

Social and Environmental Impact Report 2024



Introduction

Orgvue lives its mission to empower organizations to reimagine their workforce.

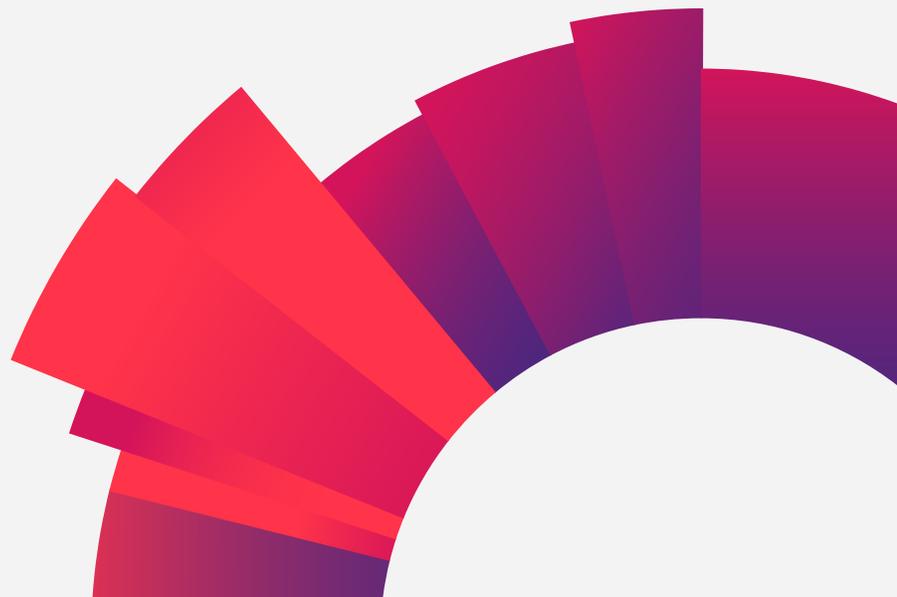
Our platform provides powerful data visualization to enable businesses to connect the right skills, with the right tasks, at the right time, and continually adapt to a constantly changing world.

The world's largest enterprises and consulting firms use our platform to visualize and model current and future states of an organization and to make faster, more informed decisions. The software is designed to minimize the disruption of transformational change, which can have an adverse effect not only on business, but also people, communities, and the economy.

Over time, we have grown significantly as a company. Since 2018, revenue has more than doubled from £20 million to £42 million, and annual recurring revenue grew by 483% in the same period. The workforce has grown to 225 people working across eight countries in 2024.

With this growth comes a responsibility to be more reflective and intentional about our impact. It is an opportune moment to not only define our company's relationship with people, society, and the planet but to look for ways in which we can do better: finding opportunities to both minimize our environmental footprint and deliver deeper social value.

This report aims to define those relationships in clear terms, while consolidating important actions that we have taken to date. It lays out our vision for the future, and our intentions to deliver a positive impact for people, society and the planet.



A message from our CEO

Change is inevitable. Change is relentless.

And in some way - whether big or small - every organization changes the world.

With this, we at Orgvue believe that we have a responsibility to make sure that this change is a positive one.

Our commitment to driving positive change is rooted in a culture of openness, inclusion, and collaboration. We thrive on invention and are dedicated to delivering nothing less than the best for our customers.

It is a culture of which we are incredibly proud.

And this report has been created as a measure of this pride and as an opportunity to showcase the work done to make Orgvue a responsible corporate citizen.

Our people are our superpower, and every single person at Orgvue has actively contributed towards the milestones detailed in this report.

Our commitment to creating positive change is built around three key areas: people, society, and the planet. In each of these areas, we have made great strides, demonstrating not only our dedication but also the effectiveness of our actions:

With our people, we've worked hard to foster an inclusive, supportive environment that empowers every individual to contribute and grow. Going further, we have aimed to widen our

impact, creating positive change in society through community engagement, and helping to create solutions that make a difference both locally and globally.

And when it comes to the planet, we are committed to reducing our environmental impact, striving to embed sustainability into all our operations.

This is our first report of this kind and my hope is that it is far from the last.

The world continues to change. Orgvue will play its part in that change, and we remain committed to making the world all the better for it.

