FSP.

2026 Sustainability & Social Impact Report

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FSP.

A message from our CEO

Simon Grosse

"At FSP, responsible business is about the choices we make every day, how we support our people, serve our customers, contribute to our communities and manage our impact on the environment.

This year's report reflects the progress we are making across our environmental and social priorities, from investing in early careers and creating a more inclusive workplace, to supporting charities and communities, improving the efficiency of digital infrastructure and considering how emerging technologies such as AI are used responsibly.

We continue to report voluntarily because transparency matters. It helps us recognise where we are making progress, remain accountable for our commitments and identify where there is more to do.

What stands out to me most, is how much of this activity is driven by our people. Whether it's through volunteering, our Affinity Groups, Sustainability and ESG Champions, the FSP Academy, or the work we deliver for our customers, colleagues across FSP are helping turn our ambitions into practical action.

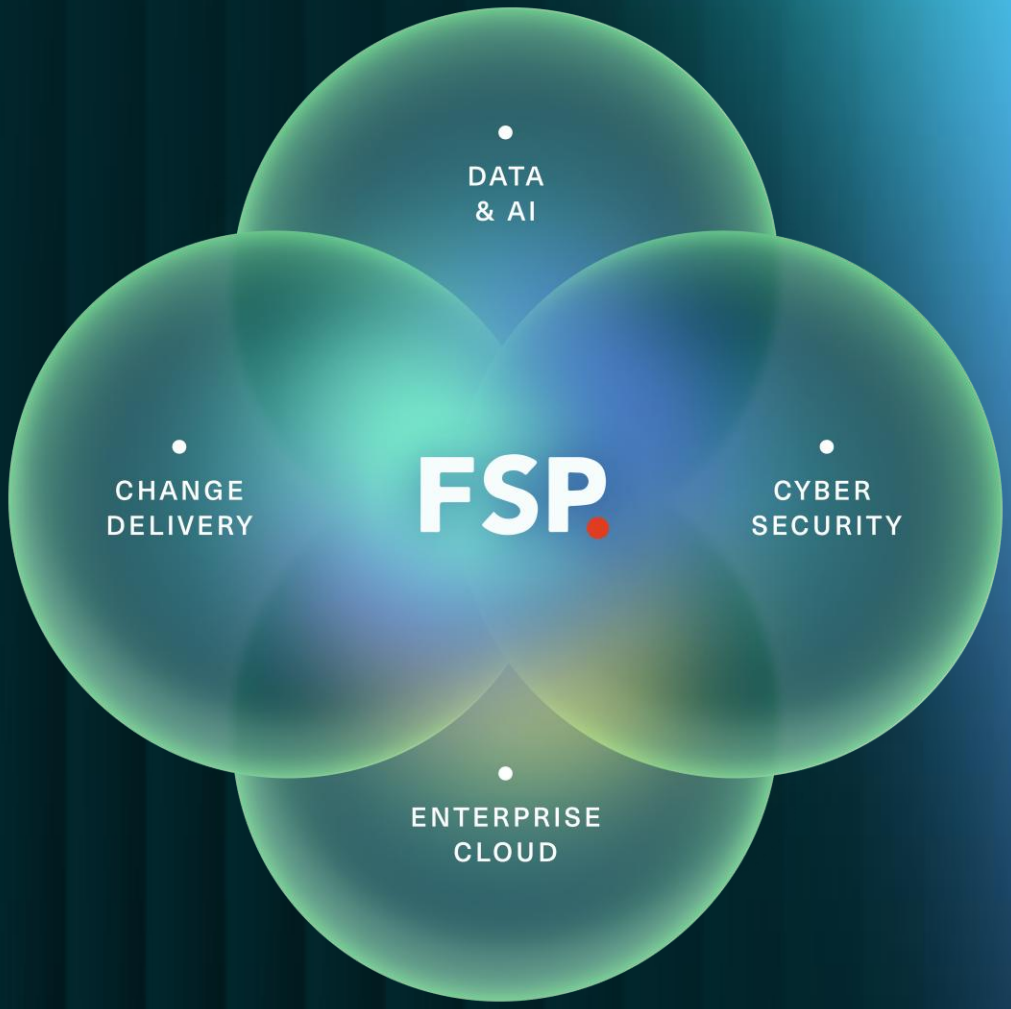
Thank you to everyone who has contributed. Together, we will continue to build a responsible, inclusive and sustainable business that creates positive impact and lasting value."

FSP Overview

Advisory led **Enterprise Transformation** delivered through integrated capabilities.

We help organisations strengthen and transform their digital core, to help modernise, innovate and adopt emerging technologies while maintaining resilience, security and regulatory confidence.

- UK, Spain, Croatia & India
- 500+ Headcount



FSP

We are delighted to present our 2026 Sustainability & Impact Report. The report outlines our achievements and our plans for the future.

This report highlights the progress we have made over the past year to manage our environmental impact, support our communities and create an inclusive workplace where everyone can thrive.

In the last year our business continued to grow, including through acquisitions. While this contributed to an increase in our total emissions, emissions per employee fell, demonstrating progress in reducing the impact of our operations.

Our focus now is on building on that progress through our new net zero strategy, embedding responsible practices across the business and creating long-term value for our people, clients, communities and the environment.

The information disclosed in this Report relates to the operations of FSP Consulting Services Limited (FSP) across 2025. This report has been compiled in accordance with our Corporate Governance Policies which are aligned to statutory regulations, industry standards and national policies, agendas and recommendations in the UK.

Our approach to managing our impact is centred on three areas: environmental responsibility, social impact and strong governance.

Environmentally, we are focused on reducing greenhouse gas emissions, improving energy efficiency, using resources responsibly and progressing our commitment to reach net zero.

Our social impact is shaped by the experience we create for our people and the contribution we make beyond FSP. This includes building an inclusive workplace, creating routes into technology consulting through our early careers programmes, supporting charities and communities, and considering the wider impact of the technology we deliver.

Strong governance underpins this work. We are committed to transparency, accountability, ethical business practices and responsible technology, including the secure and considered use of AI and data.

Together, these areas provide the framework for how we make decisions, set priorities and continue to strengthen our environmental and social impact as FSP grows.

2025-2026

Highlights from the year

Achieved ISO 14001 certification

We achieved ISO 14001 certification, recognising the strength of our environmental management system and our structured approach to improving environmental performance.

Recognised as a Great Place to Work in Large organisation category

FSP achieved Great Place to Work ® certification in the UK, India and Spain.

