



Sustainability at Perspicuity

Annual report | 2024



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Welcome to **sustainability** at **Perspicity!**

2024 marked another significant step forward in Perspicity's journey toward a greener, more sustainable future. The primary focus this year was improving data accuracy to support robust carbon calculations. Following 2023—our first year of fully calculated emissions across Scopes 1, 2, and 3—the objective for 2024 was to ensure more reliable and readily available data.

This goal was successfully achieved, resulting in a reduction in carbon emissions—details of which are outlined later in this report—and enabling the development of a roadmap toward Net Zero.

Progress was not without challenges. During 2024, Perspicity transitioned from its own office space to a fully managed coworking environment. This change reduced direct visibility of energy consumption and limited control over building-related suppliers. In response, new approaches were developed to measure and manage sustainability within this shared setting.

Overall, 2024 reinforced Perspicity's commitment to sustainability and confirmed that the organisation is on the right path. While the year brought both meaningful progress and new complexities, Perspicity continued to move forward with determination.

Perspicity is proud to present its 2024 Sustainability Report.



The Perspicuity way

Perspicuity's approach to sustainability remains consistent: progress is achieved through collective effort. Each year reinforces the importance of collaboration—not only within the organisation but also across suppliers and the wider partner community.

To strengthen governance and coordination, Perspicuity has transitioned from multiple internal focus groups to a single Sustainability Committee. In addition, the organisation actively engages with its partner network to exchange ideas, share best practices, and seek guidance when addressing complex challenges.



Embed sustainability into our everyday

Built in collaboration with our colleagues, our sustainability goals have been designed and integrated into our everyday ways of working.



Promote collective action

Collectively we can drive meaningful change across the industry. We collaborate with our business communities and customers to make positive changes.



One step at a time

There's no finish line when it comes to sustainability; it's just a series of key targets and overarching goals to achieve. We can't do everything at the same time.

Supporting The UN Sustainable Development Goals

The 2030 agenda for sustainable development, adopted by all United Nations member states in 2015, provides a shared blueprint for peace and prosperity for people and the planet, now and into the future.

Aligning all our efforts to the UN Sustainable Development Goals enables us to create more purposeful initiatives whilst also acting as a sense checker for our efforts, i.e. is the work we're doing positively impacting both Perspicuity's sustainable journey and the UN Sustainable Development Goals?

Perspicuity has committed to supporting 5 goals to which we believe we can make the most direct impact. All of our efforts are assigned to at least one of the UN Goals and, in some cases, to ones we're not directly committed to.

Direct vs Indirect Impact

Throughout this report, we've left in full colour the five goals where we're focusing our attention, but - via our additional projects - we're indirectly supporting additional goals. These will appear grey.





Good Health and Wellbeing

Ensure healthy lives and promote wellbeing for all.

For us, Good Health and Wellbeing reaches further than just physical wellbeing, we care deeply about our colleagues' mental and financial wellbeing, too. From building awareness on various mental health subjects to physical impairments and creating safe spaces to talk all things money, we're driving a more open culture within the business.



Quality Education

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

We deeply value the personal and professional development of our colleagues. To support this, we have established policies and procedures that enable our team to continually enhance their skills. Additionally, we offer opportunities for personal growth and the chance to pursue individual interests through sabbatical leave.

We also acknowledge that this reaches further than just our team. We've long been advocates for hiring apprentices and engaging with our local community to provide internship and workplace opportunities.



Gender Equality

Achieve gender equality and empower all women and girls.

It's beyond any doubt that Perspicuity supports gender equality, and we're far beyond the basics of equal opportunities and representation. Our focus on this goal is more centred around breaking the stigma of IT being a male-dominated industry - it's so far from the truth and we thrive and prosper by having such an open and diverse group of colleagues.



Decent Work & Economic Growth

Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

As part of our purpose – We Make Work Better – we believe this reaches further than just the technological impact we make within the organisations and partners we work with, we believe we can make the world in which we live a better place by equipping our colleagues, customers and partners with tools, knowledge and best practice guidance – as far-reaching as sustainability – to make a meaningful impact across our industry and peers.



Climate Action

Take urgent action to combat climate change and its impacts.

What can we do at Perspicuity to reduce our carbon impact? We're consistently assessing new ways in which we can make positive changes within our organisation to reduce our emissions impact on the planet while also devising ways in which we can give back to the planet and our local community, whether that be planting trees, or helping out with community park clean-ups – we have so much we're working on.



Our partnership with Ecologi



Perspiciuity’s partnership with Ecologi ensures that as the organisation grows, so too does its positive contribution to global climate action. In addition to a monthly investment in certified carbon avoidance projects worldwide, Perspiciuity plants UK-based trees for every new colleague, every new project undertaken, and every piece of feedback received through surveys.

This approach supports both carbon reduction and reforestation efforts, strengthening local communities and biodiversity while extending impact across a broader range of UN Sustainable Development Goals beyond Perspiciuity’s core focus.

