SUSTAINABILITY AND WHAT IT MEANS TO US
At Softcat we take sustainability seriously. It’s not just about talking about it or writing it in a report; it’s about living and breathing it each and every day.

For us, sustainability means how we treat our planet, and how we leave it in a better state than we found it. It also means how we do business, how we treat our employees and the communities around us. And we believe in not just behaving more sustainably ourselves, but helping our employees and our customers to live and work greener.

When you come and work at Softcat you’ll see this in how we do things. From our high-level sustainability commitments, to our Green Team - a vital group of employees who challenge the business with fantastic sustainable ideas and who help embed sustainable practices across our sites - we are always looking for more ways to do things better. And as part of our team we’d love to hear your thoughts and ideas too.

Over the next pages you’ll find some of the areas we are concentrating on.
In 2015, 193 world leaders agreed to 17 Sustainable Development Goals. Also known as the Global Goals or the SDGs, these goals aim to tackle extreme poverty, inequality, and climate change by 2030.

We believe that every business needs to contribute to these Global Goals if they are to be achieved. At Softcat we’ve developed a plan to play our part in delivering against these goals - they’ve helped us to identify our sustainability priorities and to build specific commitments and targets.

We have prioritised six goals as most relevant to us, and you’ll see how we’re working to play our part below. Whilst these may be our priorities, it doesn’t mean we won’t also be thinking about and aiming to contribute to the remaining 11 goals.

If you want to find out more of the goals, this is a great site: www.globalgoals.org
We’ve already reduced our carbon footprint through:
- the introduction of efficient lighting and technology
- reduced use of plastic
- the installation of electric vehicle chargers
- we’ve even installed two beehives on the roof of our Marlow HQ office.

And to meet our commitments, by 2024 we are transitioning all company cars to electric and we will have sourced 100% green and renewable energy across all of our office locations. In the longer term, we will also have performed a supply chain review including all vendors, suppliers and partners to ensure that like us, they will be carbon net zero by 2040.

As an employee, you’ll have your own part to play including:
- opportunity to join our Green Team
- implementing more efficient working practices
- identifying opportunities for innovation both with us and our supply chain.
We are a people business, and our customers only succeed if we do as a team. Even before the pandemic, the focus for Softcat has always been on the care and wellbeing of everyone here. That remains our guiding principle. As such, we’ve:

- not furloughed anyone since the COVID-19 ‘lockdown’ started
- enabled everyone to work from home and established new flexible ways of working
- continued to support people with their professional and personal development
- increased dramatically our internal communications to keep everyone informed
- recruited more mental health first aiders across the business.

We’ve also not lost sight of our goal to drive gender equality in the workforce - with c.30% females, we’re already running at nearly twice the industry average, but we won’t be standing still. We continue to strive to be an ever more inclusive employer by developing a workplace and culture where all of our employees feel a sense of belonging and are empowered to be their authentic selves.

The breadth and growth in the number of employee networks and affinity groups - such as our BAME, Family & Pride networks - is testimony to our commitment to all our people.

“We have a unique and special culture at Softcat that is inclusive of everyone irrespective of race, gender, disability, background and beliefs.”

GRAEME WATT, CEO
We recognise the importance of giving back to the communities in which we operate and strive to provide continuing support. In practice, this means we’ve:

- a dedicated charity team responsible for managing corporate social responsibility at Softcat with each office having at least two representatives
- given everyone two free charitable days and encouraged them through our Love2Volunteer campaign to volunteer for local events and causes
- introduced ‘on-hand’ app to make it easy for employees to get involved in volunteering missions, befriending calls etc.
- worked with schools and underprivileged children to inspire students into considering a career in tech or just helping them make more informed decisions regarding their next steps
- raised over £2.4m to date for our chosen charities and good causes including Mind, Bethesda Khankho Foundation, Comic Relief, Macmillan Cancer Research, We Love Manchester and Children in Need to name a few
- made our own vaccination centre available to the community for COVID-19 vaccines.

And whilst COVID-19 has had an obvious impact on our traditional annual Charity Ball and events we can organise, we have launched our Tech for Good initiative and rapidly delivered 200 4G enabled devices to 50 care homes across the country enabling vulnerable patients to stay in touch with their loved ones.

“The different experiences and perspectives our employees bring helps us better serve our customers and community.”

ANUSHKA DAVIES, HEAD OF TALENT, ENGAGEMENT & DIVERSITY
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