22% reduction in emissions per employee

Our emissions intensity fell from 2.43 tCO_2e per employee in 2024 to 1.9 tCO_2e this year, showing that we are operating more efficiently as the business grows.

72 actions identified through our Net Zero Strategy

We developed a practical roadmap covering business travel, energy use, procurement, employee commuting and engagement with landlords and suppliers.

More accurate carbon reporting

We improved the quality of our emissions data by using more supplier-specific information. This gives us a clearer understanding of our footprint and helps us identify where action can have the greatest impact.

ESG and Sustainability Champions launched

We created a network of employee volunteers to support environmental initiatives, identify opportunities for improvement and strengthen local community engagement across our offices.

Purchased Goods and Services emissions down 27.2%

Better procurement data and more accurate emissions factors contributed to a significant reduction in reported emissions from purchased goods and services.

Continued investment in our communities

Our people continued to use their two annual volunteering days to support causes that matter to them, while our Affinity Groups expanded their contribution to inclusion, engagement and community impact.

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“Helping clients collect data specifically in relation to energy consumption and emissions from IT infrastructure, we have the potential as a business to have a bigger impact than just reducing our own emissions. We have teams of talented people who build data and analytics platforms to collect and store data, extending that to sustainability data would help clients to understand their data better and take action from it. This in turn has the potential to help our clients make better, informed decisions.

That isn’t to say that this is easy. Lack of accurate, accessible and timely data make decisions more difficult to make - organisations need better visibility of impact before they can make meaningful improvements and sadly this is not always readily available. Part of our role in making this easier is relating sustainability to business performance – it’s typically seen as an additional investment whereas considering sustainability should just be part of normal operations. An efficient organisation is a sustainable organisation.

AI has a role to play in solving these problems. Optimisation of resources and processes e.g. the ability to continuously identify and reduce waste and inefficiency has the potential to reduce consumption but is the double-edged sword of also using precious resources and so a balanced approach is needed.”

Paul Bevis, Chief Technology Officer

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Carbon Emissions

Performance

Our Carbon Performance

Improving efficiency as we grow

During the year, FSP emitted **835.95 tCO_2e,** an increase of **28.6%** compared with the previous year.

This increase reflects the growth of our business. The increase is a result of acquisitions, greater office occupancy and higher levels of business travel. While our total emissions rose, our emissions intensity fell from **2.43 tCO_2e per** employee in 2024 to **1.9 tCO_2e** this year, a reduction of approximately **22%.**

This reduction indicates that we are operating more efficiently on a per-person basis, although we recognise that further action is needed to reduce our overall footprint as the business continues to grow.

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Key influences in our carbon footprint

Business travel

Emissions from business travel increased by **129.2%** as our people travelled more frequently to support clients, collaborate with colleagues and connect across our growing international business. Air travel, particularly long-haul flights, was the main contributor. During the year, our people took **476 flights**. We also travelled **314,780 miles by train**, reflecting our continued use of lower-carbon travel where practical. Business travel remains one of the most significant areas of focus within our Net Zero Strategy.

Buildings

Emissions associated with our offices increased by **11.4%** as we occupied more space and our workplaces became busier. Waste also increased by **1%**. We continue to work with landlords, office teams and employees to improve energy efficiency, reduce waste and operate our workplaces more sustainably.

Employee commuting and homeworking

Emissions associated with employee commuting and homeworking increased by **43.2%**, largely reflecting the growth of our workforce. We are working to improve the quality of our commuting data so that we can better understand travel patterns and identify practical opportunities to reduce emissions.

Improving our carbon reporting

We continued to strengthen the accuracy and reliability of our carbon reporting during the year. Moving from generic spend-based estimates towards more supplier-specific information has improved our understanding of where emissions arise and where action can have the greatest impact. As our reporting develops, changes in data quality and methodology may affect year-on-year comparisons. We will continue to explain these changes transparently.

Taking action

Our Net Zero Strategy identifies 72 actions to help reduce our environmental impact. These range from everyday operational improvements to longer-term changes in policy, procurement and supplier engagement. Our priorities include transitioning to lower carbon business travel, improving the energy efficiency of our offices, strengthening engagement with landlords and suppliers, and improving data on travel, commuting and procurement. We have also launched an ESG and Sustainability Champions Group. Working with our ESG Lead and local office teams, the group will help identify opportunities for improvement and support environmental initiatives across FSP.

The increase in our emissions reflects the challenge of reducing absolute emissions while growing as a business. We are encouraged by the fall in emissions per employee but remain focused on turning improved efficiency into sustained reductions in our total footprint.

Carbon performance

Carbon Impact Report

Our emissions are calculated inline with the GHG Protocol. We use financial control for our reporting boundary as this covers where we have direct control. Taking this approach also follows our internal management structures, following our financial reporting structure to ensures we have direct influence over our emissions.

As we only operate business units rather than separate entities, this also allows us to follow an integrated framework for reporting (i.e. we only have one procurement function) rather than disparate entities.

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SBTi

Science Based Targets initiative

Climate change is one of the most significant global challenges of our time, and businesses have an important role in supporting the transition to a low-carbon economy. As a technology company, FSP recognises that sustainable growth depends on reducing greenhouse gas emissions, protecting resources and building long-term resilience.

In 2026, FSP's greenhouse gas emissions reduction targets were officially validated by the Science Based Targets initiative (SBTi). This independent validation confirms that our targets are aligned with climate science and provides a clear framework for measuring our progress.

Our validated targets are:

- Net Zero: achieve net-zero greenhouse gas emissions across our value chain by 2050.
- Near term: reduce Scope 3 greenhouse gas emissions by 70% per full-time equivalent by 2035, from a 2025 base year.
- Long term: reduce absolute Scope 3 greenhouse gas emissions by 90% by 2045, from a 2025 base year.

Achieving validation is an important milestone, but it is the implementation that matters. Our focus now is on turning these commitments into measurable action across our operations and value chain. Our Net Zero Strategy identifies 72 actions, ranging from operational improvements to longer-term changes in policy, procurement and supplier engagement.

Priority areas include transitioning towards lower-carbon business travel, improving the energy efficiency of our offices, strengthening engagement with landlords and suppliers, and improving our data on travel, commuting and procurement. We have also established an ESG & Sustainability Champions Group to identify opportunities for improvement and support environmental initiatives across FSP.

Our SBTi-validated targets form part of FSP's wider ESG strategy and give us a clear roadmap for reducing our environmental impact as the business grows. Through improved data, accountability, collaboration and continuous improvement, we will continue to measure and transparently report our progress towards Net Zero.

