



Harvey Nash
Group

SUSTAINABILITY REPORT

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ABOUT HARVEY NASH GROUP

Harvey Nash Group is the leading global provider of talent and technology solutions.

We're equipped with a unique network, that realises the potential where people and technology meet.



33
years experience



16
countries



£1.1bn
revenues



2,800
colleagues



10,000
solutions delivered



500,000
experts placed



40
offices



6
brands



1
vision:
limitless futures

Our Harvey Nash Group brands

Harvey
Nash.

Alumni

crimson

spinks

Talent

Nash
Tech.

A MESSAGE FROM OUR CEO

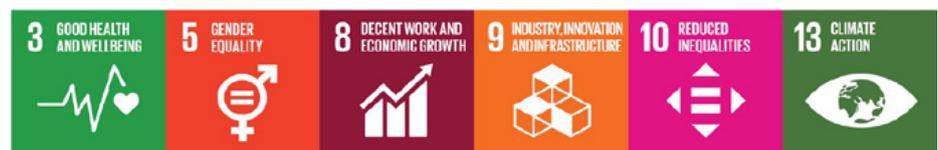


Harvey Nash Group occupies a special place in the world. And it's a responsibility we take very seriously

For over three decades, Harvey Nash Group has been helping organisations all over the world solve broad and complex problems, building and scaling their technology and digital capability. During that time we have helped over 500,000 people into new careers, and built more than 10,000 solutions for our customers.

There's no doubt we have an impact on people's lives and careers, and the organisations and communities we work with. And it's a responsibility we take very seriously.

In this report, you will hear how we are building a business that is proudly sustainable, ethical and inclusive. You will hear about our sustainability activity, and how it's aligned with the UN Sustainable Development Goals.



You will hear about our successes to date, like how we supported our colleagues and customers through the pandemic, and our commitments for the future, like our ambitious carbon neutral target.

But there is no straight line to becoming a more sustainable business. We are humble enough to know there is still more to learn, and open and inquisitive enough to learn, adapt and grow.

Our vision is to build limitless futures. We believe our goals for sustainability are key to achieving this.

Welcome to our Sustainability Report.

Bev White

OUR VALUES

As a talent and technology business we have a core set of values which help to connect our colleagues and provide a common purpose. They are our guiding principles and our fundamental beliefs which set us apart from other employers, they describe how we see ourselves.

Entrepreneurial

We are courageous, we challenge ideas, we pursue excellence in all we do. We are ambitious, we are innovators and we are change agents.

Open

We are consistently honest, open and straight forward. By doing so we remove barriers and focus on the right outcomes.

Human

We trust, respect and care for one another and those around us. It is our ability to connect and to understand the value each person brings that makes us special.

Hungry

We constantly strive to identify opportunities, deliver outstanding results and inspire others.

Collaborative

We believe in the power of working together. We listen and evolve together by utilising our expertise to produce exceptional outcomes.



ENVIRONMENT



ENVIRONMENT

Our Responsibility for the Environment

The climate crisis is one of the most significant challenges facing the planet. At Harvey Nash Group, we are committed to making a positive environmental contribution and recognise our responsibility to ensure a bright future for the next generation.

We recognise we have an important role to play in achieving environmental sustainability through targeted actions in our organisation and wider value chain. We are determined to lead the way and be part of the solution.

With this in mind, we have set ambitious targets to reach carbon net zero by 2030 across our operational carbon footprint (scope 1 and 2 emissions) and carbon net zero by 2050 across our entire value chain carbon (including scope 3 emissions).

Our Carbon Reduction Pathway

Our pathway to net zero will be guided by the four steps outlined in our Carbon Reduction Plan:

- Review** assess and improve processes, tools and systems for carbon emission data collection
- Reduce** implement energy and carbon reduction and efficiency measures to reduce energy demand
- Renew** identify and implement measures to increase generation and use of renewable energy
- Rebalance** offset the remaining balance of carbon following reduce and renew measures (with restrictions)

Scope 1-3 Emissions

Scope 1 covers direct emissions from owned or controlled sources.

Scope 2 covers indirect emissions from the generation of purchased electricity, steam, heating and cooling consumed by the reporting company.

