



ESG @ Version 1:

Our Social Journey

Presented By: Lorna McAdoo, Group Director of ESG, Version 1

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Company Classification: Public

Speaker Introduction



Lorna McAdoo
Group Director of
ESG

What we will cover

- 01 Who are Version 1
- 02 What is our ESG Strategy and Approach
- 03 Our route to ESG
- 04 What does Social mean for ESG @ Version 1
- 05 How do we measure success?
- 06 What does the future look like?



Version 1 at a Glance

A quick glance at some of our accomplishments...

€250M

£215M
Revenue



3000+

Employees



650+

Customers



98%

Customer Retention

**Best Diversity,
Equality & Inclusion
Company (Large)
2022**



16

Global Acquisitions



25+ Years

Proving Value of I.T.

4

Leading Technology
Partners



12 Years

Voted as a Great Place to
Work®

**Best
Workplaces™**

**Great
Place
To
Work®**

2023

17

Offices Worldwide



3,000+

Employees



25+ Years

Providing I.T.





ESG @ Version 1

We are committed to using our influence on all the people we engage with in our work to drive positive change across our society.

ESG: Core principles of our approach



Collaborating with our technology partners and suppliers to help our **customers meet their ESG goals**



To be a leader in recruiting, retaining and developing a culture of diversity, inclusivity and equality ensuring that **'No one gets left behind'** in our communities



Designing and developing **innovative sustainable solutions and services**



To be thinking and operating **Climate First** in all our operations, collaborations and across our entire supply chain



Through our operations deliver **higher societal and environmental value** that is aligned to and integral to Version 1's business growth strategy



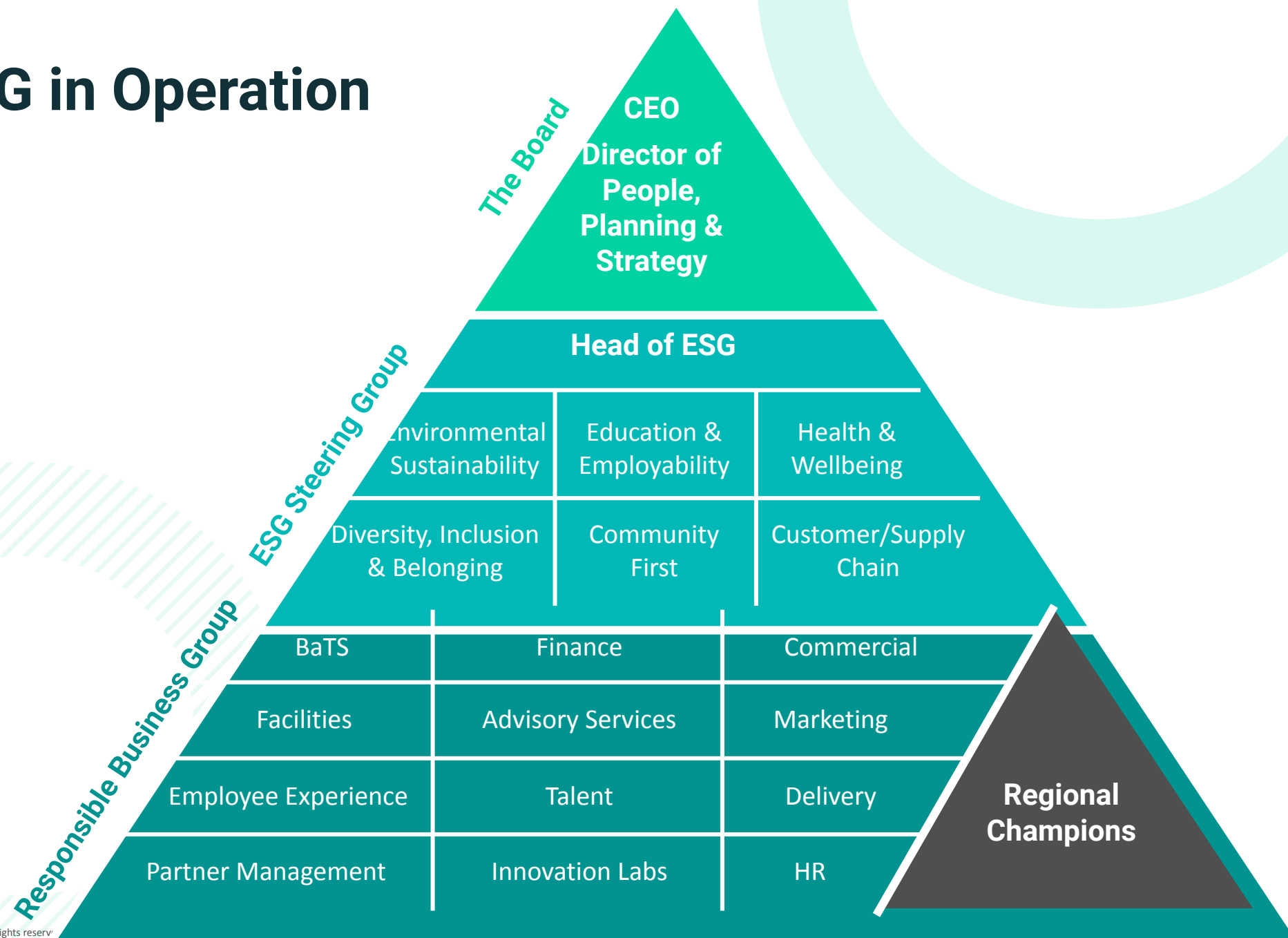
Working with our **regional teams** to deliver what is important in their communities and creating employability opportunities for everyone in those communities

ESG Strategic Areas of Focus



Alignment to the 2015 UN 17 Sustainability Development Goals standards

ESG in Operation



How did we get here?