- Oliver Shaw, CEO



Orgvue at a glance

Founded in
2008

**Privately
Owned**

Operates in the Software
as a Service **[SaaS]** sector



Annual revenue of over
£40M

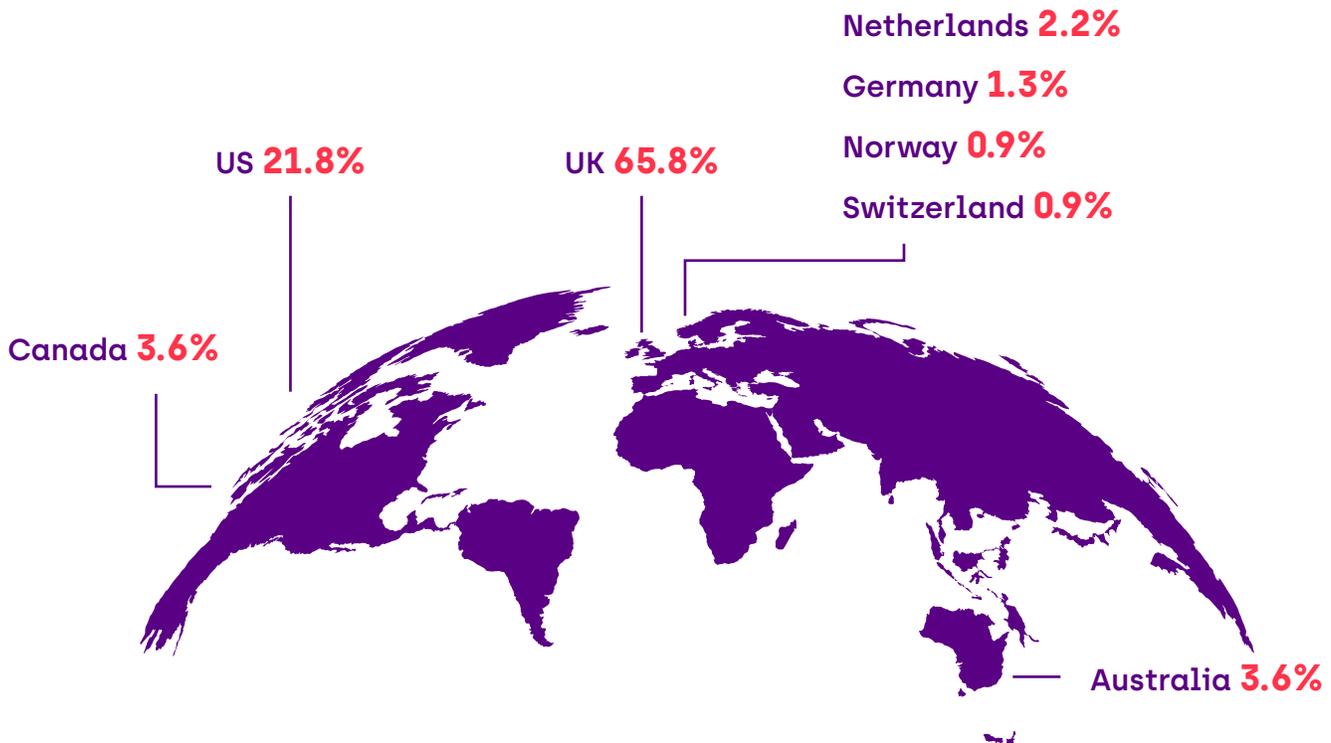


225 employees

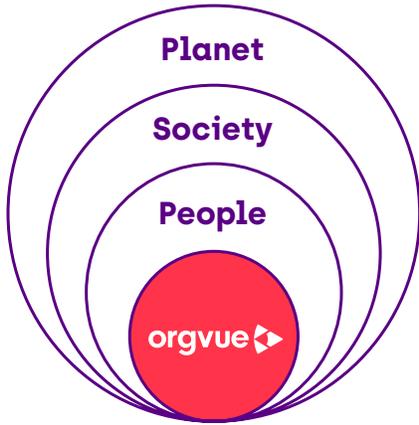


Locations:

the company is headquartered in **London** with offices in **Philadelphia, The Hague, Toronto** and **Sydney**.



Orgvue's Relationship with People, Society and the Planet



At Orgvue, we recognize our influence and impact within the wider systems and contexts in which we operate. We have the most influence and impact on the lives of the people directly associated with the company – our colleagues, contractors and business partners – but we also have influence in the broader setting in which our company operates; in society and the natural environment. It's important to acknowledge our role within these interdependent systems as they are essential for long-term business continuity. Without a healthy planet there is no society, and without a thriving society there is no business.

For Orgvue to flourish well into the future, we need to understand our impact in these areas and take actions to mitigate any harm, while actively seeking out opportunities to deliver benefits to society and the environment.

Highlights



People

Awarded "The UK's Greatest Companies to Work for in 2024 – Culture 100 Award" in recognition of UK companies that are building a progressive, people-first workplace.