SCIENCE BASED TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

Carbon Emissions

Net Zero

Journey to NetZero

In 2026 FSP updated its net zero plan in alignment with our SBTi commitment and updated materiality assessment. This plan was developed in conjunction with senior leaders from across our business to provide a coherent long-term framework to support our emissions reduction initiatives and broader ESG strategy. It takes account of our emissions scopes and wider social targets with a number of key focus areas across **72 key actions** we will be taking.

Our significant emissions sources are:

- Purchased goods and services (13%)
- Capital goods (8%)
- Waste (1%)
- Business travel (28%)
- Employee commuting and home working (46%)
- Upstream Leased Assets (5%)

Our identified actions will deliver both the short and long-term emissions reductions required to meet our SBTi carbon reduction commitment.

Scope 1 & 2

Strategy

Whilst we have no reportable Scope 1 and 2 emissions as we operate no fleet vehicles and our energy supply is the responsibility of our landlords, we do have a number of key initiatives that look to reduce energy consumption. This is predominantly focused on working with our landlords to improve energy efficiency and educate our people.

In any future acquisitions we will screen where fleet vehicles are provided to ensure these are 100% battery electric, or that there is a credible transition plan in place to move these vehicles to 100% battery electric.

This Year

This year, we expanded our office portfolio through acquisition and strengthened our presence in key locations, including India. Our Workplace Sustainability Framework guides how we select and specify new office space, prioritising sustainable buildings that can be powered by renewable energy. We also continue to work with landlords to identify opportunities to improve the energy efficiency of our existing and potential workplaces.

Educating our people remains a key pillar of our strategy across multiple focus areas. We have developed training for new starters which sets out our expectations with regards to energy efficient behaviours. This is an ongoing programme, and we are looking to roll this training out to all staff this year across all of our offices.

Our new ESG & Sustainability Champions continue to drive local energy efficiency initiatives, promoting best practice across our locations and helping our people deepen their understanding of energy efficiency.

Looking Ahead

We will continue to engage our landlords in the upgrade to our properties. We will continue to educate our people on energy efficiency and share best practice across our locations. This includes new starter training and awareness amongst all our people. Our ESG & Sustainability Champions continue to support these initiatives through our offices.

Our Workplace Sustainability Framework sets out our specification for new office space and fit-out / refurbishment. This sets out our key requirements in relation to sustainability and broader ESG initiatives, including the provision of spaces that better support our people. Any new office space, or any space that is expanded or refurbished will be subject to assessment against these requirements. One of the key pillars of this is moving to 100% electric offices and removing fossil fuels from our property portfolio.

Scope 3

Strategy

Our Scope 3 emissions reduction strategy focuses on the value-chain activities that contribute most significantly to our emissions, with priority given to Purchased Goods and Services, Capital Goods, Business Travel, Downstream Leased Assets and Employee Commuting. We will continue to improve the quality of our emissions data, engage with suppliers and employees, and embed carbon reduction into procurement, investment and operational decision-making.

In terms of our key emissions sources:

- **Purchased Goods and Services** represent a key area of focus due to the emissions associated with the manufacture, processing and delivery of products and services purchased by us in delivering our work. We will reduce emissions by incorporating carbon criteria into procurement decisions, increasing engagement with strategic suppliers and encouraging suppliers to establish credible emissions reduction targets. Where practical, we will prioritise lower-carbon products, recycled and responsibly sourced materials, and suppliers with credible decarbonisation plans. We will also work to reduce unnecessary consumption and improve purchasing efficiency. Over time, we aim to increase the use of supplier-specific emissions data to replace spend-based estimates and improve the accuracy of our Scope 3 inventory.

- **Capital Goods**, we will consider whole-life carbon emissions when making significant investment and infrastructure decisions. This will include assessing embodied carbon associated with equipment, technology and other major capital expenditure. We will seek to prioritise lower-carbon materials, energy-efficient equipment, refurbishment and reuse where commercially and operationally viable. Where we can recycle laptops from leavers for new starters we will.

Scope 3

- **Business Travel** will be reduced by prioritising virtual meetings where appropriate and reducing unnecessary air travel. Where travel is required, employees will be encouraged to use lower-carbon transport options, including rail and public transport, particularly for shorter journeys. Travel policies and approval processes will be reviewed to ensure that carbon impacts are considered alongside cost and business requirements. We will monitor business travel emissions and use the resulting data to identify opportunities for further reductions.

- **Employee Commuting** emissions will be addressed by supporting lower-carbon travel choices. Measures include encouraging public transport, walking and cycling. Our Thames Valley Park Head Office provides a model for this with a 100% electric bus shuttle service connecting the office to Reading mainline station. We will continue to promote flexible and hybrid working where appropriate, and support car-sharing and electric vehicle adoption via our existing salary sacrifice scheme. We will also promote our Bike to Work Scheme to encourage cycling. We will improve data collection through employee surveys and available travel information to better understand commuting patterns and establish a more robust emissions baseline.

- **Downstream Leased Assets**, we will work with our landlords to improve the energy performance and emissions profile of leased assets under our operational influence. Where feasible, we will promote energy efficiency measures, renewable electricity procurement, improved building management and the collection of reliable energy consumption data. Lease arrangements and asset management practices will be reviewed to identify opportunities to support decarbonisation while maintaining appropriate commercial and customer considerations. As above, educating our people on energy efficient behaviours remains a key pillar of our practical deployment of our strategy.

FSP

Progress across these categories will be monitored through defined metrics, emissions inventories and reduction targets. We will regularly review our methodology, assumptions and data quality, increasing the use of primary data where feasible. Responsibility for delivery will be embedded across procurement, finance, property, travel, human resources and sustainability functions. Through these actions, we aim to achieve measurable reductions in Scope 3 emissions while strengthening value-chain resilience and supporting our wider climate transition strategy.

This Year

We continue to educate our people and will roll out our dedicated Sustainability & Climate Training, via our Sustainability & ESG Champions. We will survey our people to better understand their commuting patterns to support our next reporting cycle.

A key focus is engaging our supply chain. We have identified our Top 50 suppliers and will be working with:

Legal Suppliers: accounting for circa 36% based on a spend profile of our Purchased Goods & Services emissions we will be working with our legal suppliers to identify opportunities for emissions reduction. As we transition to more supplier specific data we know that as a percentage contribution this will fall however.

IT Infrastructure / Cloud: accounting for circa 10% of our Purchased Goods & Services emissions we have a number of suppliers we will be working with to reduce emissions.

