

VCG

ESG Annual Report
FY24/25



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VCG

Introduction

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Introduction

At VCG, we recognise that long-term success is built on more than just commercial performance; it requires a genuine and sustained commitment to Environmental, Social, and Governance (ESG) principles. FY24/25 has been a pivotal year for us, marking real progress as we continue to embed ESG into the core of our operations and culture.

Our focus on these key principles has shaped how we deliver for our customers, collaborate with partners, and create value for investors:

Sustainability

Inclusivity

Ethical governance

From reducing our environmental footprint and supporting community initiatives to promoting diversity within our teams and upholding the highest standards of transparency, we are proud to be driving positive change across our business.



Rob Moss
VCG CEO



Hollie Dixon
VCG ESG Director

In This Report

This report highlights the tangible steps we've taken over the past year, whether that's in setting new carbon reduction targets, launching inclusive workplace programmes, or enhancing our governance frameworks to ensure greater accountability and resilience. These initiatives are not standalone; they are part of a broader ambition to build a more responsible, future-ready business.

We understand the growing expectations from our customers, employees, and partners, and we welcome them. Our customers and partners rightly want to work with businesses that lead by example. Our stakeholders are seeking companies that are not only financially strong but also ethically grounded and socially conscious. Our ESG commitments strengthen these relationships and set us apart.

Looking ahead, our vision remains clear:

To continue growing with purpose, making a meaningful impact on the communities we serve, and contributing to a more sustainable digital economy.

Who we are

VCG are network transformation specialist, with over 20 years' experience in understanding, designing, implementing, and managing complex, multi-site solutions across multiple architectures, backed by world-leading vendor technologies.

VCG has a strong heritage within the retail sector, delivering and managing hundreds of infrastructure projects with different levels of complexity and magnitude, enabling the successful realisation of core business outcomes through projects that are delivered to the highest standards.

ESG Goals

ESG Targets By 2030

Empowerment	Community	Sustainability	Responsibility
<p>Action</p> <ul style="list-style-type: none"> 20% increase female representation, of which 5% increase in senior roles and 15% increase in technical roles 25% increase female representation at Board/Director level Increase ethnic minority by 5% 	<p>Action</p> <ul style="list-style-type: none"> Develop more volunteering opportunities, equality and diversity programs Target - 100 volunteering days with 75% of the team involved Tracking and reporting on social value using SROI Work with local educators to provide work placements and launch an apprenticeship scholarship program 2% of profit philanthropy budget – offer one year's free connectivity to a local charity on an annual basis 	<p>Action</p> <ul style="list-style-type: none"> Reduce carbon footprint by 50.4% by 2032 KPIs introduced for waste, printing, and energy Full review of procurement and introduction of sustainable guidelines 	<p>Action</p> <ul style="list-style-type: none"> Work with partners and vendors to take action on the environmental impacts of our products and services Leverage innovation and technology to enable efficiencies that reduce impact on the environment and improve lifecycle management



VCG

**What We Achieved
This Year**



What We Achieved This Year

1

Environmental Progress

Throughout FY24/25, VCG made significant strides in reducing our environmental footprint. We continued to monitor and lower our carbon emissions by adopting more efficient operational practices and refining our carbon reporting mechanisms.

What We Did

→ Introduced EV Chargers

One milestone in our sustainability journey was the introduction of electric vehicle (EV) chargers at our main office location. This investment supports our employee salary sacrifice scheme for hybrid and electric vehicles, making it easier for our teams to transition to greener transport options and charge their vehicles conveniently on-site.

→ Installed Energy Optimisation Units

We also installed energy optimisation units for our air conditioning systems, resulting in a notable reduction in electricity usage and operational costs.

→ Embraced Global 'Plastic Free July' Initiative

Our team embraced the global 'Plastic Free July' initiative, successfully eliminating single-use plastics from our workplace for the entire month and beyond by switching to sustainable alternatives.

→ Improved Kit Disposal Practices

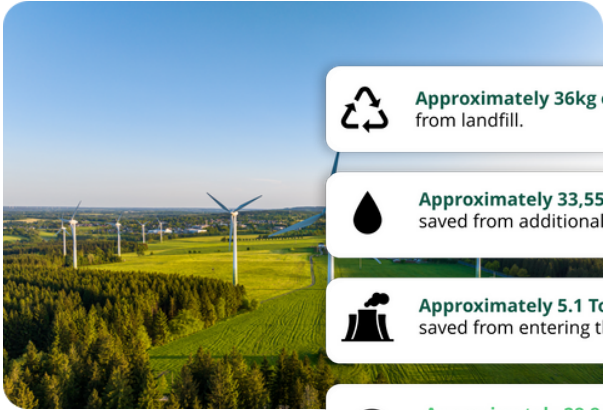
We strengthened our commitment to responsible technology use through improved kit disposal practices. All outdated and unusable equipment was disposed of through certified recycling partners, ensuring environmental compliance and reducing electronic waste. The image below highlights the environmental impact of completing this process.