Society

Published important research about the adoption of Artificial Intelligence technology across sectors, the impact on business transformation processes and considerations for the workforce.



Planet

Achieved ISO14001 certification for its Environmental Management processes and baselined the company's carbon footprint ahead of introducing a reduction plan.

People





People

Our success can be credited to the vision and dedication of our people. At Orgvue we believe in a culture of learning and openness, aiming to foster a community of self-starters who are connected through their love of technology and problem-solving.

We aspire to have a diverse, inclusive and engaged workforce that reflects the community we serve.

To do this, we have prioritized creating a healthy and safe working environment with a strong emphasis on wellbeing and work-life-balance, while offering important programs designed to attract and retain diverse talent.

These initiatives, which are detailed below, contributed to Orgvue being awarded "The UK's Greatest Companies to Work for in 2024 - Culture 100 Award" in recognition of UK companies that are building a progressive, people-first workplace.



Reward and Wellbeing

All employees worldwide receive remuneration well above the standard living wage and have access to a wide range of workplace benefits. Specific benefits vary according to region but there is a global emphasis on supporting a healthy work-life balance.

Some notable initiatives include enhanced parental leave arrangements, unlimited sick leave and a global "Wellbeing Day", a day on which the entire company downs tools to allow all employees to unplug, rest and recharge.

Employees enjoy free access to Employee Assistance Programs and webinars with a range of expert speakers on topics designed to inform and enhance wellbeing, covering topics including stress management, the psychology of money and responsible and safe use of the internet.

All employees have free access to 'Headspace' – a guided meditation app designed to promote stress management, focus and productivity.

Our London office has a designated 'wellbeing room', a multi-purpose space for prayer, meditation or quiet contemplation.

Beyond mental health and wellbeing, employees in the UK benefit from an enhanced private health insurance offering, free access to regular fitness classes, discounted gym memberships, a 'Cycle to Work' scheme, and free breakfast.



Professional Development

All Orgvue employees are encouraged to seek professional development opportunities, regardless of their career stage.

We offer 20 Sanctus developmental coaching sessions per month which our employees can access at their convenience. Sessions are provided by independent and externally qualified coaches, equipped to support individuals with professional development and personal growth, as well as any personal challenges they may be facing.

Our intranet hosts additional resources for skill growth and career advancement, and importantly, provides a space for the recognition of important individual and team achievements and milestones.

Employee Engagement

At Orgvue we believe that it is important to engage our colleagues to understand what works well at the company and to identify opportunities for improvement.

We engage our community in annual, long-form employee feedback surveys as well as shorter biannual 'pulse' surveys. Seven surveys have been undertaken since the initiative began and June 2024 saw the highest response rate at 84%. In this survey, 74% of employees reported to be happy or very happy at Orgvue. Long-form surveys are anonymous for confidentiality, while pulse surveys are identifiable to encourage quick, transparent and open communication between employees and leadership teams.

Qualitative feedback from both surveys is used to shape leadership decisions and actions, which are then fed back to employees via regular updates.

Colleagues can also contribute to shaping company culture via the Culture Committee, a network tasked with embedding company values and encouraging colleague engagement through events and activities.

Spotlight on Gender

According to **Women in Tech**¹ Orgvue's representation of women in the workforce [34%] is above average when compared to the wider technology industry [26%]. However, there is room for improvement and an opportunity for Orgvue to become an industry leader in redressing the imbalance in the sector, and especially in leadership roles.

