

Internal projects:

We provide our employees with the opportunity to take on their own internal project.

Process into Practice

Internal project with the objective to have a centrally maintained, auditable, and accessible inventory of company-wide Standard Operating Practices with accepted quality management practices and that may support future quality accreditation. This will support onboarding of new colleagues, help build wider understanding of company procedures and functions, identify areas for continuous improvement and identify risks to the business.



Case study - Training and development

In Spring 2023, Sam was searching for a Placement semester with a technology focus as part of his MSc in Computer Science at Keele University.

He discovered Concentric through a coffee with employers' event held at Keele University. After a successful application for a Support Analyst role, an Internship programme began with the team in June.

“One of my key attractions was to the development opportunities working in a dynamic environment with large multinational companies”.

“From my first day I was given high levels of responsibility both in Support role, but also in developing the ESG domain knowledge of Concentric”.

Sam now works side-by-side with Senior consultants at Concentric to develop an ESG solution for a key client.



Case study - Training and development

Concentric allocates a dedicated time for employees to focus on their training, allowing employees to pursue certifications and skill enhancements without the pressure of balancing work and study.

"Each month, I participate in one-on-one sessions with my line manager, where we review my progress and identify areas for further development. This personalized approach ensures that I am always working towards meaningful goals".

"I have been able to participate in courses related to OneStream administration, which has significantly contributed to my professional growth. This proactive support system has empowered me to advance in my career and stay up-to-date with industry standards".

"What sets Concentric apart from other companies is its genuine investment in the professional development of its employees. The personalized one-on-one sessions are not just check-ins but strategic discussions focused on my individual career trajectory. This tailored approach is unique, as it allows me to steer my development in a direction that aligns with both my interests and the company's needs. Furthermore, the dedicated study time is an invaluable benefit that shows Concentric's understanding of the demands placed on

employees. This level of support has been crucial in helping me balance work responsibilities with my personal growth ambitions. I feel genuinely valued at Concentric, knowing that my development is a priority and that I have the necessary resources to achieve my goals."

"As a direct result of the training opportunities provided by Concentric, I have successfully obtained my OneStream administration certification. This achievement has not only broadened my technical expertise in OneStream, HFM, and other related applications but has also positioned me as a key resource within the company. The knowledge gained from these training sessions has enabled me to contribute more effectively to my team, leading to improved project outcomes and greater overall efficiency".

"On a personal level, the confidence I have gained from mastering new skills has had a positive impact on my quality of life, allowing me to take on more challenging tasks and advance my career. This continuous development also benefits the company, as it fosters a culture of excellence and innovation, ultimately contributing to Concentric's success in a competitive market".

- Concentric employee



Flexible Working

We strive to support a family friendly work/life balance so we can meet the needs of both employees and Concentric Solutions.

Flexible Working Policy

We allow for hybrid work arrangements, and collaborate regularly at Keele, but also provide the tech to work effectively remote. Our team is built around trust and accountability, with a focus on customer service excellence.

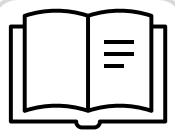
Our culture of trust is built on a deliverables-based approach, where those that contribute, drive productivity and produce the greatest results, are afforded the most work-life flexibility.

Maternity Policy

Concentric Solutions is committed to protecting an employee's welfare while pregnant. We provide support to employees and / or partners throughout their pregnancy, whilst at work and after the birth of the baby.

Maternity Policy; Parental Leave; Paternity Policy; Shared Parental Leave Policy

Case study – flexible working



We recognize the diverse needs of our employees and the importance of balancing work and personal responsibilities.

One of our employees, is a part-time carer for her elderly grandfather, who has chronic health issues. With her father working away from home Monday to Friday and minimal assistance from other family members, the primary caregiving responsibilities fall on her during the week. This role requires her to be available for regular medical appointments and occasional urgent care visits, as well as adjustments in her work schedule to accommodate her grandfather's day-to-day needs.

"Concentric's flexible working policy has been invaluable to me as a part-time carer. It allows me to manage my grandfather's needs; , such as attending medical appointments and adjusting my work schedule to accommodate his mealtimes. The ability to make up time later and work remotely from my grandfather's house when he needs some

support has been a game in balancing my responsibilities .

"The understanding from management and colleagues shows that Concentric supports and values part-time carers like myself. In contrast, my previous employer required me to use annual leave for a dependant's appointments, which limited my ability to take time off for rest and relaxation. Now, I can use my annual leave for its intended purpose: to take a break, rest and recharge."

"The flexibility that Concentric has shown in accommodating my care commitments has been essential in managing the stress associated with being a carer. It allows me to focus on my work and perform my role to the best of my ability without compromising my grandfather's care. This support has not only improved my work-life balance but has also enhanced my job satisfaction and loyalty to the company. Concentric's commitment to flexible working arrangements exemplifies our dedication to employee well-being and productivity, creating a positive and supportive workplace culture."