Below is a breakdown showcasing our cumulative data behind our efforts with Ecologi:

Ecologi initiative	2022	2023	2024
Total trees planted	11,564	14,480	15,668
UK trees planted	215	462	682
tCO2 avoided	208.64	392.48	553.85

Data correct as of January 2025



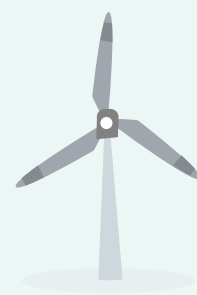
15,668

Trees funded worldwide



682

UK trees funded



533.85

tCO2 avoided



35

Months of climate action

Supporting the goals worldwide

Perspiciuity recognises that its ability to directly influence the UN Sustainable Development Goals is limited. However, through our partnership with Ecologi, we are able to indirectly support a broader range of these goals via the global projects Ecologi undertakes. Below are examples of the initiatives Perspiciuity contributes to worldwide:



Forest restoration in Kenya

This project in Kenya is a 7-year initiative to plant over 14 million trees across 5,700 hectares in the Mau region. It provides jobs for locals and restores a vital watershed feeding Lake Victoria, helping to reverse decades of deforestation while also supporting community wellbeing and climate goals.

 2,244 Trees Funded

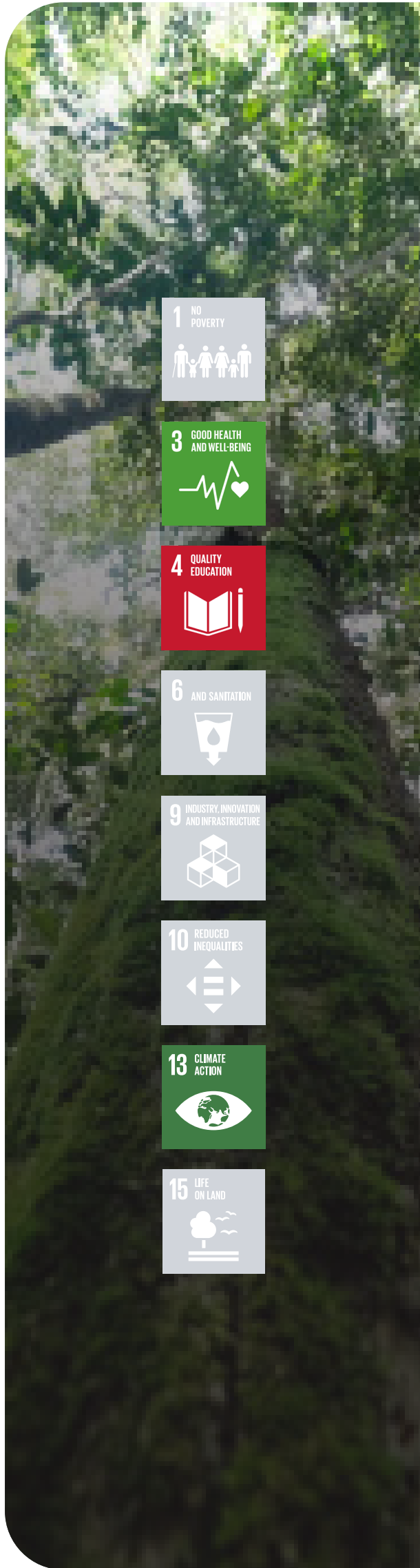


Forest Restoration the UK

This project is helping to restore native ecosystems across England, Wales, Scotland, and Northern Ireland. These efforts help mitigate climate change by sequestering carbon, reducing flooding, and improving soil and air quality. The project also supports local communities through education, volunteering, and urban greening. Survival rates for trees are impressively high, often exceeding 95%, and many trees have grown taller than people within just a couple of years.

By using locally sourced materials and engaging community groups, the project contributes to several UN Sustainable Development Goals, including climate action, sustainable cities, and biodiversity conservation. It's a holistic approach to landscape restoration that benefits nature, climate, and people.

 842 Trees Funded



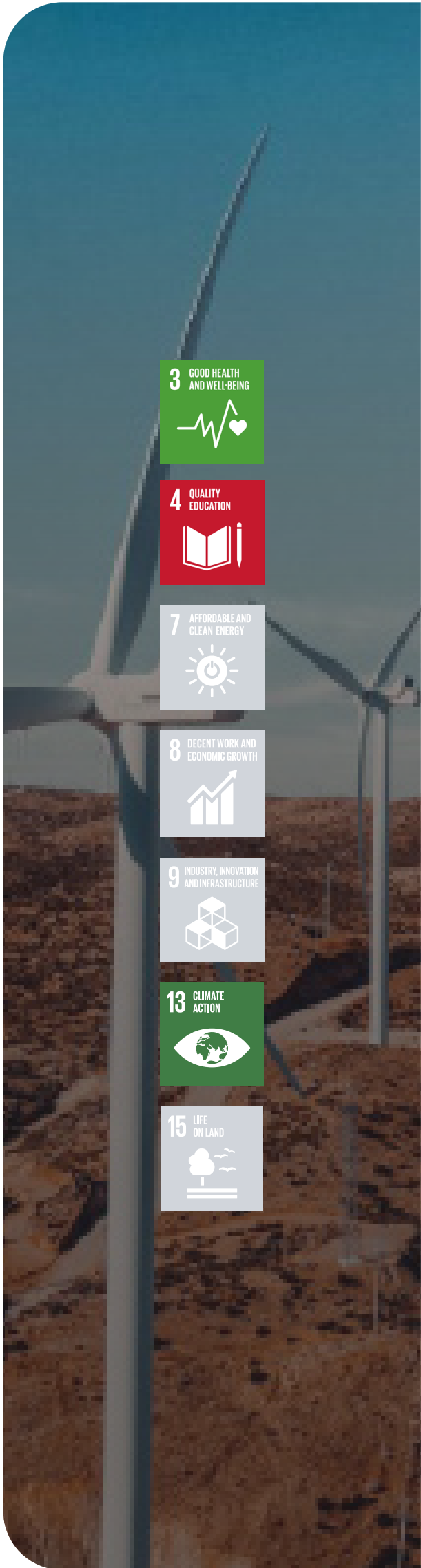
Peatland restoration and conservation in Indonesia

This peatland restoration initiative protects and restores 149,800 hectares of tropical peatland—one of the world’s most carbon-rich ecosystems. It aims to prevent deforestation, reduce greenhouse gas emissions, and conserve biodiversity while supporting sustainable development for local communities.

