

RESPONSIBLE BUSINESS

Annual Report

2025

A year of measurable progress

257

technical workforce, up 82% year on year

19

charities supported across the business

520

hours volunteered by Tecknuovo colleagues

£213,456

donated by the company and colleagues

6

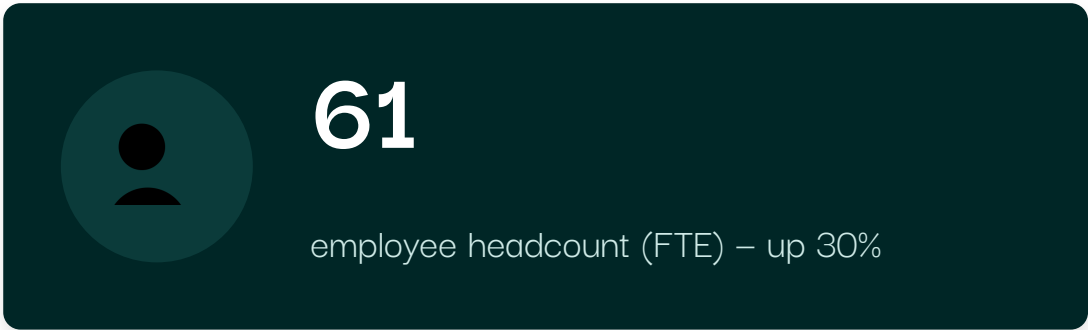
apprentices recruited into our new DevOps cohort

6

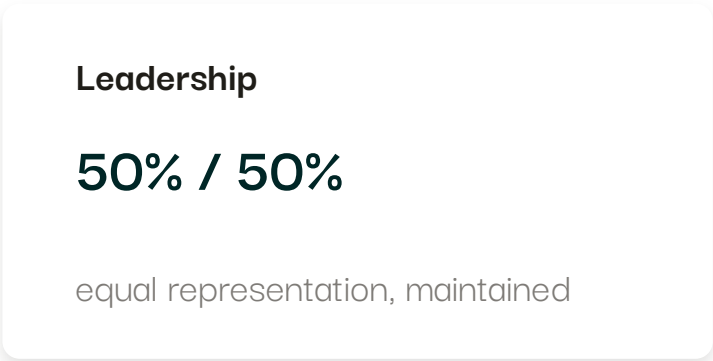
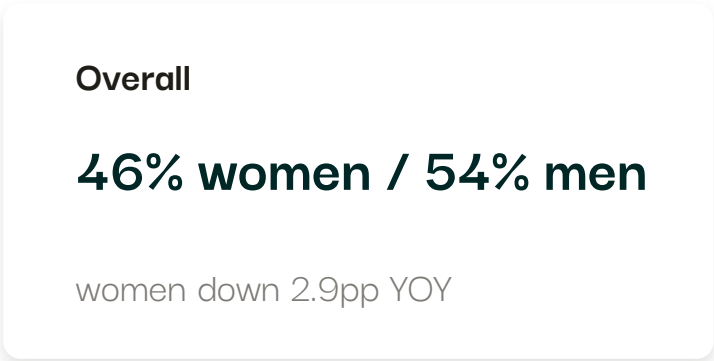
work experiences

Growing our team, responsibly

We grew significantly in 2025 – expanding both our permanent team and our wider technical workforce, while keeping representation front of mind.



GENDER REPRESENTATION (FTE)



Representation across ethnicity – and where we’re heading

ETHNICITY REPRESENTATION (FTE)

Overall	23% ethnic minority / 77% white	Ethnic minority up 10.2pp YOY
Leadership	12.5% ethnic minority / 87.5% white	Down 0.3pp YOY
Managers	12.5% ethnic minority / 87.5% white	Down 0.3pp YOY
Technical workforce (supply chain): 11% women (slight increase); ethnic minority representation remains over 65%.		

OUR TARGETS FOR 2026

FTE

10% disabled community · 30% women · 25% ethnic minority

Technical workforce

10% disabled community · 20% women · 25% ethnic minority

We’ve maintained above-target representation for women in FTE for three years running and met our disabled-community target. Our focus for 2026 is closing the gap across our technical workforce – through schools’ outreach, apprenticeships and expanded women-in-tech networking.