- Concentric employee

Ethics and business policy

We are committed to conducting business in an ethical and honest manner, and we are committed to implementing and enforcing systems that ensure that bribery is prevented. We are committed to acting professionally, fairly, and with integrity in all business dealings and relationships, in whichever country we operate.

- There is a zero-tolerance for bribery and corrupt activities.
- Equality Act 2010, The Prevention of Corruption Acts 1906 and 1916, and the Bribery Act 2010.

It is with this in mind that we commit to preventing bribery and corruption in our business and take our legal obligations seriously.

The 'Ethics and Business Practices Policy' exists to set out the responsibilities of all staff in upholding the highest standards of professional conduct and impartiality.

We have no political stance, as a result we do not support any political parties or candidates. We recognize this may be perceived as an attempt to gain an improper business advantage.

Human rights

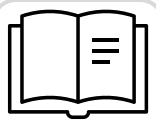
We respect and supports globally recognised human rights and modern slavery standards and we have measures in place to prevent any-and-all actions regarded as human rights violations within our operations and value chain.

We have a wide range of policy's which cover all aspects of human rights to ensure a safe, friendly and secure work environment for all. In addition to other ethical business practices.

- Bullying and Harassment Policy
- Equality and Diversity Policy
- Ethics and Business Practices Policy
- Health and Safety Policy



We believe that our employees' engagement with their local community is key to driving success and fostering a connection with wider society. We participate in Keele University careers events and local food bank donations on a regular basis. We are in full support of our employee lead community initiatives.



Case study – volunteering

We recognise that charitable causes are central to both our employees and wider society. We aspire to create a culture that is supportive when our employees reach out about projects, they are passionate about supporting.

In December 2023, Morgan spent two days working in a distribution centre for Samaritan's Purse UK. Working specifically related to their Operation Christmas Child project.

Their mission is to spread joy to children across the world in areas affected by war, poverty, natural disaster, famine, and disease, by filling shoeboxes with toys, personal care items, school supplies, and fun gifts.

"This cause is very close to my heart. It is an important part of my faith that I can take part in projects like this. Concentric have been very supportive of this work and, indeed, every other suggestion I have made in support of different charities locally".

"We now have a monthly collection for our local food bank,. We ran a 'reverse advent calendar' in December where each day we asked for specific items for

the food bank. My colleagues helped me to move my workload around to accommodate time away from the office and contributed to the cause".

"I will never hesitate to make any suggestions of this nature at Concentric and feel that I have the opportunity, support and resources to make a positive impact both in my role and in the wider community".

"This volunteering experience was a strong spiritual experience for me, and I found it incredibly rewarding and moving. I am very grateful to the business for allowing me to attend, and to the team for helping to accommodate my time away. There was a significant impact on my own wellbeing, and I hope that I was – and will continue to be – effective at building awareness of this cause. The impact of my work will be realised in some places where the children are far less fortunate than in the UK. I believe those children will have their lives changed for the better as a result of Operation Christmas Child".

- Morgan Concentric employee



Operational sustainability

Our decision to move to Keele University's IC-7 (a modern more energy efficient building) was both a strategic and sustainability lead decision to reduce our emission and harness the renewable energy produced from the Low Carbon Energy Generation Park.

Innovation Centre 7

"A future-proof facility focused on harnessing and developing the digital technology that will place the region at the heart of the UK's digital revolution".

- Keele University

The vision for Keele's seventh Innovation Centre is to drive business growth and innovation, helping local businesses understand and adopt advanced data analytics.



Low Carbon Energy Generation Park

Generating up to 50% of our campus electricity.

"Featuring two wind turbines and 12,500 solar panels, as well as an industrial-sized battery to store the generated energy, our Low Carbon Energy Generation Park generates up to 50% of the University's campus electricity requirements from renewable sources, saving around 1,500 tonnes of carbon emissions each year."

- Keele University

the multi-technology energy park became fully-operational in late 2021, with the official opening of the park taking place in April 2022.

The Park is managed by Europe's largest Smart Energy Network Demonstrator (SEND), a state-of-the-art real-time energy management system, which optimises the balancing of generation, distribution, demand and storage across the campus - winning the Clean Energy Scheme Award at the 2023 Green Energy Awards.



Our Impact

Our team members regularly make contributions to The Trussell Trust by donating essential food and toiletry items for our local food bank in Newcastle-under-Lyme, helping to combat poverty in the community.

www.trusselltrust.org



Our watercooler is supplied by AquAid which has raised over £21 million for charities such as The Africa Trust, bringing a life-time supply of clean fresh water to over 3.5 million people.

www.aquaidwatercoolers.co.uk



We support events run by local charity Caudwell Children, which transforms the lives of children with autism and disabilities by providing access to the life-changing services, equipment, therapies and treatments they need to lead active, happy and independent lives.

www.caudwellchildren.com



We sponsor an area of woodland in South Staffordshire - the Himley Plantation, which is maintained and managed by the Woodland Trust.

www.woodlandtrust.org.uk



Sustainability Accounting Standards Board (SASB) Index

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Concentric solutions is pleased to have aligned with the Sustainability Accounting Standards Board (SASB) Software & IT Services standard. This is for our first year 2023-2024, which demonstrates our commitment to undergoing good practices within the technology and communications sector.