By halting forest conversion and restoring degraded areas, the project avoids peat oxidation and generates around 7.5 million verified carbon credits annually. It’s verified under the Verified Carbon Standard and the Climate, Community & Biodiversity Standard, and contributes to multiple UN Sustainable Development Goals including climate action, poverty reduction, and ecosystem restoration.



58.845 Tonnes of CO2e avoided



Wind power project in El Istmo, Mexico

This onshore wind power initiative helps Mexico transition away from fossil fuels by generating clean electricity and preventing an average of 245,015 tonnes of CO2e emissions annually over at least 20 years. It’s part of a larger wind energy programme and contributes to sustainable development in collaboration with local organisations and educational institutions.

The project has improved healthcare, education, and employment in the region—supporting cancer awareness, reproductive health workshops, scholarships, and job creation. It also promotes biodiversity, implementing wildlife monitoring programmes. It aligns with multiple UN Sustainable Development Goals, including climate action, quality education, and biodiversity conservation.



28.98 Tonnes of CO2e avoided

Key highlights from 2024

From foundational projects that advance Perspicuity’s long-term sustainability objectives to initiatives led by our internal Sustainability Focus Group, 2024 has been defined by impactful action. Below are some of the key projects completed during the year that demonstrate why this has been our most significant year to date.

Our B-Corp journey begins



In March 2024, Perspicuity formally kicked-off its B-Corp ambitions and throughout the remainder of the year we’ve introduced new, and tweaked existing policies and colleague benefits to be in line with the B-Corp framework.

We introduced our all-new volunteering, flexible working, and training policies, amongst many more. We’ve better documented our existing employee benefits and streamlined processes for enrolment, whilst also introducing an Employee Assistance Program (EAP).

Carbon calculations



Stemming from last year’s fully calculated year, in the process of data collection and analysis, we identified multiple areas where we could improve both the calculation and categorisation of data. From employee commuting and home energy data to more intensive spending categorisation, we’ve introduced new data capture points and implemented multiple best-practices to ensure we’re collecting data consistently and in a format that’ll make our future reporting more efficient and accurate.

Percy Run Club



What started as an informal after work run slot has blossomed into our most active community reaching further than just the office. The Percy Run Club has inspired many of our colleagues to grab their trainers and collectively enjoy running together.

Our internal community connect virtually, showcasing achievements, progress, planned races, questions, and best practices, all while being facilitated by our sponsored athlete.

Charity initiatives

Charity is an identified focus area for Perspicuity in which we could put more effort and resource into, so we've devised multiple ways in which we could not only donate, but partake in activities to fundraise.

The first activity involved Perspicuity sponsoring one of our partners - Softcat - in their Love2Give Ball, a bi-annual event that raises money for various charities. This year, the chosen charities were Young Lives vs Cancer, a UK organisation that supports children and young people with Cancer, and Lyra in Africa, a charity that provides education and empowerment to girls in rural Kenya. The event was a huge success, raising a staggering £405,230 from sponsorships, silent and live auction bids, donations on the night, and raffle ticket sales.

Our Managing Director, Ben Gower, took on a more physical challenge spending 12 days cycling from Lands' End to John O'Groats in aid of some incredible causes. The group taking part did over 1,600km and 15,000m climbing and, as a collective, they raised over £300,000 with Motor Neurone Disease Association being their lead charity.

As we look to further interweave charity, we have identified our work with partners as an opportunity for us to donate further.

Ingram Micro EMEA Sustainability Partner of the Year

In recognition towards our efforts in becoming a more sustainable business and our efforts in promoting and helping fellow partners, suppliers and community members, Ingram Micro awarded Perspicuity with its EMEA Sustainability Partner of the Year award.

Over the past few years, Perspicuity has been a member of Ingram Micro's Trust X Alliance program and, amongst the many initiatives within Trust X, there's a business community dedicated to Sustainability. Bringing together businesses worldwide, this community actively collaborated and addresses common challenges that members face when undertaking such important work. From carbon calculations to employee wellbeing, to governance best practices, Perspicuity is proud to be an active member and leader within this community, inspiring other like-minded organisations globally to do more.

Long-term sustainability goals

Perspiciuity remains focused on its core sustainability objectives, ensuring that every initiative contributes to overarching goals. From the outset of this journey, the organisation committed to attaining key accreditations and holding itself accountable to evolving, rigorous standards. FY24 has been an exceptional year in both advancing and maintaining these commitments.

Our mission remains unchanged: to become the most sustainable business we can be. This is achieved through continuous evaluation of opportunities to reduce environmental impact, give back to the planet and community, and collaborate with colleagues, customers, and partners to drive broader, industry-wide impact.