Scope 3 includes all other indirect emissions that occur in a company's value chain.

2022/23



Improved data capture
 Incorporate net zero management into current management systems
 Agree offsetting strategy for the organisation

2030



Zero scope 1 & 2 carbon emissions

2040



Advanced engagement with value chain providers on carbon reduction

2050



Net zero carbon emissions for scope 1, 2 & 3



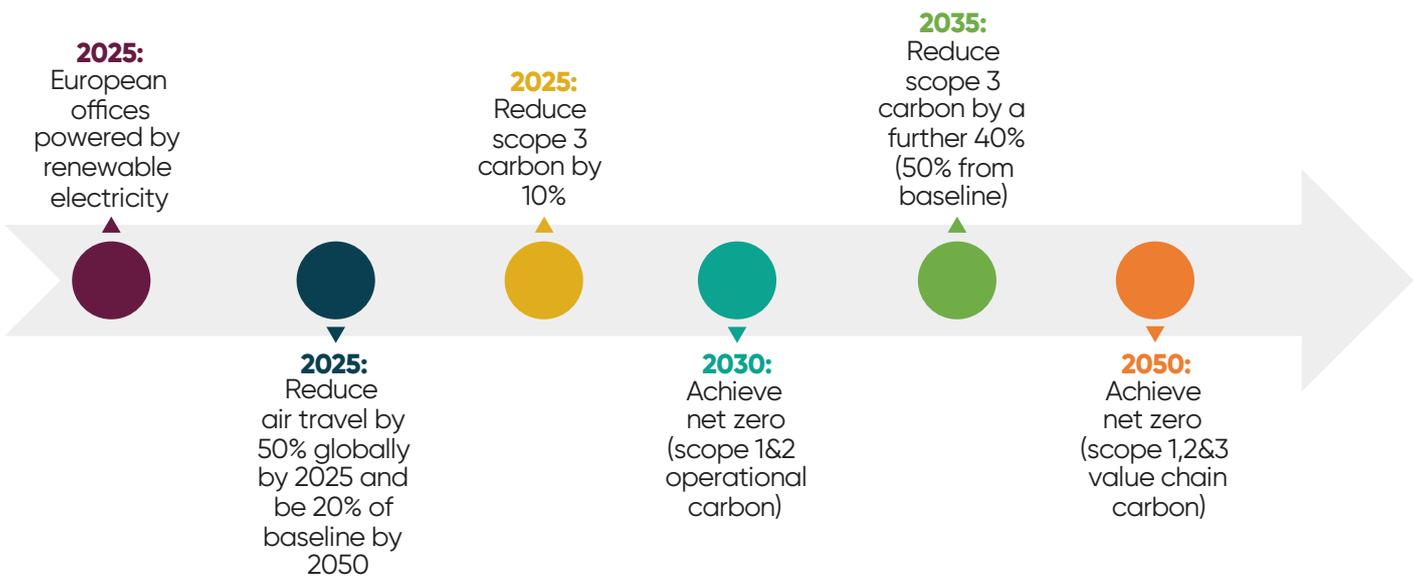
CASE STUDY:

Donations to Support Ocean Recovery in the UK & Ireland

In all our geographies across the globe we have been identifying ways in which we can help to support the fight against the climate crisis. In the UK, for every new hire we make, we donate to a marine conservation charity.

We aim to support ocean recovery work that includes protecting and rebuilding seagrass habitats, which are known to capture carbon up to 35 times faster than tropical rainforests. It is one of the most effective ecosystems on the planet and because of its capacity to absorb huge amounts of carbon, it is a great tool to combat the climate crisis.

OUR OBJECTIVES FOR CARBON REDUCTION



The objectives above can only be met if there is a concerted effort across the business to achieve them. To coordinate this effort we will focus on three main aspects: energy and fuel, travel and commuting, and purchasing and investment.