SASB TOPIC/ CODE	ACCOUNTING METRIC	DISCLOSURE	unit
Environmental Footprint of Hardware Infrastructure			
TC-SI-130a.1	(1) Total energy consumed	712.814 GJ	Gigajoules (GJ)
	(2) percentage grid electricity	63% (Average over 2023 tax year)	Percentage (%)
	(3) percentage renewable	37% (Average over 2023 tax year)	Percentage (%)
TC-SI-130a.2	(1) Total water withdrawn	0 m ³	Thousand cubic metres (m ³)
	(2) total water consumed	34.7 m ³	Thousand cubic metres (m ³)
	percentage of each in regions with High or Extremely High Baseline Water Stress	0%	Percentage (%)
TC-SI-130a.3	Discussion of the integration of environmental considerations into strategic planning for data centre needs	Concentric solutions does not own/ operate/ or lisencc space in data centres; Therefore no Environmental considerations can be accounted for.	Discussion and Analysis

Data Privacy & Freedom of Expression			
TC-SI-220a.1	Description of policies and practices relating to targeted advertising and user privacy	We carry out periodic risk assessments and gap analyses to ensure that our compliance processes, functions and procedures are fit for purpose and that mitigating actions are in place where necessary. This information can be found within our 'Information Security Policy'.	Discussion and Analysis
TC-SI-220a.2	Number of users whose information is used for secondary purposes	Users information is kept on file upon user inquiries; users can request for their information to be removed at any time. User infromtion is; but not limited to, Statements, transaction records, communications records, personal data, behavioural data, location data, demographic data.	Discussion and Analysis
TC-SI-220a.3	Total amount of monetary losses as a result of legal proceedings associated with user privacy	£0	Presentation currency
TC-SI-220a.4	(1) Number of law enforcement requests for user information, (2) number of users whose information was requested, (3) percentage resulting in disclosure	0	Number
		0	Number
		0%	Percentage (%)
TC-SI-220a.5	List of countries where core products or services are subject to government required monitoring, blocking, content filtering, or censoring	None; concentric solutions does not operate in regions where any freedom of expression is limited.	Discussion and Analysis

Sustainability Accounting Standards Board (SASB) Index

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Data Security			
TC-SI-230a.1	(1) Number of data breaches,	0	Number
	(2) percentage that are personal data breaches,	0%	Percentage (%)
	(3) number of users affected	0	Number
TC-SI-230a.2	Description of approach to identifying and addressing data security risks, including use of third-party cybersecurity standards	<p>We have a robust Information Security Program that consists of an array of policies, procedures, controls and measures which relate to information security and data protection.</p> <p>This is to ensure compliance with data protection regulations and safeguarding customer information. Data Protection Act 1998, and the provision of the GDPR 'Information Security Policy'.</p>	Discussion and Analysis

Recruiting & Managing a Global, Diverse & Skilled Workforce			
TC-SI-330a.1	Percentage of employees that require a work visa 4	10%	Percentage (%)
TC-SI-330a.2	Employee engagement as a percentage 5	70%	Percentage (%)
TC-SI-330a.3	Percentage of (1) gender and (2) diversity group representation for:		
	(a) executive management	White_male (100%)	Percentage (%)
	(b) non-executive management	White_male (100%)	Percentage (%)
	(c) technical employees	White_male (60%), white_female (20%), Other ethnic group_female (20%)	Percentage (%)
	(d) all other employees	White_male (75%), Asian or Asian British_male (13%), Other ethnic group_female (13%), White_female (13%)	Percentage (%)

Intellectual Property Protection & Competitive Behaviour			
TC-SI-520a.1	Total amount of monetary losses as a result of legal proceedings associated with anti-competitive behaviour regulations 7	£0	Presentation currency

Managing Systemic Risks From Technology Disruptions			
TC-SI-550a.1	Number of:		
	(1) performance issues	0	Number
	(2) service disruptions	0	Number
	(3) total customer downtime	0 days	Days
TC-SI-550a.2	Description of business continuity risks related to disruptions of operations	<p>Concentric solutions has resilience measures in place to ensure business continuity such as, a Resilience plan for keeping contractual obligations, Identification of critical business operations, Crisis management plan for building resilience for enduring the difficulties of pandemics.</p>	Discussion and Analysis

Table 2. Activity Metrics			
SASB TOPIC/ CODE	ACTIVITY METRIC	DISCLOSURE	unit
TC-SI-000.A	(1) Number of licences or subscriptions	3 primary licences for technology partners	Number
	(2) percentage cloud-based	100%	Percentage (%)
TC-SI-000.B	(1) Data processing capacity	no monitoring of this unit	See note
	(2) percentage outsourced	no monitoring of this unit	
TC-SI-000.C	(1) Amount of data storage	2.7 tb - box	terabyte
	(2) percentage outsourced	0%	Percentage (%)



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