Other Professional Services: accounting for circa 16% of our Purchased Goods & Services emissions by spend we will be working with our professional services providers to better understand their emissions profiles and the opportunities for mutually beneficial emissions reduction opportunities.

As Capital Goods account for circa 8% of our emissions, we will be looking to improve the circularity of the goods we purchase.

Looking Ahead

As our business continues to grow, we will ensure:

Supply Chain

Continue to identify opportunities to work with our suppliers for mutually beneficial emissions reduction opportunities.

Travel

Aim to reduce the number of flights we take by 10%. Where our people are travelling between offices, we aim to prioritise rail over flying.

Our People

Encourage greener commuting options through available schemes. Sustainability education, promote local sustainability initiatives through champions.

Workplaces

Apply our Workplace Sustainability Framework to any new buildings to ensure they continue to deliver 100% renewable energy and support our wider ESG Strategy.

Circular Economy

Continue to embed circular economy principles in procurement and reduce office waste, building on initiatives such as replacing plastic milk bottles with reusable glass alternatives.

Communications

Continue to build sustainability awareness through communications linked to key global moments, including Earth Day, Earth Hour and World Bee Day.

“In my first year with FSP, it’s been great to see the commitment at all levels of the organisation to the delivery of sustainable outcomes.

At a time when companies have been rowing back from their net zero commitments our engagement with the SBTi, continued commitment to giving young people opportunities and broader charitable initiatives have provided plenty of opportunities to get involved with our people.

Looking ahead FSP is a rapidly growing company which presents unique challenges in emissions reduction. We will continue to aim to take a leadership position in the industry, ensuring our growth is built on solid foundations.”

Andrew Waddelove, ESG Lead

Carbon Emissions

Offsetting

Offsetting

Our approach to carbon offsetting forms part of a broader strategy to reduce our environmental impact and support the transition to a low-carbon economy. We prioritise reducing greenhouse gas emissions across our operations, supply chain, offices and business travel before using carbon offsets for residual emissions that cannot yet be eliminated. As a rapidly growing business, we believe this is the most responsible approach.

As set out in this report, we are pursuing verification of our net zero commitments through the SBTi and remain focused on addressing emissions at source while supporting continuous progress towards our long-term climate objectives.
For residual emissions, we support high-quality carbon projects that deliver measurable, independently verified climate benefits and meet recognised standards for quality, additionality, permanence and transparency. We regularly review our offsetting activities to ensure they remain aligned with recognised climate principles and our wider sustainability commitments.

We recognise that offsets are not a substitute for direct emissions reductions. Our strategy therefore prioritises decarbonisation, using credible offsets only as a complementary measure for unavoidable residual emissions.

Through our partnership with Ecologi, we support independently verified carbon projects including renewable energy, wetland restoration, deforestation prevention, greenhouse gas capture and community-based conservation initiatives.

In FY2025, we purchased enough credits to avoid **996.72 tCO_2e**, exceeding our total emissions of **835.95 tCO_2e**. We also supported the planting of **6,150 trees**.

Ecologi

View our Public Impact Ledger for purchase receipts and carbon credit retirements.

Impact Certificate

Carbon Project
Ecologi Approved

Nature Project
Ecologi Approved

Funded by

FSP

Dates

1 Jan 25 - 31 Dec 25

Impact funded:

6.15K
trees funded

996.72
tCO_2e avoided

Total impact:

46,466
trees funded

5,002.41
tCO_2e avoided

370
Trees funded per month

60
tCO_2e avoided per month

Ecologi impact certificate

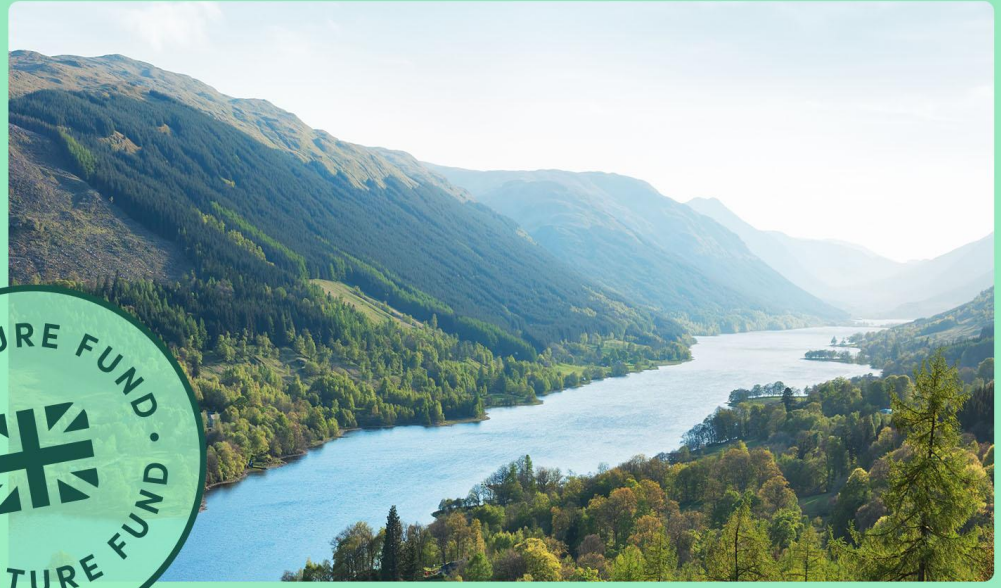
Projects funded

Reforestation projects we support in the UK	**170** trees funded
Forest restoration in Kenya	**2,304** trees funded
Planting forest gardens in Uganda	**82** trees funded
Planting trees and supporting water security in Kenyan forests	**380** trees funded
A flourishing future for Gewocha Forest, Ethiopia	**80** trees funded
Mangrove planting at Kandrany, Madagascar	**1,582** trees funded
Restoring the last fragment of tropical rainforest in Kenya	**380** trees funded
Planting forest gardens in Busoga, Uganda	**1,172** trees funded
Peatland restoration and conservation in Indonesia	**115.34** tCO_2e avoided
Avoiding methane emissions from landfill in Brazil	**205.545** tCO_2e avoided

Read more about these projects here: Projects | Ecologi

We support the *Ecologi*

UK Nature Fund



Supporting nature restoration and climate projects in the UK.