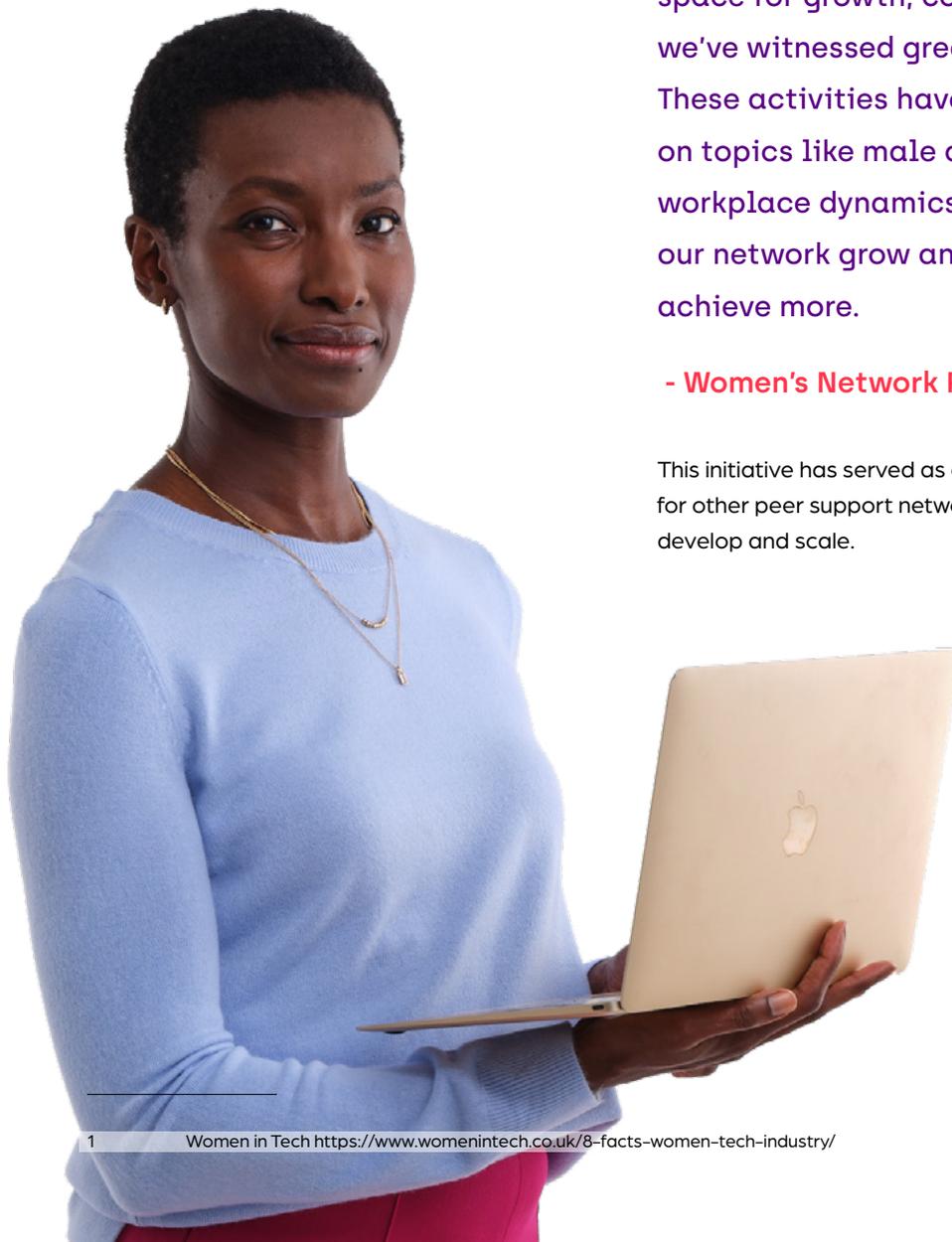
In 2023 we established the Women's Network, a peer support network designed to enhance the experiences and opportunities of women working in a male-dominated industry. The Network marked International Women's Month with activities to promote gender equity for all colleagues, and has continued with women-only activities, including mentorship programs, speaker sessions and group coaching.



The Women's Network at Orgvue has been an incredible space for growth, connection, and empowerment, and we've witnessed great participation and enthusiasm. These activities have led to important conversations on topics like male allyship, impostor syndrome and workplace dynamics. It has been deeply rewarding to see our network grow and evolve, supporting one another to achieve more.

- Women's Network Participant

This initiative has served as a successful model for other peer support networks looking to develop and scale.





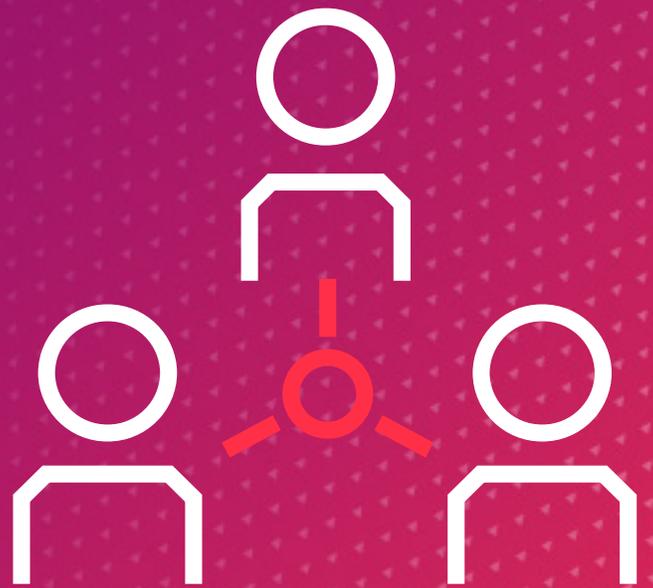
Looking Forward

We have already identified areas to focus on in 2025, including but not limited to:

- Consolidating current DEI initiatives into an overarching strategy with measurable targets for improvement.
- Voluntarily reporting global gender pay data and challenging ourselves by reporting in line with the requirements for larger businesses.
- Conducting a deeper analysis on other diversity topics beyond gender and encouraging the growth of more peer support networks.
- Continuing to encourage employee disclosure of data to shape future DEI initiatives.