Energy and fuel consumption

Reduction through maintenance and investment, and through policy and procurement decisions

We will work to reduce our energy consumption, using renewable energy sources where possible and low carbon suppliers



Travel and working choices

Through education, policy, strategy and organisational changes, make the shift to low-impact working practices

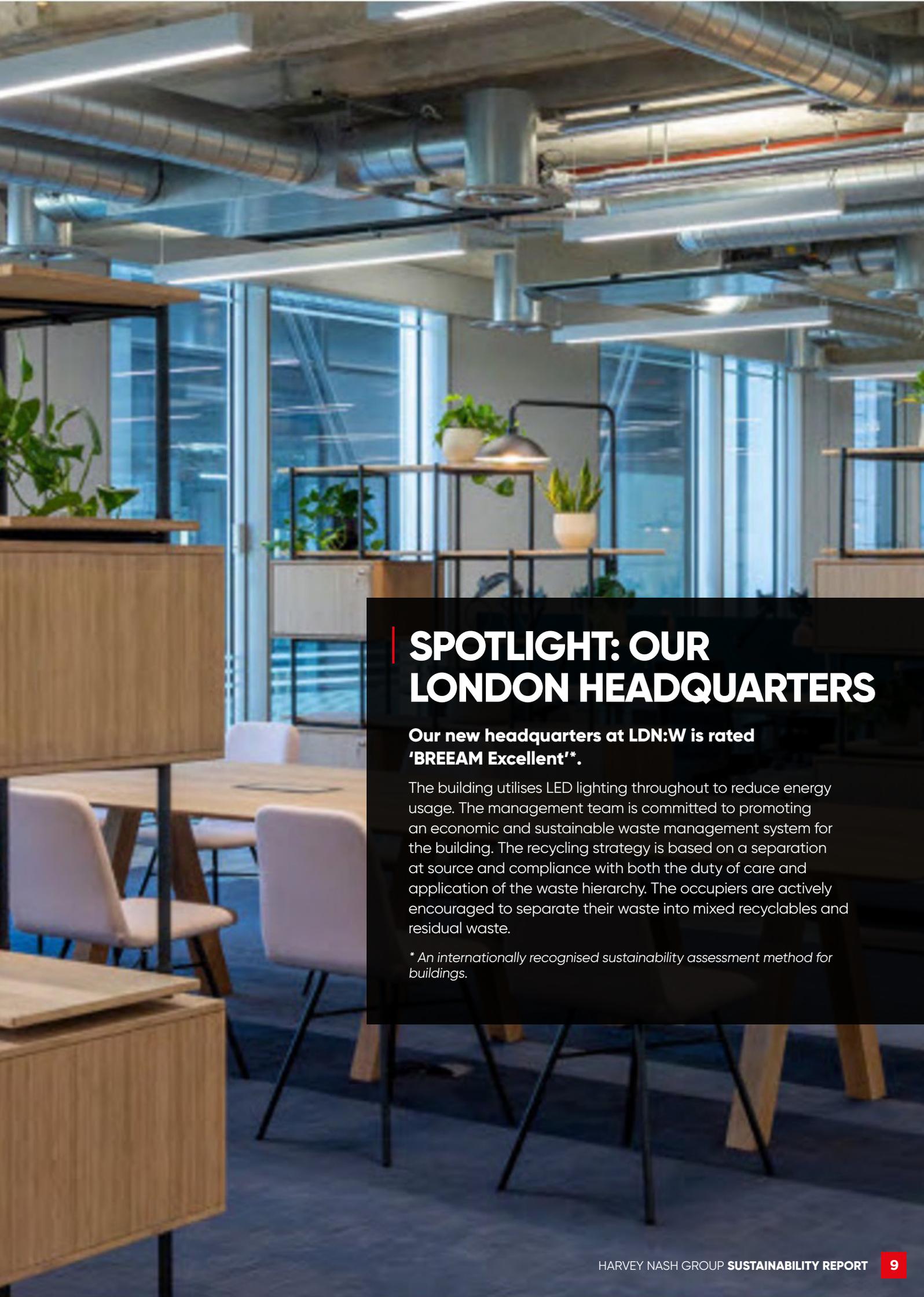
We will reduce non-essential business travel, especially air travel. This will be achieved by implementing revised policies and procedures, and making use of technology for international meetings



Purchasing and investment

Using climate as a deciding factor in decisions from pension providers to paper suppliers

We will engage suppliers that adhere to our Supplier Code of Conduct. We want our suppliers to operate in an environmentally friendly and sustainable manner, meeting all national and regional legislative requirements to reduce carbon emissions, and disposing of waste responsibly (including recycling wherever possible)



SPOTLIGHT: OUR LONDON HEADQUARTERS

Our new headquarters at LDN:W is rated 'BREEAM Excellent'*.