Key: ● 2023 Progress ● 2024 Progress

Our Targets	Our Progress	SDGs
Maintain ISO 9001 Quality Management Systems	●●●●●	9 12 14
Achieve ISO 14001 Environmental Management Systems	●●●●●	3 4 13
Achieve ISO 27001 Information Security Management Systems	●●●●●	9
Achieve ISO 50001 Energy Management Systems	●●●●●	7 11 12 13
Maintain 5★ 'Support the Goals' Rating	●●●●●	13 17
Achieve B-Corp Certification	●●●●●	3 4 5
Annual Calculate & Report on Perspiciuity's Emissions	●●●●●	13
Build & Publish 'Journey to Net-Zero' Plans	●●●●●	13
Become Net-Zero	●●●●●	13



Awards, certifications, communities & pledges

Central to our mission of being the most sustainable business we can, we commit to engaging with a wide range of organisations who define high standards of regulation while driving businesses to drive meaningful impact across environmental, social and governance practices.

Certification



Support the Goals

Established to raise awareness of the UN Global Goals, Support the Goals is an initiative to rate and recognise the businesses that support the goals. From raising awareness to providing a structured approach to planning, target-setting, and reporting.

Award

Silver Ecologi For Our Planet Awards 2024

Award



Softcat Sustainability Services Partner of the Year 2023

Award

Ingram Micro EMEA Sustainability Partner of the Year 2024

Community



Trust X Alliance

We're working with Trust X Alliance to promote and share our sustainable practices with 100s of other like-minded businesses and bring them along in our journey, so we can collectively achieve more progress towards sustainability together.

Pledge



MS Partner Pledge

Designed to focus on sustainability and address broader societal challenges including digital skills, apprenticeships, diversity, and responsible and ethical AI.

Certification



Living Wage Employer

The Real Living Wage is a voluntary wage standard paid by over 14,000 employers, based on the cost of living, to ensure employees earn enough to meet their everyday needs. This movement, supported by businesses and organisations, aims to promote fair wages and improve societal wellbeing.

Pledge



Ecologi Partnership

Our colleagues' carbon footprints have been offset by covering both their personal and professional lives. In addition, we're supporting Ecologi by funding the world's best climate-crisis solutions.

Ongoing projects & commitments

Our over overarching goals and commitments are only achievable by a series of smaller, yet impactful projects. We consistently review the projects we undertake and where needed, change course or approach.

Governance

Throughout the past year, Perspicuity has remained committed to upholding the highest standards in operational practices, data management, and security. FY24 represented another benchmark year, reinforcing the organisation’s dedication to strong governance and continuous improvement.



Maintained ISO 9001 / 14001 / 27001

ISO 9001, 14001 and 27001 aligned – and provided further guidance – on how we can improve processes and practices within the business. We’re pleased to say, we recertified 9001 and attained 14001 and 27001 in 2024.



Restructured senior leadership

To identify new opportunities and address potential challenges, Perspicuity established the Business Pulse—a leadership forum designed to highlight areas for improvement and prioritise initiatives that deliver the greatest impact. This group brings together leaders from across the organisation to provide insight, share perspectives, and ensure strategic alignment.

Project	Our Progress	SDGs
Internal document policy governance As part of continual improvement for ISO, we plan to implement more structured document management policies.	<div><div></div><div></div><div></div><div></div><div></div></div>	
The Business Pulse Introducing a new senior leadership structure, the ‘Business Pulse’ brings together the leaders within Perspicuity to consistently identity.	<div><div></div><div></div><div></div><div></div><div></div></div>	
IT & business change management To ensure we have consistency in the ways we work across the business, we’re creating multiple training courses, best practice guidance as well as new polices for colleagues train up on. These range from how we deliver workshops, create documentation for customers and more broadly, our brand, mission and purpose.	<div><div></div><div></div><div></div><div></div><div></div></div>	

Key: 2023 Progress 2024 Progress

Environmental

In March 2024, Perspicuity transitioned from a self-managed office to a fully serviced workspace. While this move introduced challenges—such as reduced control over energy suppliers and the inability to capture office-specific gas, electricity, and water consumption—the organisation adopted an industry benchmarking approach. Total building consumption was calculated and apportioned based on Perspicuity’s relative occupancy, providing the most accurate representation of energy usage available under the new arrangement.



EV Charging at the Office

With 4x chargers available on-site.



Electric car salary sacrifice scheme

providing colleagues easy and affordable access to electric vehicles.



Electronics recycling

From batteries to monitors and more, any unusable devices are properly disposed of with our electronics recycling supplier.



Electronics donations

When equipment is no longer fit for purpose, we don’t just send it off immediately for recycling, if it’s usable for less-intense workloads, we donate equipment to colleagues family members.



Cycle to work scheme

Spreading and reducing the cost of purchasing a bike and accessories while promoting active and green ways of commuting



Project	Our Progress	SDGs
100% renewable energy Following the transition to a serviced office, Perspicuity no longer retains direct control over electricity suppliers. However, the organisation is actively collaborating with building management to promote more efficient energy practices. In addition, we will purchase Renewable Energy Guarantee of Origin (REGO) certificates aligned to its energy usage, ensuring that a proportion of the electricity consumed is matched with renewable energy sources.	<div><div></div><div></div><div></div><div></div><div></div></div>	<div><div>7</div><div>13</div></div>
Efficient energy management We've moved beyond just 'smart' heating and lighting to expand our energy strategy, focusing on consuming only what we need. From updated device sleep settings to energy-efficient monitor configurations, we're implementing smarter energy practices and providing training across the business	<div><div></div><div></div><div></div><div></div><div></div></div>	<div><div>7</div><div>13</div></div>
In-house travel sustainability calculator We began the process of building our internal application that'll track colleagues travel whether by train, plane or car, we'll be able to report on exact mileage travelled within any given year. We're scheduled to release this application in 2025.	<div><div></div><div></div><div></div><div></div><div></div></div>	<div><div></div><div>13</div></div>
Zero to landfill (operational waste) We're currently gathering data on this and will be working with our sustainability partner (TBL Services) to better understand how we can achieve our 'Zero Landfill' ambition. That said, Perspicuity has an ambition to achieve zero waste to landfill by 2030.	<div><div></div><div></div><div></div><div></div><div></div></div>	<div><div>12</div><div>13</div></div>
Set Net Zero targets in line with SBTi Once we've understood the route to Net Zero, we'll then align all our Net Zero project with the SBTi.	<div><div></div><div></div><div></div><div></div><div></div></div>	<div><div>12</div><div>13</div></div>