Society





Society

At Orgvue we recognize that as we grow, we have an expanding responsibility not only towards the people closest to us in our sphere of influence, but also to those who are one or even multiple steps removed.

The nature of our value chain means that we have responsibilities towards our external stakeholders including suppliers, contractors, clients, software users, and most importantly, data owners.

Looking outwards still, we also have the capacity to influence wider society as a thought leader, speaking out on important topics related to our business that are shaping and changing society around us.

Our impact is not limited to our primary business function either. The way in which we choose to interact as a business and member of the community also has a bearing on our overall social impact, for example our relationships with charities or not-for-profit organizations.



Data Protection

The most material aspect of Orgvue's relationship with society is data protection. The nature of our business means that we are entrusted with sensitive personal data from people all around the world. In recognition of this responsibility, we take the utmost care and have put the highest standard of data protection mechanisms in place. These mechanisms represent the cornerstone principles of cybersecurity; people, process and technology.

People

Data security is the highest priority among Orgvue employees, and all new starters are required to complete robust information security training on their first day while our wider workforce completes annual refresher training.

As a community, we adhere to stringent rules about data sharing in all our business practices. Roles and responsibilities are clearly defined, and all colleagues are routinely reminded of procedures to report risks or anomalies. In 2024 we organized an independently facilitated "Incident Response Simulation Exercise" to test response procedures modeled to a real threat in a safe yet realistic way.

Process

We have robust access management strategies in place and no Orgvue employee has access to client data without pre-authorization. During the build phase, developers work according to the principle of 'least privilege' meaning that they only have access to portions of code necessary to complete their task, and that no one individual has access to an entire code.

Technology

Orgvue has reduced its attack surface – the combined points where unauthorized access could be gained – by hosting our software on Amazon Web Services (AWS) architecture. There is an advanced encryption key management system in place that encrypts both data in transit or at rest. While it is standard practice for data in transit to be encrypted, it is less common for the same to be true for data at rest. The encryption key is protected and secured via AWS's Key Management Service (KMS).

External certification

Orgvue currently holds two ISO certifications alongside CSA STAR Certification for cloud security. We have also successfully undertaken two SOC 2 Type II audit, and we are currently in the process of being audited for a third time. While many see SOC 2 as the gold standard in terms of security assurance and thereby negating the need to maintain any other certifications, we see them as complementary. We maintain ISO and CSA STAR certifications in addition to the SOC 2 Type II audit reports to provide the broadest scope of assurance possible.

A SOC 2 Type II audit report is an assessment according to the American Institute of Certified Public Accountants (AICPA)'s Trust Service Criteria. It examines a service provider's internal controls and systems related to security and processing integrity, ensuring both confidentiality and privacy of data.¹

¹ American Institute of Certified Public Accountants and the Chartered Institute of Management Accountants
<https://www.aicpa-cima.com/topic/audit-assurance/audit-and-assurance-greater-than-soc-2>

Thought Leadership

At Orgvue we have demonstrated thought leadership in the debate on the future of workplace transformation, which has a profound effect on society as technologies and economies evolve.

In 2024, we published innovative research on attitudes towards adopting Artificial Intelligence (AI) in business. In this report we signaled the risks of firms pressing ahead with investment in AI despite being unclear on its impact on business, people or society.

We have advocated for more detailed analysis on a case-by-case basis, and a human-first, machine-enhanced approach to AI integration, with consideration of the specific impact on different sectors and demographics.



"It's only by taking an evidence-based approach that organizations can use AI effectively. That means understanding in detail how it will impact the workforce to uncover the path to productive collaboration between technology and people."

– Oliver Shaw, CEO.

Orgvue has taken a stance that when workforce transformation processes are informed by the appropriate data analysis, they are more accurate, more considered, and less disruptive to a business and its workforce than more mainstream, budget-led transformation practices.



Risks in the Supply Chain

Orgvue's responsibilities to society also relate to the awareness of risks of labor rights violations and modern slavery in the supply chain. Our business model as a software provider means that our supply chain is finite and does not present the same kinds of risks as in sectors with far larger and more complex supply chains. However, we feel that it is important to be attuned to, and aware of, common risks.