The building utilises LED lighting throughout to reduce energy usage. The management team is committed to promoting an economic and sustainable waste management system for the building. The recycling strategy is based on a separation at source and compliance with both the duty of care and application of the waste hierarchy. The occupiers are actively encouraged to separate their waste into mixed recyclables and residual waste.

** An internationally recognised sustainability assessment method for buildings.*



CURRENT MEASURES

Our objectives can only be met if there is a concerted effort across the business to achieve them. To coordinate this effort we will focus on three main aspects: energy and fuel, travel and commuting and purchasing and investment.

Working from home

The Covid-19 pandemic has resulted in a large-scale home working operation across the Group. The Group intends to continue to operate a hybrid working arrangement in 2022. This has reduced carbon generated from commuting.

Reduced business travel

It goes without saying that business travel has been severely curtailed by the Covid-19 pandemic. However, in line with our objectives, this is a trend the Group plans to continue in 2022 and beyond.

Recycling

We recycle waste where possible. This includes plastics and paper in particular. Our selection of suppliers will also be influenced by their recycling and renewable policies.

Reduced IT energy usage

By moving to cloud servers we have reduced our IT energy usage. The move to cloud hosting is being completed across all regions in 2022. Printing has been dramatically reduced and is actively discouraged where appropriate.

Moving to energy-saving light fittings

In most of our offices we have moved to a majority of energy-saving LED light fittings. This will be expanded further in 2022.

Office space with renewable energy sources

Our Belgian offices have solar panels for electricity production, reducing the use of electricity generated from coal-fired power stations. We will be moving towards renewables in other parts of the Group in 2022 and beyond.

Electronic waste disposal

Used IT equipment is disposed of responsibly using suppliers that operate according to our Supplier Code of Conduct. IT equipment is also donated to charities where possible.



CASE STUDY:

Moving to Electric Vehicles in the Netherlands

Our Dutch business has already begun to move to electric vehicles in its fleet. The majority of our company cars in the Netherlands are fully electric. Electric cars are driven by the executive team and promoted to all staff where possible.

The government is stimulating the lease of electric cars by means of taxable benefits. On top of that Harvey Nash further incentivised the use of electric cars by making available a larger lease budget.

Our offices in the Netherlands include charging stations to further encourage the use of electric cars.



13 CLIMATE ACTION



5 GENDER EQUALITY



10 REDUCED INEQUALITIES



8 DECENT WORK AND ECONOMIC GROWTH



**DELIVERING
A POSITIVE
SOCIAL IMPACT**

DELIVERING A POSITIVE SOCIAL IMPACT

At Harvey Nash Group we are focused on delivering a positive social impact through our actions to support our employees, the work we do with clients every day and through our actions with local communities.

We know this puts us in a privileged position because we can help to build limitless futures by bringing together great people and technology with a deep reach into society. We will use our position to make a sustainable impact, there will be no 'box-ticking' here, we will not be satisfied with anything less than permanent momentum.

We will use our position to deliver:

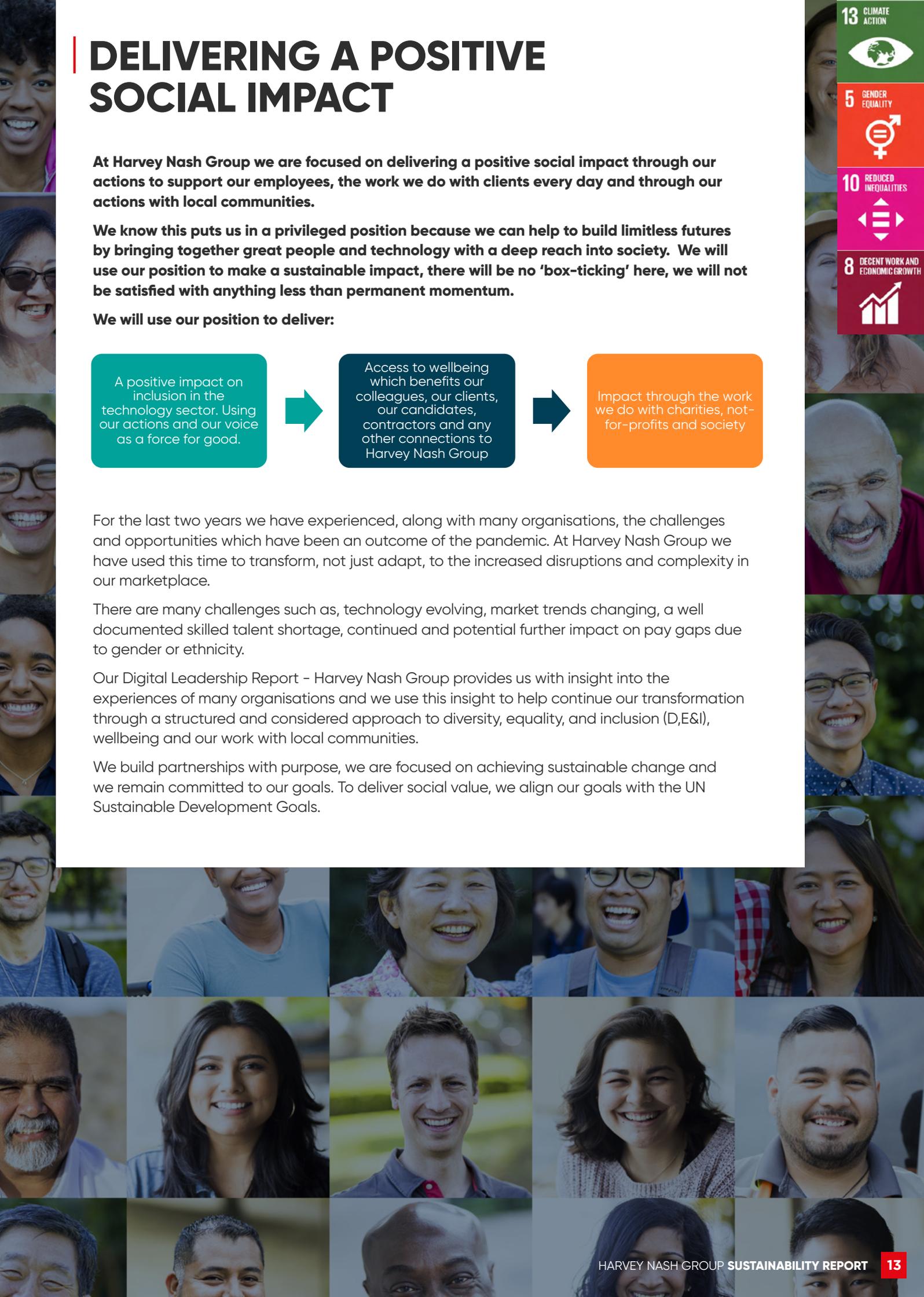


For the last two years we have experienced, along with many organisations, the challenges and opportunities which have been an outcome of the pandemic. At Harvey Nash Group we have used this time to transform, not just adapt, to the increased disruptions and complexity in our marketplace.

There are many challenges such as, technology evolving, market trends changing, a well documented skilled talent shortage, continued and potential further impact on pay gaps due to gender or ethnicity.

Our Digital Leadership Report - Harvey Nash Group provides us with insight into the experiences of many organisations and we use this insight to help continue our transformation through a structured and considered approach to diversity, equality, and inclusion (D,E&I), wellbeing and our work with local communities.

We build partnerships with purpose, we are focused on achieving sustainable change and we remain committed to our goals. To deliver social value, we align our goals with the UN Sustainable Development Goals.





DIVERSITY, EQUALITY & INCLUSION

Diversity, Equality and Inclusion form one of the three main pillars of our People Strategy. We want to enable an environment where **diversity, equality and inclusion** is an integral part of our culture. When people feel included and have a sense of belonging at their places of work, they are more productive, better team players and make a greater contribution. It will be no surprise that this translates into a positive financial impact for businesses. We take our responsibility in enabling a safe workplace for all seriously and we actively continue to evolve what we do ensuring that we frequently listen to feedback from our colleagues. Our global D,E&I strategy was designed working with our colleagues and our global Diversity and Inclusion Council which we formed in October 2020.