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View our impact live

Click here

FSP 's climate impact

Visit website

46,466
trees funded

5,002
tCO_2e avoided

Protection of the Matavén forest in eastern Colombia

1,497.74
tCO_2e avoided

Fuel-efficient cookstoves in Uganda

150.01
tCO_2e avoided

Reforestation projects we support in the UK

890
trees funded

Forest restoration in Guatemala

360
trees funded

Agroforestry in Kenya

1,080
trees funded

Supporting small-holder farmers in Malawi

720
trees funded

Avoiding methane emissions from landfill in Brazil

891.99
tCO_2e avoided

Mount Elgon Plant It Forward, Uganda

360
trees funded

FSP

ESG Maturity:

ESG Champions

ESG Management

Materiality Assessment

ESG & Sustainability Champions

Recognising that meaningful sustainability progress requires engagement across the organisation, FSP established its Sustainability and ESG Champions Group in 2026. The group brings together employees from across our offices to promote sustainability initiatives, encourage participation and support delivery of our ESG objectives.

Champions are drawn from across the business, including technical teams, helping to embed sustainability considerations into day-to-day activity and decision-making. Members volunteer their time alongside their existing roles, bringing a range of skills, perspectives and ideas to the group.

The group meets bi-monthly to review progress, identify opportunities for improvement and develop initiatives aligned with FSP's ESG strategy. It also provides a forum for sharing employee feedback, discussing volunteering opportunities and strengthening engagement across the business.

A key focus is raising awareness and encouraging more sustainable behaviours. This includes supporting office-based campaigns, internal communications and events such as Earth Day, World Environment Day and National Recycling Week, while promoting practical actions such as reducing waste, conserving energy, using digital-first processes and considering environmental impacts when making business decisions, including travel.

Beyond environmental initiatives, the Champions Group plays an important role in supporting FSP's social commitments. The ESG Champions Group sits alongside our Affinity Network, allowing our teams to promote employee wellbeing, volunteering opportunities, charitable fundraising, inclusive workplace initiatives and community engagement programmes. By encouraging participation across the organisation, the group helps strengthen FSP's culture of collaboration, inclusion and shared responsibility.

The Champions Group also contributes to governance by supporting transparency and accountability in sustainability reporting. Members assist with collecting operational data, identifying opportunities for performance improvements, and encouraging departments to monitor progress against agreed ESG objectives. This collaborative approach improves the quality of reporting while fostering greater ownership of sustainability outcomes across the business.

Training and professional development form an important part of the programme. Champions are provided with opportunities to increase their understanding of sustainability topics, climate change, responsible technology, ethical business practices and evolving ESG expectations. This knowledge enables them to act as informed advocates within their teams and helps build sustainability capability throughout the organisation. In 2026 we developed some FSP specific sustainability training and the Champions have helped roll this out to their respective teams.

As FSP continues to grow, the Sustainability and ESG Champions Group will remain central to delivering the company's long-term sustainability ambitions. By empowering employees to contribute ideas, influence positive behavioural change and champion responsible business practices, the group strengthens FSP's ability to achieve its environmental, social and governance commitments. Through collaboration, innovation and continuous improvement, the Champions Group supports the development of a resilient, responsible and future-focused organisation that creates lasting value for customers, employees, communities and stakeholders alike.

ESG Maturity

ESG Management

Each year, our investor, CBPE, commissions Anthesis to undertake an independent ESG Health Check, assessing how effectively FSP manages material ESG risks and opportunities. Our latest ESG management score of **83%** exceeds the RiskHorizon Best Practice benchmark of **75%,** providing independent validation of the strength and maturity of our approach.

The assessment also helps us benchmark progress, identify areas for improvement and provide investors and stakeholders with confidence in how ESG is embedded across the business.

POSITIVE PROGRESS

2026 MANAGEMENT SCORE: 83%

2025 MANAGEMENT SCORE: 81%

2024 MANAGEMENT SCORE: 78%

2023 MANAGEMENT SCORE: 64%

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ESG Governance and Responsible Business

Effective governance is fundamental to delivering our environmental and social commitments and supporting the long-term sustainability of our business.

At FSP, responsibility for ESG is embedded within our management structure and day-to-day decision-making. We take a proportionate and practical approach, with oversight from senior leadership and responsibility for delivery shared across relevant teams and functions.

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ESG Governance

Senior management provides oversight of our ESG priorities, helping to ensure that relevant environmental and social considerations are made when setting business objectives, managing risks and making strategic decisions.

Our ESG Committee provides a forum for reviewing priorities, emerging issues and performance against targets, with updates provided to senior management. Day-to-day coordination is led by our ESG Lead and supported by Sustainability & ESG Champions and Office Leads across the business.

Our ESG governance structure is:

Board	
ESG Committee	
Chief Brand Officer	
ESG Lead	
Sustainability & ESG Champions	Office Leads

This structure helps connect strategic oversight with practical delivery across FSP, ensuring responsibility for environmental and social performance is not held by one team alone.

As our business continues to develop, we will continue to strengthen our ESG governance practices, improve the quality and consistency of our sustainability data and enhance accountability for ESG-related performance. FSP's carbon reporting follows our financial reporting cycle and is based on the calendar year.

Environmental Responsibility

Our environmental policies and initiatives support the way we manage our own environmental impact and encourage more sustainable choices across our operations and supply chain.
Examples include:

- ESG Policy
- Environmental Policy
- Supplier Code of Conduct
- Electric Vehicle Salary Sacrifice

These sit alongside our wider environmental activity, including our approach to carbon reporting, sustainable operations and the environmental considerations reflected in our Responsible Technology work.

Inclusive and Supportive Workplace

Our people policies are designed to support a fair, inclusive and supportive working environment and to recognise the different circumstances and needs of our employees.

Examples include:

- Equality, Diversity & Inclusion
- Equal Opportunities
- Domestic Abuse
- Maternity, Paternity & Adoption
- Menopause
- Miscarriage
- Neurodiversity
- Trans and Non-Binary Inclusion

Together, these policies help provide a consistent framework for inclusion, wellbeing and fair treatment across FSP.

Ethical and Responsible Business

We are committed to conducting business responsibly, ethically and transparently. Our policies support appropriate behaviour, integrity and accountability in our relationships with employees, customers, suppliers and other stakeholders.

Examples include:

- Anti-Bribery and Corruption
- Anti-Facilitation of Tax Evasion
- Anti-Money Laundering
- Modern Slavery
- Conflict of Interest
- Whistleblowing

These policies form part of our wider approach to managing business risk and maintaining high standards of responsible conduct.

Responsible Operations and Governance

A further group of policies supports the safe, secure and resilient operation of our business.

Examples include:

- AI Safe Usage
- Data Protection
- Information Security
- Business Continuity Plan
- Health and Safety
- Recruitment and Selection

These areas are increasingly interconnected with our wider approach to responsible technology, including the secure and appropriate use of AI, protection of information and maintaining resilient services.