The Results

We successfully reduced our carbon footprint by 116.40 tonnes, a 34% decrease from the previous financial year.

This achievement was driven by a combination of targeted internal initiatives and improved measurement and reporting processes, enabling us to make smarter, more impactful decisions across the business.

Scope	Category	CO2e emissions (tonnes)
Scope 1	Gas	2.43
	Company Vehicles	18.01
	Total Scope 1	20.44
Scope 2	Electricity	36.03
	Total Scope 2	36.03
Scope 3	WTT & T&D	12.20
	Water	0.27
	Waste	60.19
	Business Travel	44.64
	Hotels	17.17
	Data Centre	30.67
	Total Scope 3	165.13
Grand Total		221.61 Tonnes CO2e
FY2324 (previous year)		338.01 Tonnes CO2e
Reduction YoY		116.40 Tonnes CO2e



-  **Approximately 36kg eWaste** saved from landfill.
-  **Approximately 33,552 Litres of water** saved from additional manufacturing.
-  **Approximately 5.1 Tonnes of CO2** saved from entering the atmosphere.
-  **Approximately 28.8 Tonnes of Earth's Resources** from being used.

2

Social Initiatives

Our people are the heart of VCG, and this year we deepened our focus on creating a supportive, inclusive, and engaging workplace. Employees were encouraged to give back to the community through our paid volunteering days, which saw widespread participation in local projects and charities. Over the past year, we raised more than £2,000 for charitable causes via team-led fundraising events.

3 Delivered Social Value

Theme	Measure	Unit	Proxy Value	Delivered number	Delivered social value
Work	Local people employed or retained	no. people FTE	£43,571.81	1,863	£81,174,282
Work	Support for students at local educational institutions	no. staff volunteering hours	£17.48	25.5	£445.74
Economy	Spend with local companies in the supply chain	£	£0.92	£132,435	£122,091
Community	Support for local community projects through donations	£ invested	£1.00	£3,000	£3,000
Community	Support for local community projects through volunteering	no. staff volunteering hours	£17.48	35.5	£620.54
Planet	Miles driven using Zero Emission Vehicles	miles driven	£0.05	16,000	£752
					£81,301,191.28

The above table highlights a total delivered social value of **£81,301,191.28** across various themes, reflecting a strong commitment to positive environmental, social, and economic impact. The data was collated via The Social Value Portal, which is a tool for monitoring, measuring, and managing the delivery of Social Value through volunteering and other business-related activities. The aim of this is to understand what value the business brings to society. The most significant contribution came from employing or retaining full-time equivalent local workers, generating just over £81 million in social value. Other contributions included spending £132,435 with local supply chain companies (£122,091 in value), supporting community projects through donations and 35.5 hours of volunteering, and providing an additional 25.5 volunteer hours to local educational institutions. Additionally, 16,000 miles were driven using hybrid or fully electric vehicles, contributing £752 in environmental value.

4

Launch of VCG's first Staff Intranet

Internally, we launched our first centralised staff intranet, marking a major milestone in how we communicate and collaborate as a business. This platform was designed to be far more than just a place to find HR documents or post announcements; it now serves as the digital heart of our organisation.

Built with accessibility, usability, and transparency in mind, the intranet provides a central hub for all employees to access essential resources, company updates, team news, policy documents, learning opportunities, and real-time announcements. Importantly, it also offers space for recognition, celebration, and cultural connection, helping foster a more inclusive and engaged workplace.

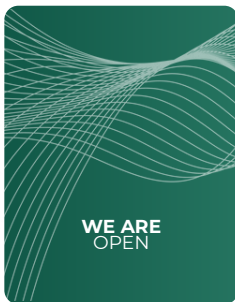
The launch of the intranet represents a tangible step forward in VCG's journey to become a more connected, agile, and people-first business. As we grow, we want to ensure our teams remain aligned and feel part of something bigger. The intranet enables just that, giving every member of the team, whether office-based or remote, the same level of visibility and access to company communications.

5

Introducing Women In Tech (WiT) Group

We introduced the Women In Tech group to provide support, inspiration, and networking opportunities for women across the business. In celebration of International Women's Day, VCG hosted and attended a series of events and workshops aimed at empowering women within our organisation and beyond, showcasing our support for female leadership.

WiT Values



At VCG Women in Tech (WiT), our mission is to foster an inclusive and supportive community where women can thrive in the technology sector. We are dedicated to empowering women through professional development, mentorship, and networking opportunities.

6

Gained Industry Awards

This year, VCG was honoured with several industry awards.

We have been honoured with two prestigious awards at the second annual CSR Awards hosted by Acquisition International:

- Recognised as the Most Purpose-Driven Tech Firm - UK
- Shortlisted at The Channel CRN Sustainability awards for Sustainability champion (company award) - Channel service provider.
- Judges Commendation and Hollie Dixon was shortlisted for the Rising Star Award.