At a global level, we report on, and have a strategy to improve gender equality. We are supported by our global D&I Council. We have delivered Inclusive Leadership training to our board, executive committee and senior management team which is aimed at promoting allyship and ethical leadership to reduce inequalities.

We use our engagement survey to measure our performance and in 2021 the inclusion and diversity question was the top-scoring response for all three surveys at 8.8.

At a local level, our leaders and their HR business partners work to identify other actions which contribute to an inclusive workplace. Actions have included: ensuring we have balanced shortlists for senior roles, working with partners and local communities to hire diverse teams, educating and communicating about our differences, and local training.

Alongside the global and local actions we have also introduced **Employee Resources Groups**: voluntary, employee-led groups join together in light of common interests, backgrounds, or demographics. These aim to foster an inclusive and diverse workplace aligned with the Harvey Nash Group mission of creating a safe place for all. Currently, we have the following ERGs:

EthNashity: an active group for employees who share common culture, race and ethnicity.

Wo+Men @Nash: an inspiring group for empowering women to shatter the glass ceiling and encourage male allyship.

Nash Pride: our LGBTQIA+ employee network helps transform the experiences of LGBTQIA+ people at Harvey Nash Group.

Diversity, Equality & Inclusion Strategy

Talent acquisition & development

We will continue to build a team of world-class, diverse talent, eliminating bias at every stage of the recruitment process and investing in developing all of our talents.

Inclusive leadership

We will inspire our senior leaders to deliver our purpose and live our values, ensuring that Harvey Nash Group's leadership culture has diversity and inclusion at its core.

Minority groups

We will define a plan to actively support and promote minority groups.

Colleague engagement & culture

We will use our data and key business metrics to drive and embed ambitious diversity and inclusion standards across Harvey Nash Group.

DIVERSITY, EQUALITY & INCLUSION

Our journey

Since the launch of our D,E&I Strategy we have:

- Introduced Employee Resource Groups
- Put our board, executive committee and global senior managers through Inclusive Leadership training
- Provided guidance and tools to support colleagues and managers
- Held webinars for colleagues and clients which have included neurodiversity in the workplace and EU citizens' right to remain & the impact on belonging
- Launched new policies including a Dignity at Work policy

Our partnerships, recognitions and affiliations

While we have a brilliant team internally who help us to keep moving and making changes which impact our colleagues, candidates and clients, we also work with partner organisations. We know that through the support and expertise of other organisations we can keep improving.



THE INTERNATIONAL PLATFORM FOR LGBTIQ+ INCLUSION AT WORK



CASE STUDY: INCLUSION PASSPORT

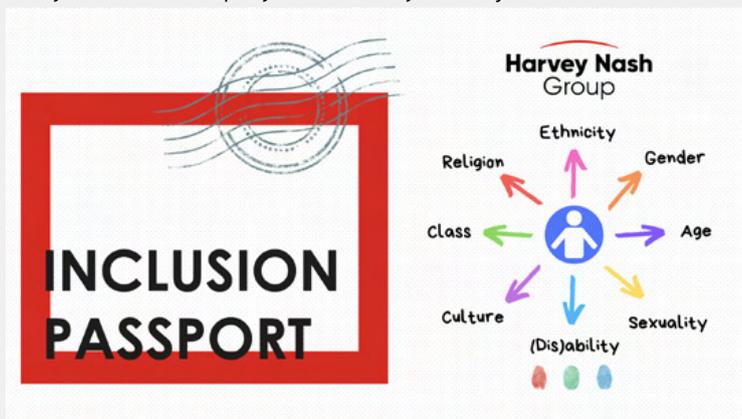
In 2021 we launched our Inclusion Passport to smooth the way for workplace adjustments and to give us another option to help our colleagues have a conversation about their needs, temporary or permanent, in a safe way.

Attracting and retaining diverse talents is a key to fostering an inclusive workplace. Employees can experience challenges when wanting to discuss reasonable adjustments so the passport is in place to help colleagues, line managers and HR have a conversation and agree on the outcome.