Materiality Assessment

To ensure our ESG strategy focuses on the issues that matter most to both FSP and our stakeholders, we use a double materiality approach. This considers sustainability from two perspectives: the impact ESG matters may have on FSP's financial performance and long-term resilience, and the impact our activities may have on people, society and the environment.

The assessment helps us identify and prioritise the ESG topics most relevant to our business and informs our strategy, risk management, governance, investment decisions and reporting.

Our approach follows recognised sustainability reporting principles and includes four key stages: identifying relevant ESG topics, engaging with stakeholders, assessing impacts and financial risks, and validating the findings through internal governance.

We considered a broad range of topics, including climate change, GHG emissions, energy consumption, data privacy and cyber security, responsible innovation, employee wellbeing, diversity, equity and inclusion, ethical business conduct, supply chain management, digital accessibility and community engagement.

Stakeholder perspectives were central to the process. We considered input from employees, customers, suppliers, investors, business partners and senior leadership, alongside external trends, regulatory developments and sector-specific ESG risks.

Each topic was assessed against two dimensions: its potential positive or negative impact on people, society and the environment, and its potential financial impact on FSP, including revenue, costs, business continuity, reputation, regulation, customer demand and access to investment.

The assessment identified several priority material topics. These include climate change, energy efficiency and GHG emissions; responsible technology, cyber security and data protection; employee attraction, retention, wellbeing and development; diversity, equity and inclusion; ethical governance; and responsible procurement and supply chain resilience.

We review the findings periodically alongside wider business risks to ensure our ESG priorities remain aligned with changes in our business, stakeholder expectations, regulation and emerging sustainability issues.

The assessment provides the foundation for our ESG priorities, targets and performance reporting, helping us manage risk, identify opportunities and support long-term, responsible growth.

Key Risks and Opportunities

The assessment also highlighted the ESG risks and opportunities most relevant to FSP. These insights help inform our risk management, strategic priorities and opportunities for long-term value creation.

Topic	Key Risks	Key Opportunities
Climate Change	Climate impacts and transition requirements	Lower-carbon operations and sustainable technology
Business Conduct	Ethical conduct and regulatory compliance	Trust, governance and stakeholder confidence
Data Privacy	Evolving privacy and data protection requirements	Trusted data governance and responsible data use
Cyber Security	Evolving cyber threats and data protection	Continued demand for trusted cyber expertise
AI	Responsible AI and regulatory change	Responsible adoption and governance of AI
Talent	Competition for specialist talent	Strong workforce capability and employer proposition

Materiality Assessment

ESRS* Topic (own additions in italic)	Impact Materiality	Financial Materiality	Overall
Business Conduct *(Business Ethics & Governance, Customer Experience)*	Very High	Very High	Critical
Values & Purpose	Very High	Very High	Critical
Social Impact & Community Engagement	Very High	Very High	Critical
Cyber Security	Very High	Very High	Critical
Data Privacy	Very High	Very High	Critical
Responsible AI & Data Governance	High	Very High	Critical
Own Workforce	Very High	High	Critical
Talent Attraction & Retention	High	High	Critical
Employee Wellbeing *(Belonging & Inclusion)*	High	High	High
Health & Wellbeing	High	High	High
Diversity, Equity & Inclusion	High	Medium	High
Human Rights	Low	Low	Low
Climate Change (Operations)	Medium	Medium	Medium
Energy Consumption *(& Net Zero)*	Medium	Medium	Medium
Business Travel Emissions	Medium	Medium	Medium
Sustainable Procurement	Medium	Medium	Medium
Climate Education	Medium	Medium	Medium
Circular Economy	Low	Low	Low
Water & Marine Resources	Low	Low	Low
Biodiversity	Low	Low	Low
Workers in the value chain	Low	Low	Low
Pollution	Low	Low	Low

**European Sustainability Reporting Standards. FSP follows these on a voluntary basis.*

FSP.

SDG Alignment

Our net zero strategy is aligned with the UN Sustainable Development Goals (SDGs), supporting climate action while promoting responsible resource use, resilient operations and sustainable growth.

Goal 3: Good Health & Wellbeing
All our people have access to private healthcare. Our head office has a free gym for our people to use.

Goal 4: Quality Education
Our FSP Academy aims to provide early careers professionals with access to the technology sector.

Goal 5: Gender Equality
Our D&I Strategy aims to ensure our people can thrive.

Goal 6: Clean Water and Sanitation
We prioritise suppliers, notably in data centre selection, that promote water conservation

Goal 8: Decent Work and Economic Growth
Our FSP Academy aims to provide early careers professionals with access to the technology sector.

Goal 12: Responsible Consumption and Production
Our sustainable procurement policy and supplier engagement strategy aim to embed the circular economy, reducing waste.

Goal 13: Climate Action
Our net zero strategy sets out how we will reduce our emissions and reach net zero.

Goal 14: Life Below Water
Our emerging biodiversity strategy will highlight the essential role of our oceans and our role in pollution prevention.

Goal 15: Life on Land
Our emerging biodiversity strategy will prioritise ecosystem services. Our Head Office is in a nature reserve and our people support a number of environmental initiatives.

Goal 16: Peace, Justice and Strong Institutions
Our D&I Strategy promotes inclusivity and fair treatment.

Goal 17: Partnerships for the Goals
As a global organisation we recognise the value of partnerships. Our tax strategy sets out our approach to taking a zero-tolerance approach to facilitation of tax evasion.

“It has been fantastic to see FSP putting into practice our sustainability aspirations. Our recent AI event highlighted how small actions can deliver big impact. Delegate name badges were plantable, and we donated excess food to The Salvation Army. While the impact of our choices is relevant, the influence it can have on others to become more sustainable can be even more important, so putting sustainability at the front of our event planning feels all the more impactful.

Because sustainability is becoming more and more front of mind for many people, it is also a good business decision that allows our clients and investors to feel comfortable working with us, knowing our commitments to being sustainable. Overall, sustainability is becoming increasingly embedded in our ways of working. For our clients, when we are designing a system, we approach it with the intention of creating a minimal but scalable solution, trying to avoid excessive environmental impacts without compromising the potential of the solution.”

Sara Buceta , Machine Learning Engineer

Tech:

Responsible Technology

Responsible Tech

Technology can create significant value, but it also brings environmental, ethical and security considerations.

At FSP, we take an advisory-led, outcome-focused approach to responsible technology. We combine business and technology expertise to help create digital environments that are efficient, secure, resilient and built for change.