Social

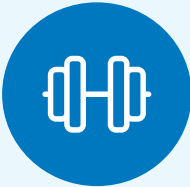
In 2023, Perspicuity laid the foundations for long-term partnerships with local schools and colleges. Throughout 2024, this commitment was strengthened through the provision of work experience and placement opportunities for students.

Internally, Perspicuity continued to invest in colleague development by introducing a new structured career progression framework and launching an Employee Assistance Programme (EAP) as part of its enhanced benefits offering



Career flight paths

‘Career Flight Paths’ was launched to provide colleagues from all teams a referenceable development plan showcasing increasingly higher levels of; Competencies, Skills and Capability / Engagements and Complexity / and / Commercial Awareness.



Physical wellbeing program

Offering colleagues access to a local gym and providing our colleagues fitness plans for running, swimming and cycling thanks to the help of our local, sponsored athlete.



Private medical insurance

Colleagues can sign onto private medical insurance giving them access to 24/7 access to a private GP, heart and cancer support alongside gym discounts.



Diversity in technology

We’re working hard on breaking the typical stigmas that are associated with IT. We’re working with local schools and colleges

...and hosting talks / Q&As and presentations on the diverse range of roles available within the IT industry but with female-lead panels.



Volunteering policy

In the second half of 2024, we have identified local charities our colleagues can engage with to utilise their volunteering days whilst building more robust processes and support for colleagues to better showcase how they can leverage these days. We’ll begin reporting back on volunteering days from 2025.



Employee assistance program (EAP)

Providing colleagues access to a health and wellbeing app and service, our EAP provides our colleagues access to a wide range of health and wellbeing services such as a 24/7 confidential helpline, mental health support, GP appointments, physiotherapy, lifestyle coaching, and savings and discounts.



Diversity and inclusion report

In 2023 we launched our first Diversity and Inclusion report. We’re excited to compare with data from 2024, and start to build multiple initiatives, while seeking help, for a wider strategy on how we can do more around this area.



Apprenticeship program

Perspicuity has always been a big advocate of employing apprentices and actively work with local schools and colleges to promote new apprenticeship opportunities

Project	Our Progress	SDGs
Launch employee assistance program We're pleased to have launched our employee assistance program in 2024. We're periodically capturing feedback from peers to ensure they're getting value from the service.		<div>7</div> <div>13</div>
School placements & awareness outreach We love providing up and coming talent the opportunity to work with us. Whether that be in the form of longer-term placements or work experience. We're introducing new targets for us to maintain our commitment to providing these opportunities.		<div>4</div> <div>5</div>
Gender parity target Annually, Perspicuity reports within our diversity and inclusion survey. In 2023, Perspicuity increased it's % of female workforce from 25% to 40%. We're immensely proud of the progress we've made and aim to achieve gender parity within 2% by 2030.		<div>5</div>
Increase cross-job skills opportunities We've made immense progress on highlighting the routes to career progression - whether it be within their role or transferring to another team. We're now in the process of pairing our career development program with better training opportunities to open up the availability of training in areas such as 'Soft Skills' and leadership training.		<div>4</div>
Sustainability initiatives embedded in the everyday We've reworked our focus group led model to a singular Sustainability committee. We're also working on new ways beyond our internal articles to better communicate our efforts and how colleagues can get involved internally such as embedding a sustainability element in our principals.		

Greenhouse Gas Emissions

Thanks to enhanced data collection and improved accuracy, Perspicuity achieved a reduction in total emissions during 2024. With two years of reliable data now in place, the organisation has a clearer understanding of where meaningful impact can be made to further reduce its carbon footprint.

Looking ahead, Perspicuity will focus on developing its Net Zero Strategy, scheduled for publication at the end of 2025, while ensuring alignment with the Science Based Targets initiative (SBTi) framework.

Category	FY21 <small>(tCO2e)</small>	FY22 <small>(tCO2e)</small>	FY23 <small>(tCO2e)</small>	FY23 <small>(tCO2e)</small>
Gross Scope 1 <small>GHG Emissions</small>	12	4.38	4.19	1.4
Gross Scope 2 <small>GHG Emissions</small>	65	2.08	2.22	2.2
Gross Scope 3 <small>GHG Emissions</small>	307	327	75.05	71.1
Total emissions			81.46	74.7

2024 Scope Breakdown	FY23 tCO2e	FY24 tCO2e
Employee commuting & remote working	24.5	27.7
Purchased goods & services	30.02	27.5
Business travel	13.34	13.4
Purchased electricity	2.2	2.2
Capital goods	13.91	1.8
Stationary combustion	4.19	1.4
Fuel & energy-related activities not included in S1 or S2	1.33	0.6
Waste generated in operations	0.43	0.1
Upstream transportation and distribution	1.92	0.04

Running almost in parallel with FY23, Perspicuity has been able to clearly identify the largest contributors to its emissions and, in several areas, achieve significant reductions. For example

Stationary combustion

Our Scope 1 & 2 emissions have collectively decreased by 55% from 7.95 tCO2e in FY23, to 3.59tCO2e in FY24. Given we moved into a new, smaller office space, we’ve managed to reduced our consumption of both electricity and natural gas.