The Inclusion Passport was designed for employees who may need reasonable adjustments in the workplace due to a health condition, disability or another personal situation, to have a conversation and record any needs. It provides a confidential and structured process by which needs are assessed, support provided, and reasonable adjustments made. For example: support for life changes like the menopause, support with hidden disabilities like dyslexia, ADHD or dyspraxia or adjustments to support religious practices.

The Inclusion Passport is stored confidentially, and stays with the employee so if they move jobs within the Group or have a new manager, the passport can be shared with the relevant person so they are immediately informed, making the conversation easier. The tool goes above and beyond best practice in this area by encompassing frequent religious practices, neurodiversity and menopause, as well as disability and gender reassignment.

Launching and embedding a new process like this takes time which is why we are continuing to work with our HR colleagues and leaders to help contribute to an inclusive environment.





CASE STUDY: #YOUEQUALTECH

Spinks (the trusted talent partners to the global start-up and scale-up sectors), established its #YouEqualTech community in 2017. It is a community of 6,000+ tech people across the UK and Germany, a forum of individuals who are passionate about creating a more diverse and inclusive tech industry.

What is #YouEqualTech?

#YouEqualTech is a community of people from within the business world who come together to learn how to approach and improve their D,E&I strategies within their organisations. At our events (both in-person and online), we invite trusted and experienced keynote speakers from within the D,E&I space to come along and share with our guests tried and tested D,E&I strategies, recent research and insights, personal experiences, useful tools and tips, and much more. All with the hope of giving today's tech professionals, business leaders and their teams, the tools they need to create a more equal and better-balanced workplace.

Why did #YouEqualTech come about?

Spinks recruitment and on-site talent management team decided to dig deeper and launched the first-ever Tech survey in 2010 this was followed by a successful event, however, it was obvious there was a huge gender imbalance in the industry. In response to this Spinks created the first Women in Tech survey (WiT) and event in 2011. The WiT survey was a call to action to understand the current workforce and its landscape – particularly to find out the male to female ratio. At the time we launched our survey, our experience with the tech community and its leaders provided us with an insight into the challenges, one being a disproportionate number of men in leadership positions and other imbalances.

As advocates of D, E and I and huge promoters of employee engagement within any workplace, Spinks evolved the WiT survey and event in 2016 to today's #YouEqualTech community to continue helping and supporting the start-up and scale-up tech community.

What have we done recently?

The pandemic and its restrictions have halted our events and activities, however, in October 2020 we held a number of workshops online as well as our annual D,E&I event in partnership with Computer Weekly (CW) and again in September 2021, when we celebrated CW's 10-year anniversary of the Top 50 Most Influential Women in Tech.

At this latest annual conference, we invited several keynote speakers to discuss the impact the pandemic had on diversity and equality in our workplaces and, we held a panel discussion about the impact Covid-19 had on women in particular:

<https://youtu.be/aXUjmYBAjdo>

To find out more visit www.youequaltech.com

spinks

#YOU
EQUAL
TECH

WELLBEING

The pandemic has highlighted more than ever that we need a structured and committed approach to how we support wellbeing. Our **People Promise: creating moments that matter** is in place because we commit to understanding that our colleagues all have differing needs. Health and wellbeing is a significant part of this, we champion healthy lifestyles and improve the work environment for all of our colleagues. It is good for people and business! We know that ignoring such a vital element can result in absenteeism, burnout and negative mental and physical health.

What have we achieved:

In 2021 we spent time understanding the needs of our colleagues and using this feedback we have:

- Introduced the Wellbeing Ambassadors, an internal working group to support the wellbeing of colleagues within Harvey Nash Group.
- Trained mental health first aiders, with local and global points of contact for an employee who is experiencing a mental health issue or emotional distress.
- Launched a 'Supporting the wellbeing and mental health of Black and Ethnic Minorities in the workplace guide'.
- Launched a global Wellbeing Hub with new content added monthly.
- Wellness Wednesday: In January 2022 we hosted live yoga sessions from India.
- In 2021 we hosted a Harvey Nash Group – World Games using a tool called GoJoe to get our colleagues moving with teams competing against each other to track the most kilometres, and we will do the same this year.
- Hosted local yoga, mindfulness and wellbeing classes along with 'walk and talk' sessions.
- Delivered webinars on subjects like stress awareness.