We consider the environmental, ethical and security implications of the technologies we use and deliver. Our approach focuses on three connected areas that help us manage impact and risk responsibly.

GreenOps

Considering the environmental impact of digital infrastructure and promoting more efficient, sustainable use of cloud resources.

Responsible AI

Using and implementing AI in ways that are ethical, transparent and appropriately governed, with human oversight where it matters.

Security & Digital Resilience

Protecting the information, systems and services entrusted to us through strong security, assurance and resilience.

FSP.

GreenOps

Sustainable cloud.
Lasting value.

Cloud environments can enable greater flexibility and scale, but they also consume energy and resources. Our GreenOps capability helps organisations optimise cloud workloads for energy efficiency and carbon reduction without compromising performance or resilience.

By bringing together cloud engineering, operational insight and sustainable thinking, we help identify where resources can be removed, right-sized or managed more effectively. The result is a more efficient digital environment with the potential to reduce unnecessary consumption, lower operating costs and improve visibility and governance.

For us, GreenOps is about more than cloud optimisation. It is about making better use of technology, creating financial and environmental value at the same time.

FSP.

GreenOps in Action

Providing financial and environmental efficiency in the cloud

Throughout 2025/26, FSP partnered with a major customer operating within UK critical national infrastructure to improve the efficiency of its Azure and AWS cloud environments. The organisation wanted greater control and visibility over cloud costs while also understanding where optimisation could support its wider sustainability objectives.

Our GreenOps team carried out a detailed assessment of cloud resource utilisation across both platforms. We identified opportunities to eliminate unused resources, right-size workloads and strengthen governance controls – helping the customer make more confident decisions about where and how cloud resources were being consumed.

As optimisation measures were implemented, the engagement delivered measurable cloud cost reductions, improved operational visibility and more efficient use of cloud resources. It also increased the customer's understanding of the carbon impact associated with its cloud platforms and the role cloud optimisation can play in supporting more sustainable operations.

The engagement demonstrates how the right technical decisions can create value on more than one level – improving efficiency, reducing unnecessary resource consumption and supporting longer-term environmental goals.

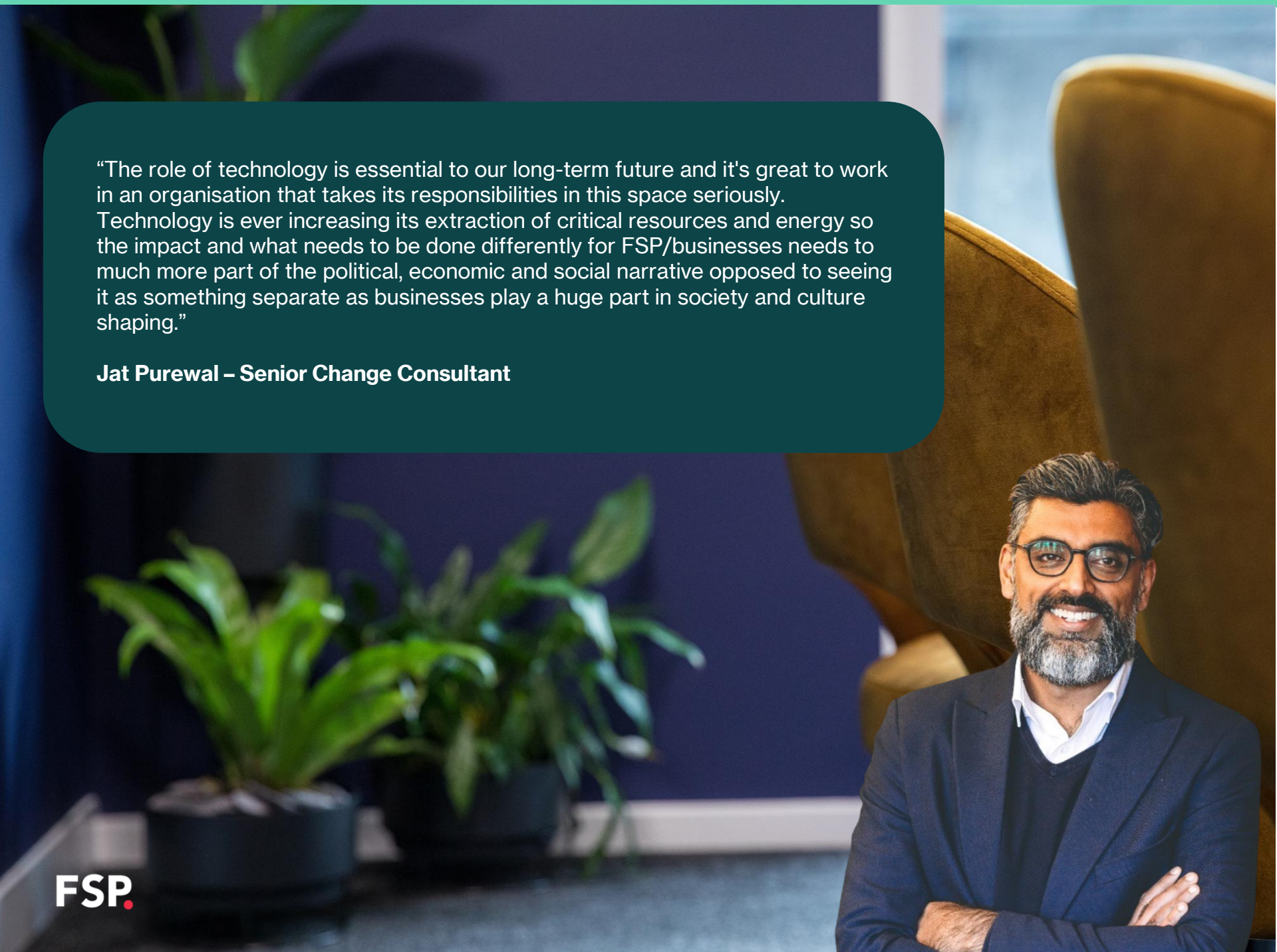
IMPACT IN PRACTICE

More efficient resources
Reducing unused and underutilised cloud capacity.

Lower operating costs
Turning optimisation into measurable financial value.

Greater visibility
Helping teams understand cloud consumption and its associated environmental impact.

FSP.



“The role of technology is essential to our long-term future and it's great to work in an organisation that takes its responsibilities in this space seriously. Technology is ever increasing its extraction of critical resources and energy so the impact and what needs to be done differently for FSP/businesses needs to much more part of the political, economic and social narrative opposed to seeing it as something separate as businesses play a huge part in society and culture shaping.”