Our Great Place to Work® Journey

Becoming Ireland's #1 Best Workplace™ A Great Place to Work® for 12 Consecutive Years



VERSION 1
version1.com/careers



How did we get here?



GPTW



**Employee
Engagement**



**Health &
Wellbeing**



**Diversity,
Inclusion &
Belonging**



**Group Level
Activities &
Regional
Teams**



**Community
First**

What is the 'S' in ESG

The social pillar refers to an **organization's relationships with stakeholders.**

AND also an organization's **impact on the communities in which it operates.**

A hallmark of ESG is how social impact expectations have extended **outside** the walls of the company to supply chain partners



What does Social mean for ESG @ Version 1



Our DIBs Strategic Themes

Key Theme	Strategic Objective
Gender	Increase in greater female representation across all CPD levels within the organisation.
Disability	Ensure greater understanding around Neurodiversity & Accessibility for all employees, with the aim to hire more neurodiverse/disabled people.
Social Mobility	Seek and partner with organisations to source untraditional routes to market for talent from all backgrounds and experiences.
Cultural Differences	Promote the value of cultural diversity through our employees, customers, suppliers and partners; and utilise campaigns such as SWAN & This Is Me to ensure sense of belonging.

Our Education & Employability Strategic Themes

Primary & Post Primary

- Career Talks
- Coding Clubs

School Leavers

- Apprentices
- Internships

Graduates

- Career Talks
- Work Placements
- Employability Skills advice
- Hackathons

Students 16-18

- Career Talks
- Work Experience
- Employability Skills advice

Special Education Needs & Disability (SEND)

- Work Shadowing
- Tailored Workshop

Not in Employment, Education & Training (NEET)

- Apprenticeships
- Employability skills advice



Our Community First Strategic Themes

No Poverty

Goal: End poverty in all its forms everywhere

- Impact on education, health, society and employability

Reduced Inequalities

Goal: Reduce inequalities within and among countries

- Ensure that no-one gets left behind

Zero Hunger

Goal: End hunger, achieve food security and improved nutrition and promote sustainable agriculture

- Impact on education, health, society and employability

Sustainable Cities & Communities

Goal: Make cities and human settlements inclusive, safe, resilient and sustainable

- Funding sustainability projects
- Volunteering time



Our Customer & Supply Chain Strategic Themes



Fostering long-term relationships with customers, partners and key suppliers who are leaders in ESG practice



Collaboration with partners, customers and social organisations to help our Customers achieve their sustainability goals and deliver higher societal impact and value



Leveraging partners' existing capabilities to address key complex issues, for example, tracking and reducing of emissions



Adapting and exploiting innovative technology to help our Customers achieve their sustainability goals



Innovating across ESG pillars by using Version 1's technological and digital capabilities

Why is it important in Version 1 – Our People

Gen Z, along with Millennials, is the generation leading [the Great Resignation](#), leaving careers and companies that they feel are not working in society's best interest or in alignment with their own moral code. This could leave industries and organizations that are slow or resistant to change facing a long-term talent shortage as Baby Boomers and Gen X employees retire. (Forbes 2021)



49% of Gen Zs
62% of Millennials

say work is central to their identity, and work/ life balance is something they are striving for.



82% of Gen Zs
66% of Millennial

investors have ESG investments – the highest across all age groups



Good Work / Life balance

is the top trait Gen Zs and Millennials admire in their peers, and **their top consideration** when choosing a new employer.

(Deloitte Global 2023 Gen Z report)

Why is it important in Version 1 – Our Customers

What the experts say

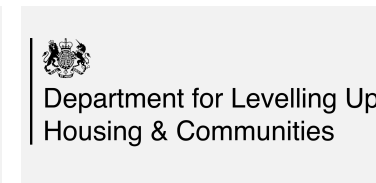
- A 2021 McKinsey report found that **two-thirds** of an organization's ESG commitments lie with its suppliers. In other words, choosing the right supplier partners and managing them well is perhaps the most impactful decision for a company when it comes to sustainability.

FACT

- All our UK Public Sector customers are including Social Value requirements in tenders – and including it in the scoring



Social Value - Customers



How do we measure Success : Strength in balance



- **Quarterly Surveys**
 - Customers
 - Employees
- **Return on Social Value**
 - Social Value Quality Mark
 - Set KVIs across all our ESG pillars
 - Measuring Impact
- **Standards / Accreditations / Awards**
 - Benchmarking
 - Best Practices

Our ESG Partners

DIB

IRISH CENTRE
FOR DIVERSITY



Diversity Mark

SOCIAL
MOBILITY
FOUNDATION

shaw trust

Community First



The Responsible
Business Network
Northern Ireland



YOU'RE NOT ALONE



Yo Soy Tu -
Spain



SNEH Foundation

Education & Employability



Junior
Achievement
Ireland



The ICT
Talent Pipeline
Fasttrack into
Information Technology



STEM Ambassador
Programme (UK)

Social Value



Opportunity Choice Inclusion
Cedar Fondation





VERSION 1

Thank you