Understanding and supporting disability across our workforce

In 2025 we ran our first-ever disability surveys and progressed from Disability Confident Level 1 to Level 3 (Leader).

59%

FTE survey response rate

12.8%

of employees identify as disabled or having a long-term condition

40%

satisfied with current support available

31%

technical workforce survey response rate

11.5%

of technical workforce identify as disabled or having a long-term condition

100%

neutral-to-very-satisfied with support (technical workforce)



Disability Confident journey: Level 1 → Level 3 (Leader) – guaranteed interviews for disabled candidates, roles advertised via Scope’s disability job board, and a dedicated work-experience placement with Variety GB.

Investing in every colleague's growth

Every employee receives a £1,000 annual learning budget, alongside career development plans, mentorship and internal mobility – underpinned by regular manager feedback.

20%

of employees used their full £1,000 learning budget in 2025 – take-up up 3pp in 2024

~40 hrs

average learning & development hours per employee in 2025 – trending toward 50-60 hrs in 2026 with paid learning days

2025 COURSES OUR TEAM COMPLETED

- PRINCE2® 7 Foundation
- Scrum Master certification
- ICAgile – Agile Project & Delivery Management
- Introduction to Law for Paralegals
- Harvard Business School – Negotiation Mastery

Opening doors for the next generation



Work Experience Programme

Following our 2024 pilot, we continued hosting young people aged 13-16 for hands-on work experience.

- 6 students hosted in 2025
- 20% were women
- 60% from ethnic minority backgrounds
- 20% disabled, with Variety GB



Women in Tech Mentorship

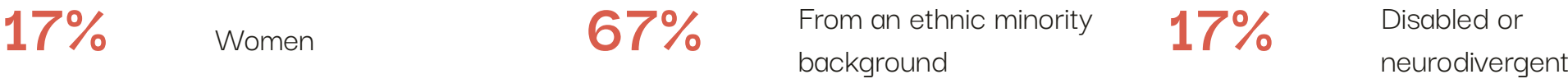
Our mentorship programme continued through 2025, including a Women in Tech roundtable bringing together a public sector partner organisation and our own colleagues to share experience and build networks.

TeckAcademy®: our apprenticeship programme takes off

We launched our first DevOps-focused apprenticeship cohort in September 2025 – six apprentices strong, with a second cohort planned for April 2026.



DIVERSITY IN THE 2025 COHORT



Supported by structured mentoring, stage-gate assessments and continuous upskilling – widening access for underrepresented groups and NEET-focused opportunities in regional digital skills.

Giving back, together



19

charities supported



520

Hours volunteered



£213,456

Donated by the company and colleagues

2025 ACTIVITY HIGHLIGHTS

- Over 100 hours of food bank volunteering during the year
- Digital inclusion and skills volunteering at local schools and colleges.
- Mock interview session delivered in partnership with the switch.

Partnering for social value



GirlsInTech Programme

Female colleagues volunteered as workshop leads and speakers, encouraging young girls to pursue careers in technology.



Smart Cities Event

Our Delivery and Talent teams ran workshops for Year 8 students in Tower Hamlets, designing a 'smart city' where humans, AI and robots coexist.



Variety GB

Hosted a structured work experience placement for a disabled young person during National Inclusion Week.



Access Interns

Working to improve the inclusivity and accessibility of our job specs and recruitment, progressing toward Disability Confident Level 3.

In partnership with Ahead Partnership

Real interview practice for real futures

12 Tecknuovo colleagues volunteered

They ran one-to-one mock interviews for students in Tower Hamlets, giving personalised feedback to help them build confidence and prepare for their next steps.

In partnership with The Switch – 'Empowering life-changing careers'



**Empowering
life-changing
careers**

We're an education charity helping
young people fulfil their potential

[Explore our programmes](#)

Reducing our footprint, together



World Environment Day

5 June 2025

We raised donations for clothing charity Redonate, who partner with four charities to redistribute high-quality clothing – turning lower-grade textiles into industrial materials like insulation and stuffing.