Statement, we have published a statement voluntarily. We did this because we feel that it is important to not only demonstrate our zero-tolerance approach to modern slavery and human trafficking in our own business, but also our commitment to improving practices to ensure that neither does it take place in our direct or indirect supply chains.

We do not engage the services of third-party contractors to develop our platform in the UK or abroad. Our most material suppliers are AWS and Microsoft Azure as cloud hosts, both of which have advanced reporting and policy mechanisms to address human rights concerns in their respective supply chains, including modern slavery.¹

We have mechanisms in our procurement processes to terminate our relationship with individuals or organizations who work on our behalf if we suspect breaches of relevant anti-slavery and human trafficking legislation.

Despite our turnover being below the threshold for a statutorily required Modern Slavery

¹ Amazon Modern Slavery Statement <https://sustainability.aboutamazon.com/modern-slavery-statement.pdf> and Microsoft Modern Slavery Statement <https://www.microsoft.com/en-gb/about/regulatory-reporting/>

Community Impact

We have encouraged grassroots community impact by empowering colleagues to engage and support community-level initiatives of their choice.

Volunteering Days

We offer employees two paid volunteering days a year to take part in community-based activities of their choice.

In the summer of 2024, our Philadelphia office came together for a 'Day of Service', volunteering their time at a local shelter supporting families experiencing homelessness.

Donations

In 2023 and 2024 Orgvue diverted e-waste and supported grassroots community initiatives by donating technology hardware to local organizations.

In the UK, the company donated 30 laptop computers to the children of Days Lane Primary School in Sidcup, Kent.

In the US, the company donated eight laptop computers to Taller Puertorriqueño, a community based cultural organization preserving and promoting Puerto Rican arts and culture. Another eight laptops were donated to Perseverance Martial Arts, a sporting club on the outskirts of Philadelphia.

Independently, our colleagues have led on their own donation initiatives. To mark International Women's Month, The Women's Network partnered with London-based charity Smart Works to collect workwear to donate to marginalized and underemployed women across the UK.

In the US, the Network gathered employee donations for Girls Who Code, an organization providing clubs, summer programs and career programs for girls wanting to enter the tech

“It was a great way to give back to our community and spend some time together outside of work. We are looking forward to more opportunities to give back as a team in the future.”

– Dana Hogan, Consulting Manager





Looking Forward

As we look to 2025, some initiatives have already been identified to build on these important achievements including:

- Achieving a third SOC 2 Type II report for the period 2023–2024.
- Continuing to invest in market research to fuel the conversation around the future workplace.



Planet





Planet

At Orgvue we recognize the importance of taking responsibility for our environmental impact, even when operating in a largely digital space.

The nature of our value chain means that we The company has made great strides in pushing an environmental agenda by becoming ISO14001 certified, an internationally agreed and recognized standard for Environmental Management. We now have an Environmental Policy and an Environmental Management Strategy in place and will be soon releasing our first greenhouse gas (GHG) emissions reduction plan with externally certified, science-based targets.

a crucial role in driving our progress, we have committed to raising awareness to all colleagues, providing them with the necessary knowledge and tools to understand and mitigate Orgvue's environmental impact. We encourage colleagues to contribute their ideas and have seen engagement and proactivity from our community in this regard. As a result of colleague-led contributions we are looking to broaden our recycling initiatives and to participate in Climate Action Week.



Greenhouse Gas Emissions

We are making headway in understanding and mitigating our company's greenhouse gas (GHG) emissions. We are currently supported by carbon accounting software provider Normative to calculate our emissions, and to prepare a reduction plan according to science-based targets. We have submitted our reduction plan to the Science-Based Target initiative for validation, with a view to publishing our plan once externally validated.

An emissions reduction target is science-based if it aligns with the reduction necessary to meet the goals of the 2015 Paris Agreement: to limit global warming to 1.5°C above pre-industrial levels. The Science-Based Target initiative is an independent body encouraging companies to set science-based targets, as well as providing industry-specific guidance on how to meet these targets.¹