Capital goods

Given when we moved to our new office space, and there being no requirement for new equipment or furniture, both our hardware and furniture spend had decreased in FY24. In FY23, we were still in the process of kitting out the prior office.

Upstream transportation

We made some simple, but very effective tweaks to some suppliers of goods. For example, purchases of employee backpacks which originally shipped from Norway. We’ve now established a UK-based organisation to source from.

Waste generated

Changing gears to data accuracy vs rounded up estimates, our waste generated has much a more accurate representation for what we actually produce given we’ve spot checked and weighed waste and different points throughout the year. We’ll continue to work on more accurate ways of reporting this throughout FY25.

Emissions report in numbers

Our total carbon footprint (74.74 tCO2e) is equivalent to:



Emissions breakdown by %	
Employee commuting and remote working	37%
Purchased goods and services	37%
Business travel	16%
Purchased eletricity	3%
Capital goods	2%
Stationary combustion	2%
Fuel & energy activities not inc. in S1 or S2	1%
Waste generated in operations	<1%
Upstream transportation & distribution	<1%

Breakdown: employee commuting 37%

FY24 provided the most comprehensive insight into employee commuting habits to date. A full survey of colleagues captured details including energy suppliers, vehicle types, office attendance frequency, and exact commuting distances. This analysis has significantly improved understanding of the impact daily commuting has on overall emissions.

Encouragingly, the data also shows a positive trend in electric vehicle adoption compared to FY23, with nearly one-third of vehicles owned by Perspicuity employees now electric.

Perspicuity Sustainability Reporting - Colleague Commuting & Energy Insight

As part of Perspicuity's calculations of scope 1, 2 and 3 Emissions, we need to capture data about colleagues commute into the office (where applicable) and the type of energy they consume at home. Please help us out by filling out the below.

Hi, Elliott. When you submit this form, the owner will see your name and email address.

1. Type of electricity supplier used at home:

If unsure, check your recent energy bill or suppliers website for "fuel mix" information.

☐

100% Renewable Energy

☐

Mix of both Renewable and Fossil Fuels

☐

100% Fossil fuels

☐

Nuclear Energy

2. (On average) How often do you commute into the office?

☐

1-2 days per week

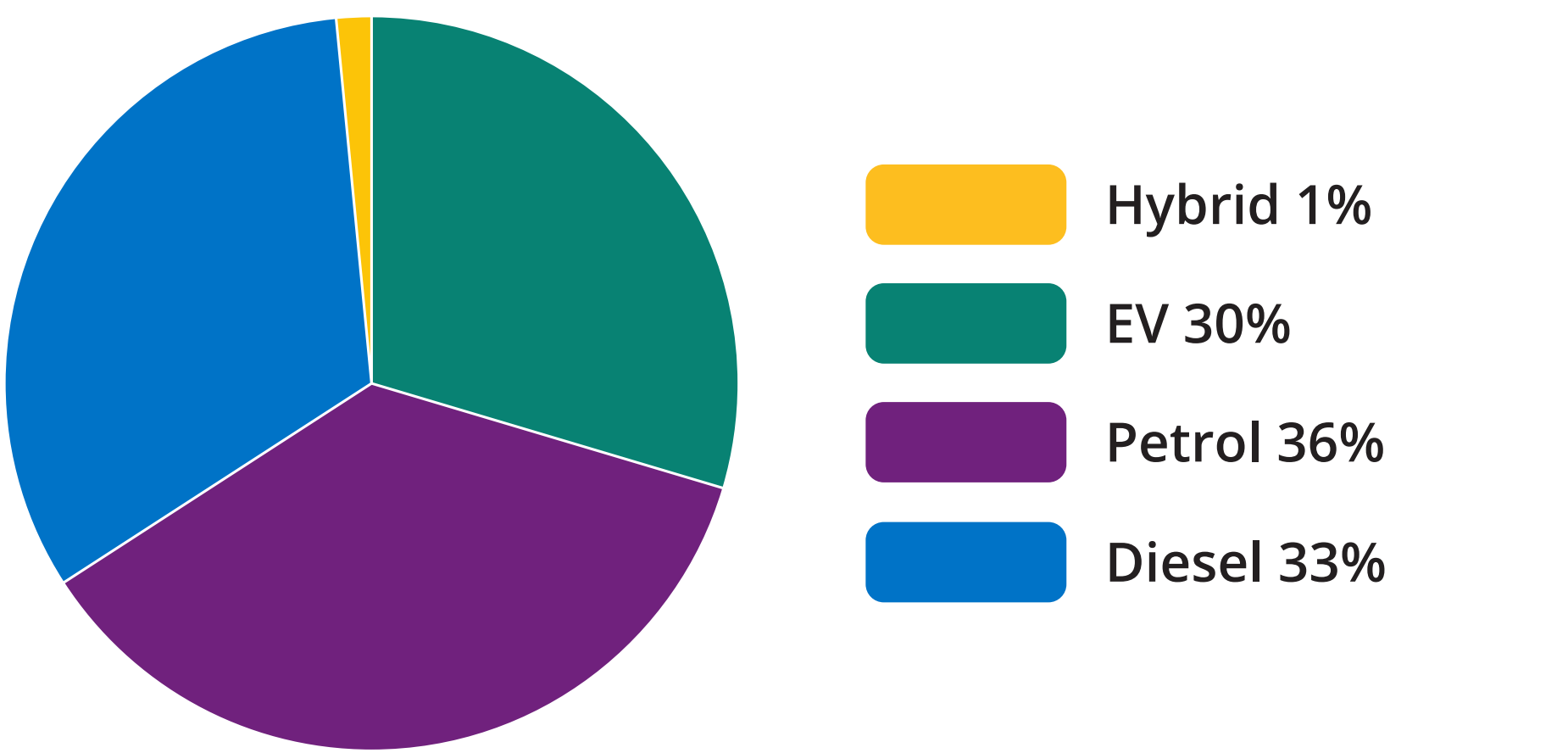
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3-4 days per week