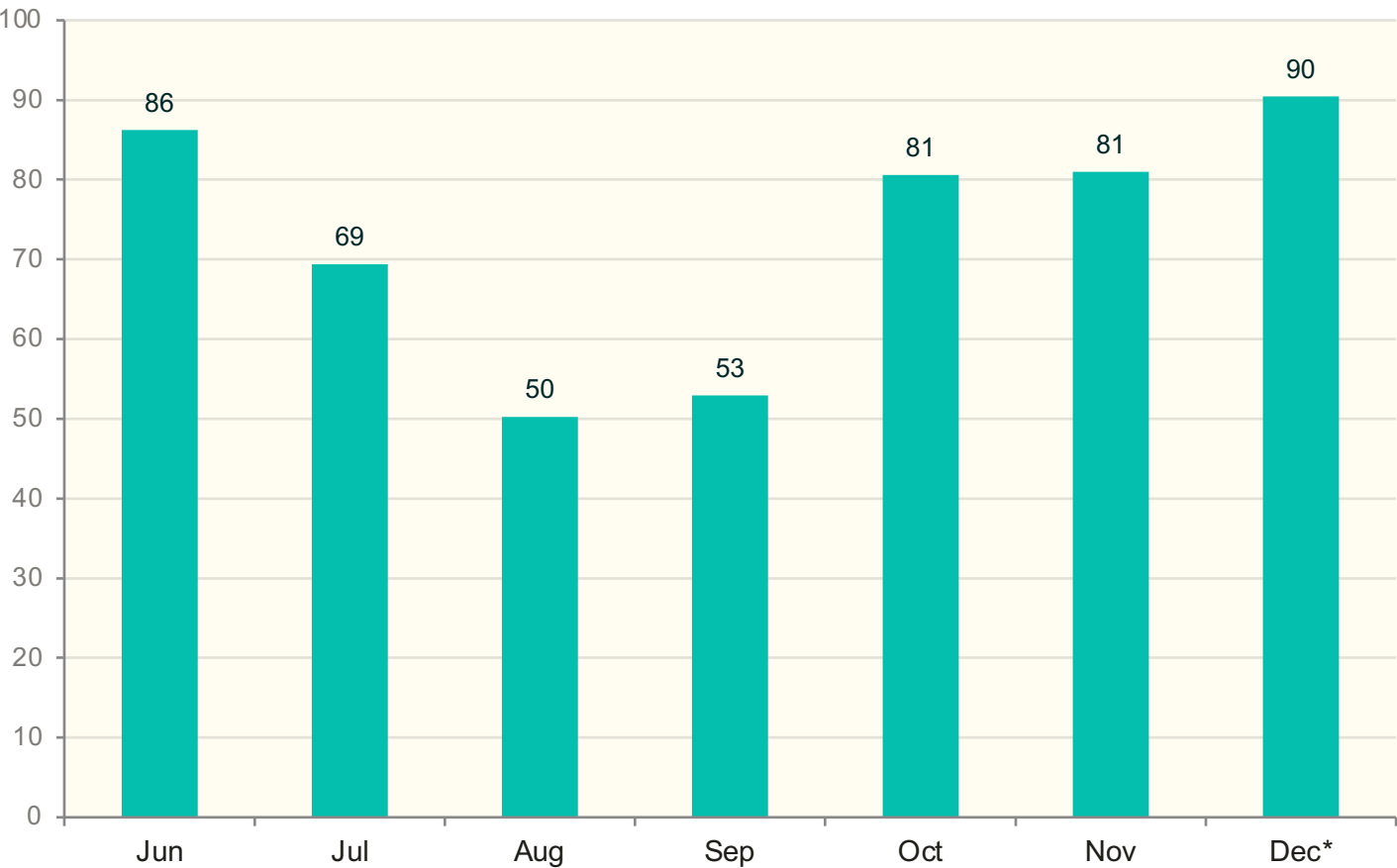
8 Bin bags of clothing donated



Recycling, monitored monthly

Since moving to GPE's Six St Andrew Street office, we've been able to monitor our waste recycling performance monthly, in partnership with our landlord — see the results on the next page.