These awards recognise our innovation and commitment to creating a positive workplace culture. We obtained our accreditation as a Real Living Wage Employer, reinforcing our pledge to fair and equitable pay across all roles. As a proud supporter of the Greater Manchester Good Employment Charter, we continued to meet and exceed the charter's high standards.

We also expanded our partner network, deepening our relationships with suppliers and vendors that align with our ESG goals. Finally, we improved our internal demographic reporting capabilities, enabling us to better understand the composition of our workforce and drive more informed, inclusive policies.

7

New Strategic Partners

CISCO

Network optimisation solutions with net-zero value chain by 2040.

Microsoft

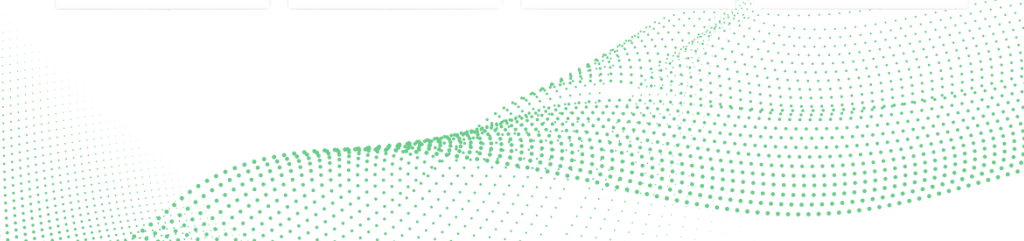
Cloud sustainability solutions with carbon negative commitment by 2030.

FORTINET

Energy-efficient security solutions with net-zero target by 2030.

EDRTEC

Energy storage systems and smart grid integration.



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Looking Ahead

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Looking Ahead to FY25/26

We are launching a dedicated ESG website to serve as a central hub for all our environmental, social, and governance updates!

This new platform will improve transparency and make it easier for stakeholders to:

VCG

Network Transformation ESG Case Studies

Let's Talk

Empowering Sustainable Digital Transformation.

Committed to sustainable growth, ethical business practices, and social responsibility.

Access key information

Track our progress

Engage with our ongoing ESG initiatives

Coming Up

→ Developing Pulse

We are also committed to further developing our employee communication tool, Pulse, by expanding its features to strengthen organisational listening and better understand the needs and sentiments of our team.

→ Enhance Carbon Reporting Efforts

To support our environmental goals, we will enhance our carbon reporting efforts by working more closely with suppliers and partners. This collaboration aims to reduce our shared carbon footprint and promote more sustainable practices throughout our value chain.

→ Diversity and Inclusion

Our focus on diversity and inclusion will continue to grow as we work to build a more diverse workforce. This includes expanding our inclusive recruitment efforts and developing engagement strategies that ensure all employees feel valued and supported.

→ Women in Tech

Our Women in Tech group will be starting a training course on raising profiles, how to communicate, and dealing with impostor syndrome. The group will also be assisting Cisco with their annual national Girls in IT event. These initiatives are aimed at empowering women within our organisation and the broader community, reinforcing our commitment to gender equality and support for women in the tech industry.

→ Collaboration with Partners and Suppliers

Finally, we will deepen our collaboration with partners and suppliers to achieve shared sustainability goals. By leveraging these relationships, we can drive greater impact and deliver more effective and coordinated sustainability outcomes.

VCG

**Employee
Testimonials**

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Employee Testimonials

VCG's Sales Manager

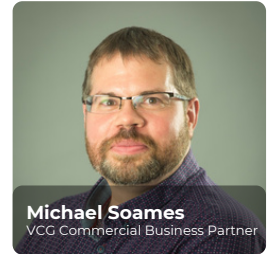
"I feel like the impact has boosted employee morale overall. From participating in fundraising for our local charities to witnessing our organisation's commitment to diversity and inclusion, I've never been prouder to work here."



VCG's Commercial Business Partner

"We've had a great first year with our new ESG committee at VCG. We've arranged multiple events with a great level of staff involvement and collections for our local company charity, The Wellspring, who do great things supporting the homeless and those at risk of losing their homes in the Stockport area.

I've particularly enjoyed the bake sales, the murder mystery event, and the company fantasy football group. We've had a great mix of different events to keep things interesting. I'm also really looking forward to the company Connectivity Walk later in the year - I hope we can grow this into a more visible event and get engagement from outside the company to take our ESG activities to the next level. Keep up the good work! "



VCG's Systems & Process Transformation Manager

"Seeing ESG take root at VCG over the past year has been a breath of fresh air. The focus on ESG has brought a real sense of togetherness to the business and positively shifted our culture. It makes me proud to work for a company that gives back to the local community and consciously considers how we operate. As someone responsible for our processes and systems, the ESG mindset has encouraged me to think more intentionally about the impact of my decisions and the potential outcomes. I'm excited to see how this journey continues. So far, I'm an advocate!"



We thank all our employees, partners, and stakeholders for helping us deliver meaningful change. Together, we look forward to building on this foundation for an even stronger ESG impact in FY25/26.

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