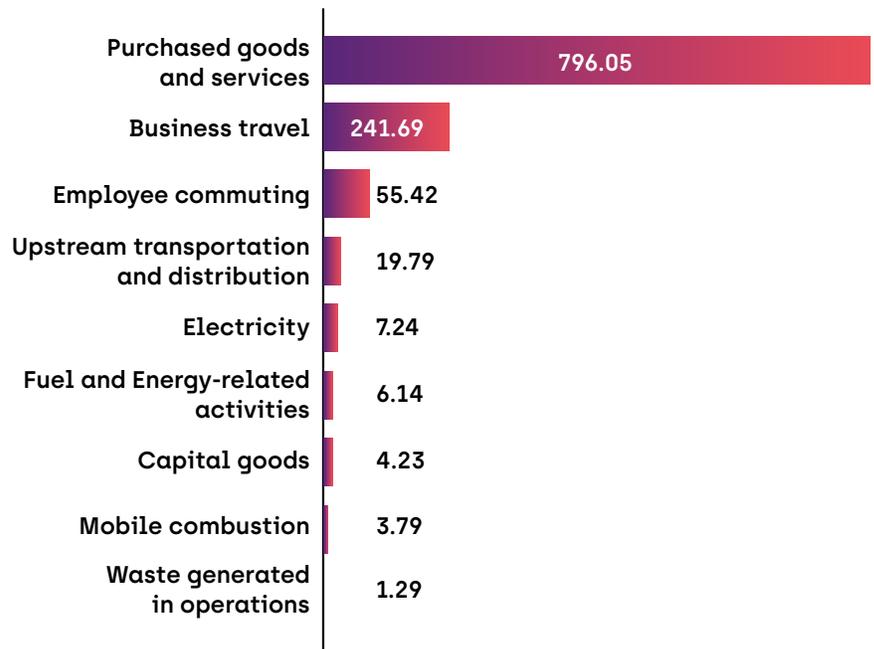
Our total emissions in the last complete financial year (2022–2023) was 1,136 tonnes CO₂e, with almost all emissions (99.03%) being classified Scope 3, or emissions that are indirect and a consequence of the company's business activities but from sources the company does not own or control. In Orgvue's case, this is predominantly through purchased goods and services, concentrated in the cloud hosting services provided by AWS and Microsoft Azure data centers.

We have committed to working closely with cloud service providers to promote energy efficiency and emission reduction initiatives, and to actively seek out opportunities to utilize data centers that prioritize renewable energy.

The next most material activity to produce emissions is business travel between international sites. It is company policy to prioritize alternatives such as virtual meetings and webinars, and when international travel is necessary, to consider airline offsetting options.

Total GHG emissions by source category in financial year 2022-23

Total emissions by category (CO₂e)



The third most material activity is employee commuting. We do not provide company cars and encourage the use of low-emission transport to and from Orgvue offices or to and from customer sites. We operate a hybrid working model to reduce commuting overall, and colleagues have access to a Cycle to Work scheme to encourage more sustainable commuting. Upstream transportation and distribution refers to courier services procured as part of day to day business administration.

Due to the nature of our business model, Scope 1 and 2 emissions from our business sites are limited.² Our headquarters and largest site at 100 Cheapside in London is owned and managed by a third party and operates with 100% renewable electricity.

Nonetheless, several energy-saving initiatives have been put in place to encourage more sustainable behaviors and practices among colleagues. Lighting operates on motion sensors, and there is a strict policy to turn off electronic devices when not in use.

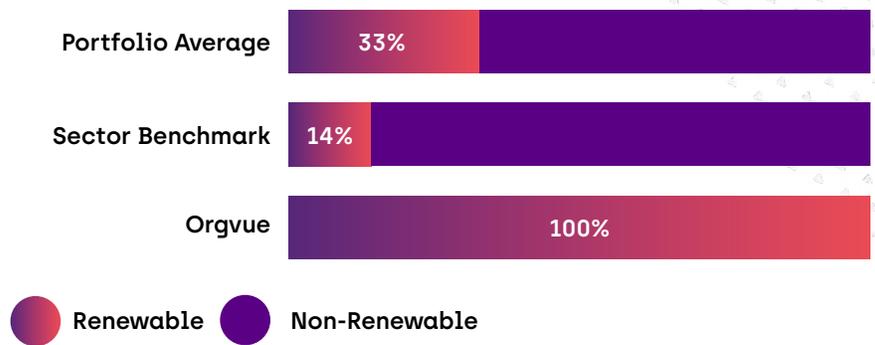
According to an assessment conducted by investor group One Peak in 2023, Orgvue's energy consumption is more efficient than the sector benchmark.³

Our second largest site, yet with a significantly smaller footprint, is our Philadelphia office. The space is provided by a coworking space provider, and therefore represents another Scope 3 source category. Normative have found that Scope 1 and 2 emissions from this site to be immaterial to Orgvue's total footprint, and they are therefore excluded from Scope 1 and Scope 2 emissions calculations. Our colleagues based in Europe and the Asia-Pacific work 100% remotely or have access to desks in coworking spaces, and their emissions footprint is also

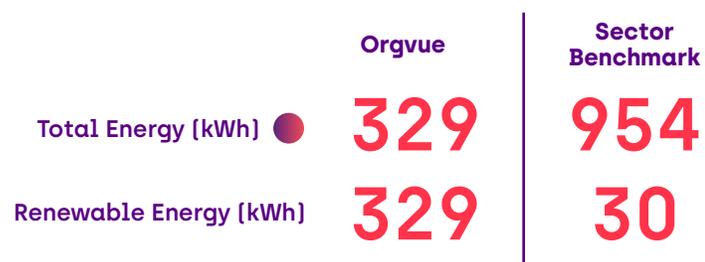
considered immaterial to our Scope 1 and Scope 2 calculations.