A strong recovery in recycling rates



90.45%

Recycling rate in December – the year’s best

~91%

Reduction in general waste, Aug-Dec

3

Consecutive months above 80%, closing the year strong

Building environmental awareness, from onboarding to community events



Sustainability training

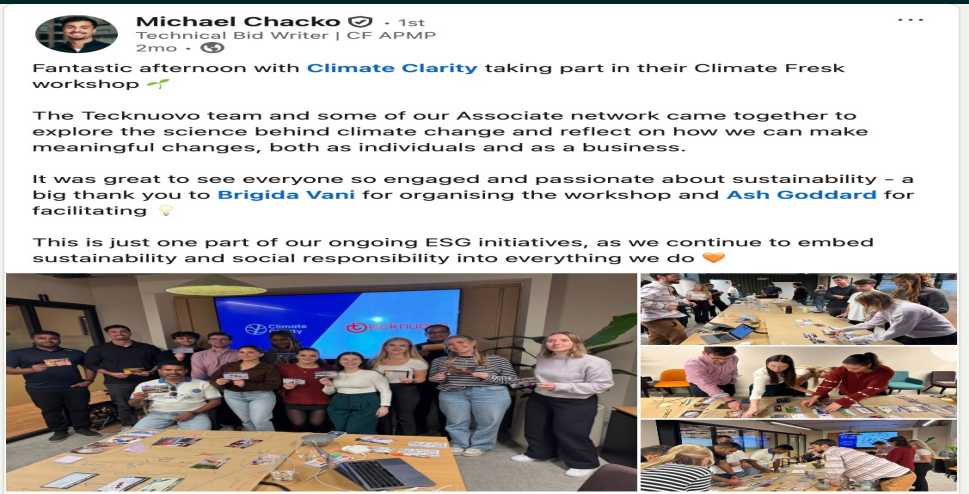
All new starters complete two courses – one on ISO 14001 environmental management, one on sustainability more broadly. In 2025 we refreshed training for existing staff too, with new recycling signage across our offices.

Extending to our supply chain

Since Q2 2025 we've rolled sustainability training out to our technical supply chain too.