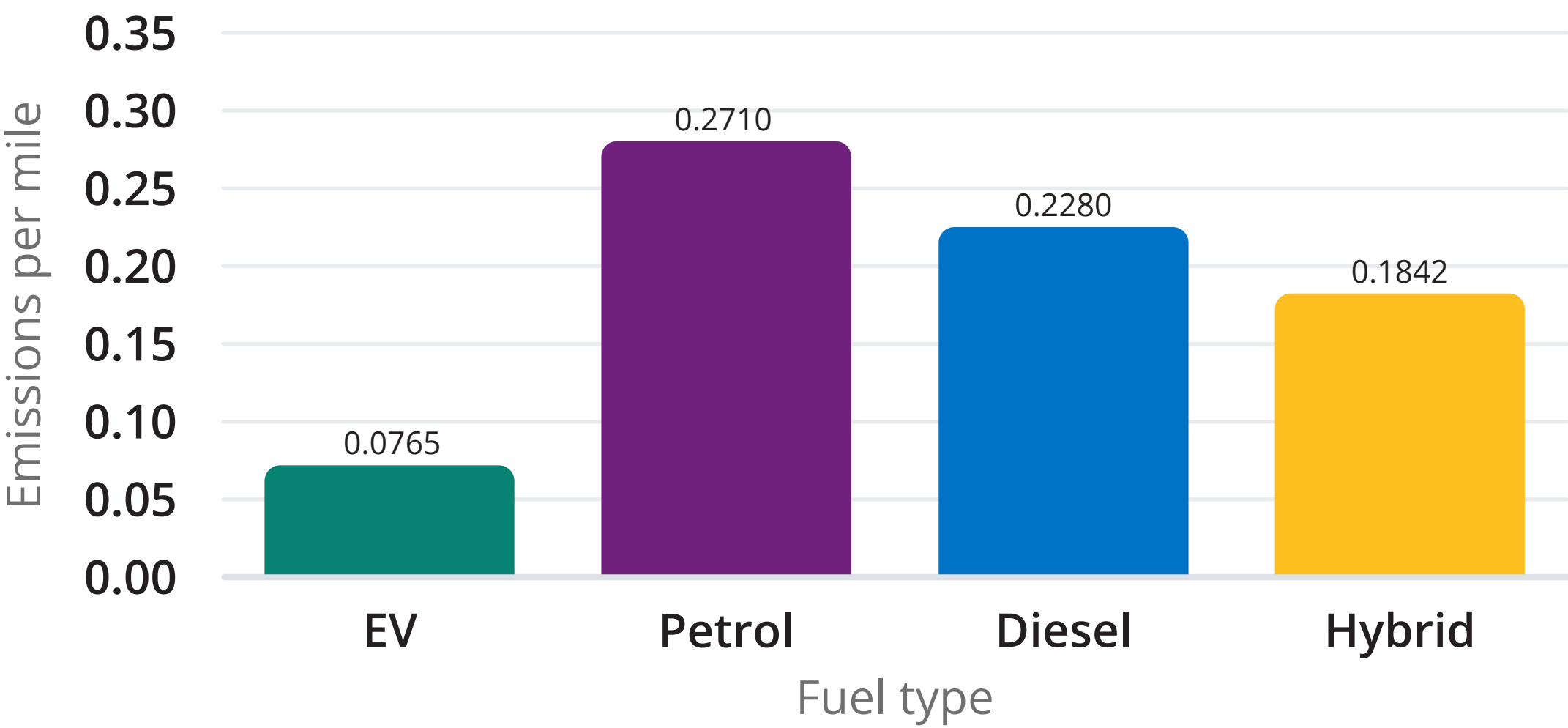
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5 days per week

Make-up of fuel use for employees commuting by car:



Comparing emissions intensity across different fuel types:



Breakdown: purchased goods and services (37%)