Orgvue's environmental policy commits to monitoring the environmental standards of all suppliers, including coworking space providers, and to collaborate with them to encourage improved environmental management practices. Our procurement procedures require a due diligence check to see whether suppliers have an environmental policy in place.

Share of Renewables



Consumption (Normalised by FTE)



Energy usage is growing in this sector due to increasing data centre energy consumption. OrgVue consume less energy per employee than the sector benchmark, indicating the organization may use energy more efficiently. In addition to this, OrgVue consume 100% renewable energy and have very low Scope 2 emissions as a result.

² Scope 1 emissions refer to direct GHG emissions that a company generates while performing its business activities, this includes the generation of electricity, the manufacture and processing of materials, waste processing and transportation using the company's own vehicle fleet. Scope 2 emissions refer to indirect emissions generated by the production of purchased energy.

³ One Peak ESG Performance Snapshot 2023.

Waste

There are strict recycling policies in place in our two largest sites to reduce waste. These policies exist as a collaboration with third party workspace management firms who procure our waste management services on our behalf.

We are working towards becoming a 100% paperless office and we prioritize digitized processes wherever possible.

Water

Orgvue's water usage is limited to use for sanitation purposes in its main sites, we acknowledge that minimizing water usage is important given that the company's largest site in London is in a designated serious water-stressed region.¹

We are also aware of the alarming increase in the consumption of water in some parts of the technology sector. Water used to cool computing equipment powering data centers in the United States has increased by two-thirds since 2019 as the demand for AI technology has grown.²

Looking towards 2025 and as part of continuous improvement practices, we plan to review our environmental management policies to include water usage and commit to working with cloud hosting providers to ensure that their usage of water is both sustainable and equitable.

1 Environment Agency (2021) <https://www.gov.uk/government/publications/water-stressed-areas-2021-classification>

2 Financial Times (2024) US tech groups' water consumption soars in 'data centre ally' <https://www.ft.com/content/1d468bd2-6712-4cdd-ac71-21e0ace2d048>



Looking Forward

We have a number of initiatives in our sights to address its environmental impact in 2025 and beyond. The company will be:

- Continuing to work with Normative to monitor GHG emissions and publish a Science-Based Target initiative-validated reduction plan to achieve net zero greenhouse gas emissions.
- Revising our international travel policy to further reduce impact and/or explore appropriate offsetting arrangements.
- Reviewing our current environmental management policies to include responsible water usage.



Conclusion



Conclusion

We are proud of Orgvue's growth and the high level of service we have been able to offer to our clients since our inception. With that growth comes the responsibility to be more reflective about our social and environmental impact, and we are motivated by the challenge.

We have already made excellent strides and set a strong foundation for our sustainability vision. We understand our sphere of influence and have prioritized a healthy and safe working environment for our people, who are the essence of our business and the source of our success. We look to 2025 with exciting actions in the pipeline, particularly the expansion of our diversity, equity and inclusion (DEI) initiatives. The next significant step is grounding our existing activities into a holistic and data-driven DEI strategy.

We are coming to understand in real terms our wider impact on society, not just through our business practices and our business relationships, but by participating in and shaping the debate on the important topics of our time.

We are making excellent progress in establishing our environmental footprint and accelerating towards a bold reduction plan grounded by science. This process has been a journey of self-reflection and continuous improvement, and we are energized by the journey ahead as we look forward to continuing it in 2025.

How Orgvue helps

Orgvue is an organizational design and planning platform that empowers your business to transform its workforce by understanding the work people do and the skills they have.

We do this by merging disparate datasets in a schemaless way, then visualizing and modeling current and future states of the organization to enable faster, more informed decisions.

Our platform connects strategy to structure, providing clarity of vision, so you can build a more adaptable, better performing organization that thrives in a constantly changing world of work.

Orgvue is used by the world's largest and best-known enterprises and consulting firms from offices in the United Kingdom, the United States, Canada, Europe, and Australia.

We help our customers to confidently build the business they want tomorrow, today.