35%

Of our supply chain trained so far, with the rest planned for early 2026

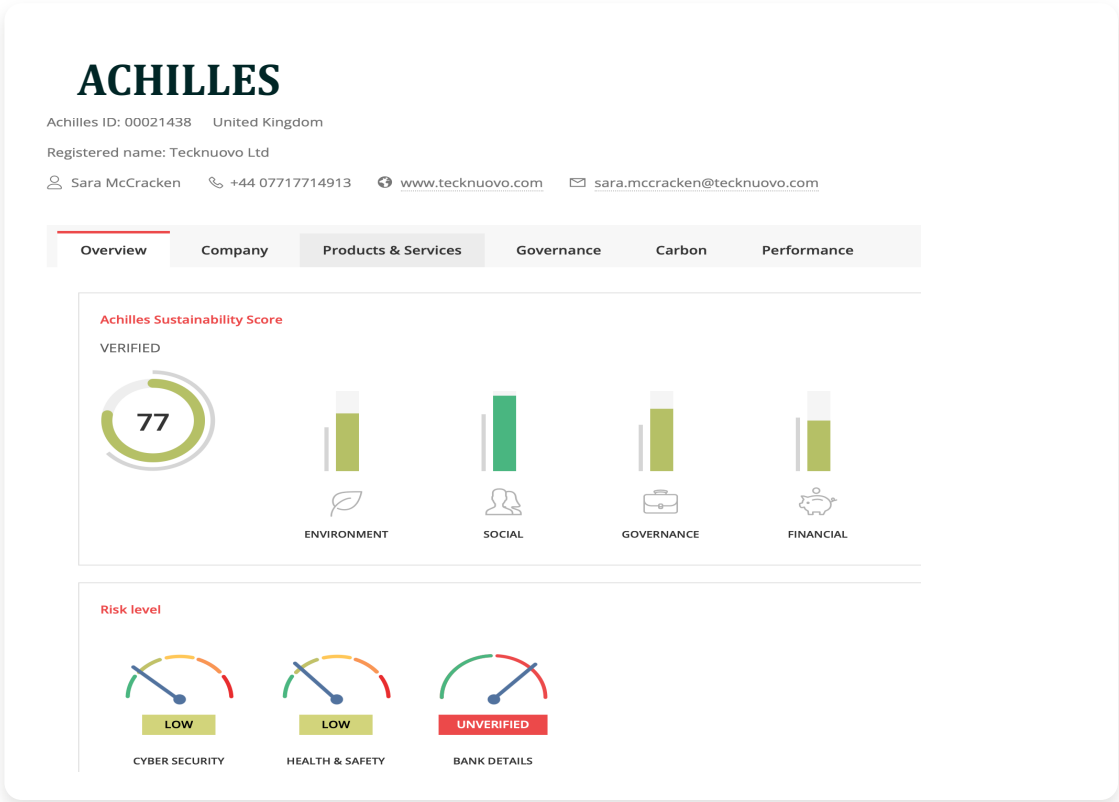
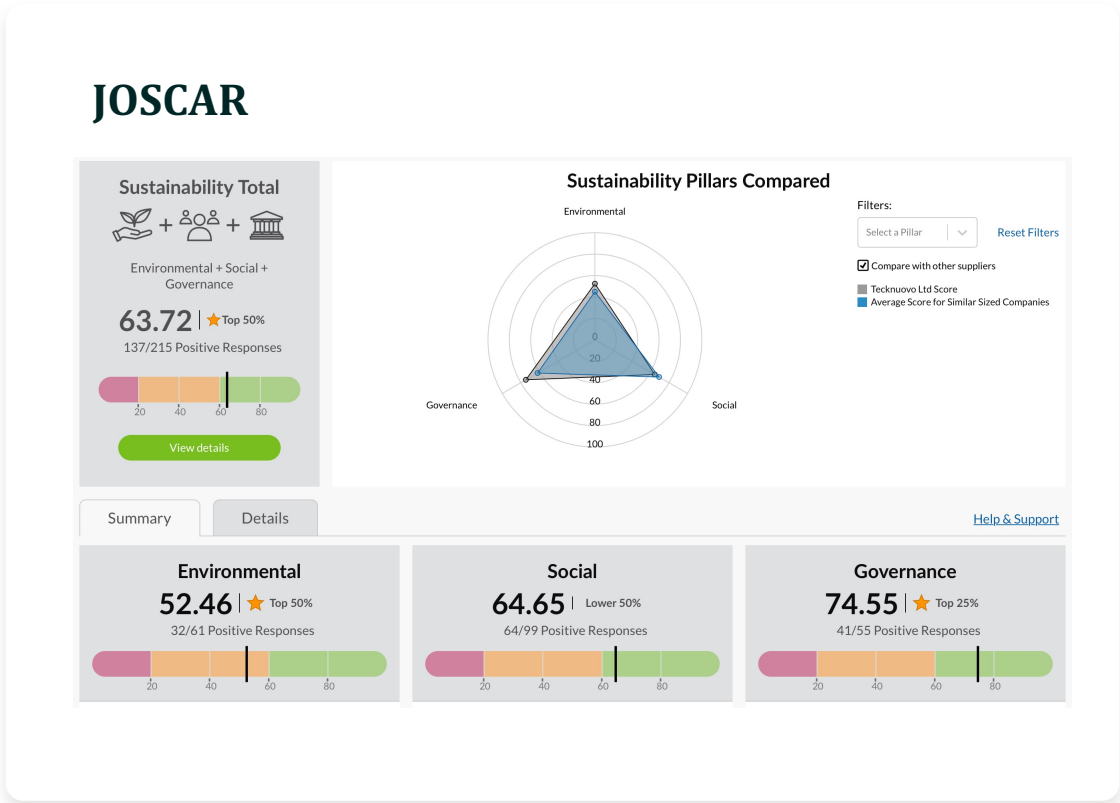


Climate Clarity workshops

Partnering with climate charity Climate Fresk, we're hosting workshops on climate science, environmental sustainability and the ethical use of AI through 2025-2026. Our first ran in November 2025, with staff, customers and our technical workforce all attending.

How independent assessors see us

Both ratings below reflect information submitted in Q1/Q2 2025. Since then we’ve advanced our policies and procedures further, particularly across social and governance.



Our Achilles score improved in 2025 versus 2024 – and we expect further environmental gains once our new carbon reduction plan is published.

A Silver badge for sustainability – and building toward more



SILVER

EcoVadis sustainability badge, currently
held

We're working through the improvements recommended at our last accreditation, and expect to retain our Silver badge while improving our score – reflecting a year of real growth in our policies and activity.

Looking ahead across our ratings

- Advancing policy & procedure has already lifted our social and governance scores.
- Our forthcoming carbon reduction plan should strengthen our environmental score further.
- Some assessment questions don't fully apply to our business model – we answer accurately, even where that means a lower score than a bespoke option might allow.