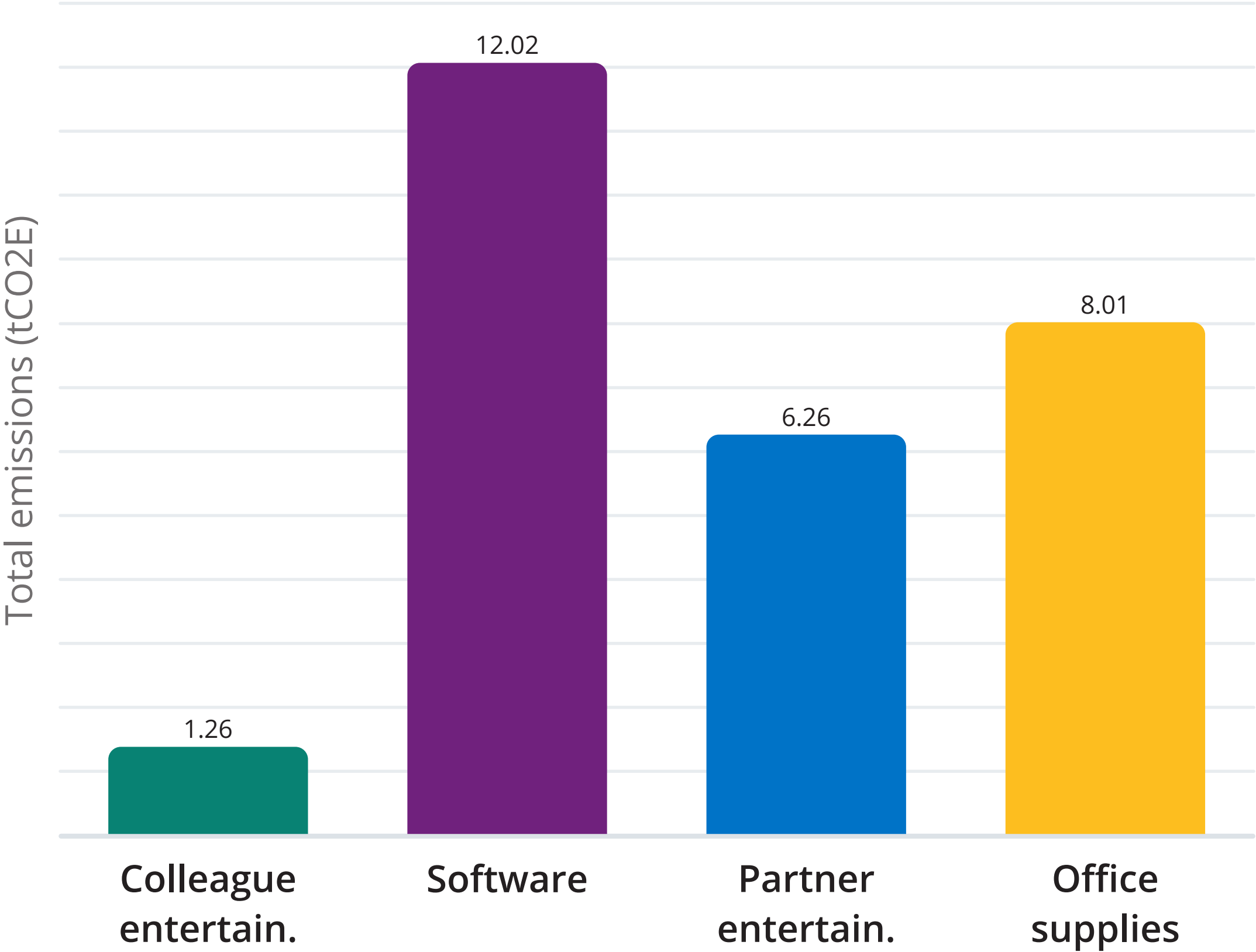
Consistent with FY23, Purchased Goods and Services continued to represent the largest share of Perspicuity’s emissions in FY24, with software procurement accounting for 45% of emissions within this category. To address this, Perspicuity is actively pursuing initiatives to reduce reliance on third-party software by leveraging Microsoft 365 and the Power Platform to develop in-house solutions

Office supplies & subsistence
Fruit, tea, utility bills, and cleaning costs, etc.

Software
Office licenses, BitTitan licenses, Azure licenses, and Skykick licenses, etc.

Colleague entertainment
Colleague incentives, gifts and entertainment i.e. lunches and dinners.

Partner entertainment
Partner and client management, Softcat charity ball, and partner entertainment, etc.





So, What's Next?

Perspiciuity remains highly motivated by the progress achieved in FY24. The foundational work undertaken since FY22 has enabled the organisation to drive meaningful, impactful change at pace, positioning Perspiciuity as a recognised leader within its partner community. In addition to advancing internal sustainability practices, Perspiciuity has supported partners in establishing and embedding sustainable approaches within their own businesses. Collaboration with like-minded organisations committed to collective progress continues to be a source of inspiration, and we extend our thanks to both suppliers and partners for joining us on this journey.

As we have long acknowledged, sustainability is not defined by a finish line but by a series of key milestones that guide our progress. Perspiciuity remains committed to reflecting on achievements, learning from challenges, and adjusting course as needed to ensure continued improvement.

Looking ahead to FY25, Perspiciuity will commence work on its Net Zero Strategy and Science Based Targets initiative (SBTi) alignment, alongside internal projects designed to embed sustainable practices into everyday operations. Additionally, we will collaborate with partners on initiatives aimed at driving industry-wide positive change.

Perspiciuity recognises that sustainability is an ongoing journey. While perfection is not the goal, continuous learning and accountability remain central to our approach. With the support of suppliers and partners, we strive for excellence, maintain the highest standards, and push forward toward a greener future.

For any questions or feedback regarding this report or our sustainability efforts, please contact us at sustainability@perspiciuity.co.uk.



Want to learn more about Sustainability at Perspicuity?

sustainability@perspicuity.co.uk