In August 2021, we launched our Wellbeing Hub which is a standalone website full of videos, blogs, hints and tips and other resources to help support wellbeing.

We have made this website accessible to anyone for the sole purpose of helping to support as many people as possible. So whether that is our colleagues, contractors, candidates or clients... or if it is friends of Harvey Nash Group or even people who just happen to find the website, we want to help anyone to get free access to resources which may support their wellness.

Each month we add new content covering:

- Mental wellness – including mindfulness videos
- Physical wellbeing – including HIIT workouts and yoga classes
- Financial wellbeing – with advice from a financial institution.

wellbeing.harveynashgroup.com

SUPPORTING OUR LOCAL COMMUNITIES

As a global employer we believe in supporting communities within the regions we operate and we do this in a number of ways.

- Through initiatives which help to deliver **sustainable employment**: working with local schools and through partnerships with organisations which help people to find employment opportunities or to develop new skills.
- **Mentoring programmes** via local connections or partner organisations.
- **Volunteering or Fundraising**: We actively encourage our colleagues to identify opportunities to support local charities and not-for-profits via volunteering or fundraising. We give every person one volunteering day per year so they can play their part.



CASE STUDY: CRIMSON

'The war for talent' refers to an increasingly competitive landscape for recruiting and retaining talented employees. The way that most companies have traditionally viewed talent simply doesn't work anymore. Younger generations like Gen Z want flexibility, perks, and work-from-home arrangements. To attract the best talent, business leaders should be prepared to change their mindset and organisational culture.

In order to foster creativity and innovation in our business, we recognise there has been a need for new tactics to win the war for talent for attracting and retaining a diverse workforce.

Crimson challenged their recruitment strategy, online presence and web content to encourage a diverse range of applicants and in two years increased gender split from 0% to 33% females (against a sector average of 17%) and increased the number of Black, Asian and Minority Ethnic apprentices from 0% to 25% with a breadth of ages from 18 to 40 years.

A 2019 investment from Harvey Nash Group allowed Crimson to leverage the UK Government Apprenticeship Scheme, to meet the challenge from the digital skills gap through growing their own talent.

Crimson Academy offers a degree apprenticeship programme focused on clear success criteria – to develop rounded, successful and happy tech professionals, covering software testing, business analyst, software developer and data analyst routes.



Crimson Academy 2019 are graduating
#CrimsonAcademyGrad2021



RESPONDING TO THE PANDEMIC

Across the globe, each country that we operate in has been impacted by the pandemic to varying degrees. At Harvey Nash Group we quickly responded to this and considered how we might help. Some of the ways our colleagues responded included:

- In many countries working together to build charitable packs which contained vital items such as canned foods, bread, eggs etc...
- Volunteering in vaccination centres to help reduce the pressure on the National Health Service in the UK.
- Donating laptops to local schools to help support those in need of equipment and donating phones to help care-givers who were not able to see foster children in Belgium.
- Donating clothes and other items to those in need in India both because of the pandemic and also the floods.
- Using the Harvey Nash World Games to raise funds for charities across the globe who had been impacted by Covid-19.



CASE STUDY: NASHTECH

Although Covid-19 cases in Vietnam were among the lowest in the world throughout 2020 and early 2021, households still experienced lower incomes, job loss, and hardships according to The World Bank.

Observing how households and firms were affected, even if by mild shocks; how they adapted; who received assistance; and who could not cope well offers information on existing gaps in access to services, the importance of building resilience, and the need for better safety nets to guard against poverty traps and business closures.

Starting in 2019, Nashers took social impact responsibilities seriously in Ho Chi Minh City, they aided and assisted the disadvantaged Maison Chance students with eight scholarships every year.

With the support from Nashers in the capital, Hanoi, they sent out a 'We Share Love' book shelf, built and delivered to aid the children in Sa Pa in 2019. A year later, two washer-dryers were provided to the children and young people at the Pa Lau boarding primary and secondary school for ethnic minorities, to ensure they have sustained healthy environments in the cold winter.





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