Jat Purewal – Senior Change Consultant

FSP.

Responsible AI

Innovation with trust governance and accountability

As both a user and implementer of AI, FSP is committed to adopting and delivering artificial intelligence responsibly.

Our approach is focused on embedding governance, ethics and sustainability into AI from design through to deployment, helping to manage regulatory, reputational and operational risk while enabling organisations to realise the value of AI with confidence.

We consider factors including fairness, transparency, human oversight, privacy, security and resilience, and the accuracy and reliability of AI outputs. These considerations help us maintain trust, establish appropriate accountability and support responsible AI adoption.

In practice

Within FSP, employees can use approved AI tools where there is a clear business purpose and appropriate safeguards are in place.

Human accountability remains important, particularly where AI-generated outputs could have significant consequences. AI should support appropriate human judgement rather than replace it unnecessarily, with higher-risk applications requiring appropriate levels of oversight and review.

Personal, confidential and commercially sensitive information must be protected, and AI should be used in accordance with applicable data protection, privacy and security requirements.

AI outputs should also be treated with appropriate caution and reviewed before they are relied upon, particularly where inaccuracies could create legal, financial, operational or reputational consequences.

Our approach informs the way we design and implement AI for our customers too. We seek to embed responsible and secure AI from the outset, with clear governance and accountability, supporting the journey from experimentation through to production and scaled adoption.

.

As part of the **FSP AI Summit 2026**, we hosted a dedicated Responsible AI panel exploring how organisations can adopt AI in a way that balances innovation with trust, governance, accountability and appropriate human oversight.

The discussion considered the practical challenges organisations face as AI moves from experimentation into wider adoption, including how leaders can manage risk, build confidence and establish the right safeguards as use cases scale.

The panel reinforced an important part of our own approach to Responsible AI and how creating value from AI requires more than technology alone. Clear accountability, thoughtful governance and continued human judgement all play an important role in responsible adoption.

Watch the discussion in full by clicking the play icon below.

Explore the full AI Summit

The FSP AI Summit 2026 brought together a wider programme of keynote sessions, panels and discussions exploring AI leadership, adoption, risk, resilience and value creation.

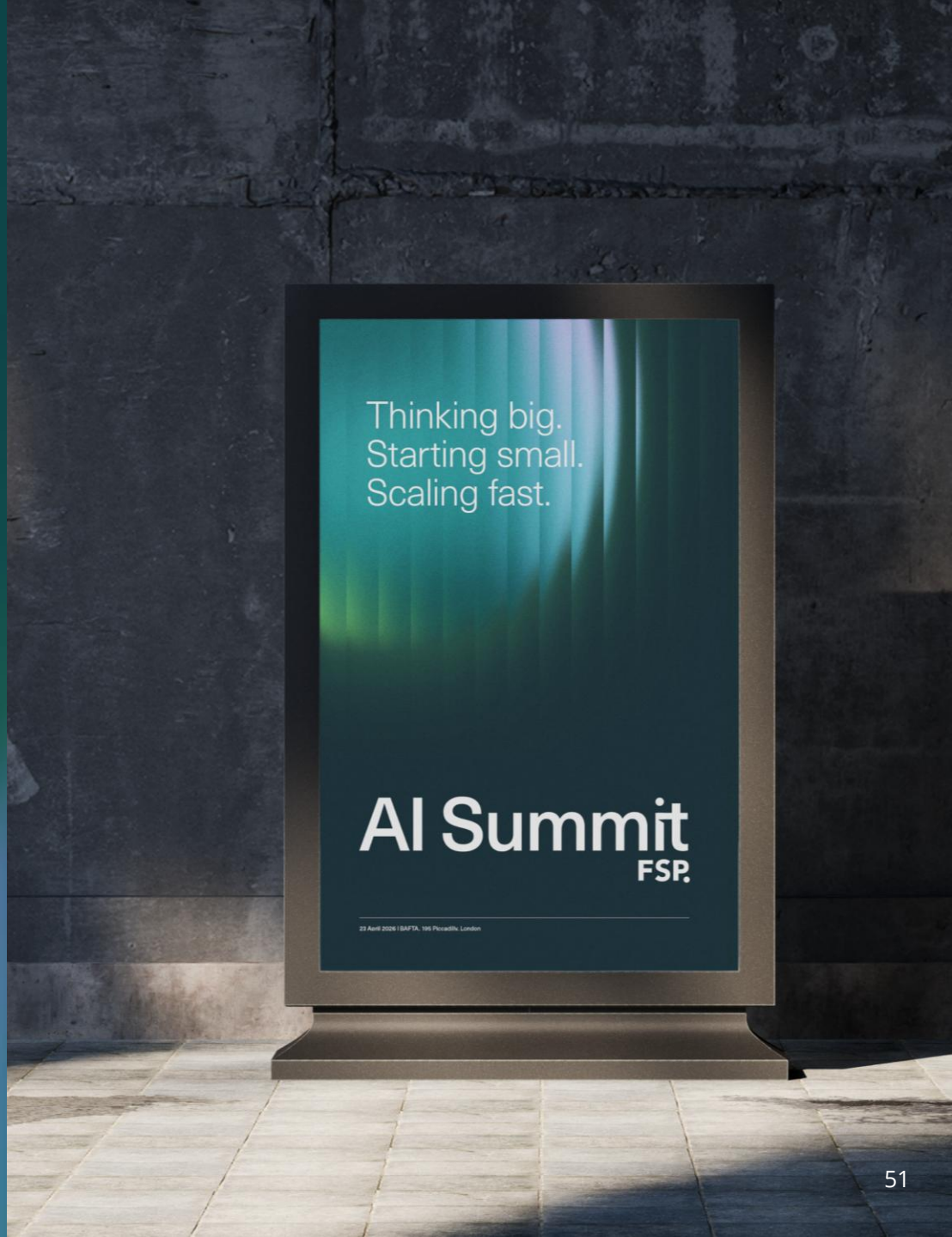
Visit the FSP AI Summit 2026 hub to watch the sessions, meet the speakers, explore key insights from the day and access the AI Summit Leadership Guide.

fsp.co/ai-summit-2026/

Alexander Devine Children's Hospice Service

Our Summit Raised £12,050 for Alexander Devine Children's Hospice Service

Read more



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Click to read and download

FSP.

“The responsible use of AI will shape the future of our organisation and the services we provide. Linking this to client sustainability and ESG requirements is essential in this emerging area, as is flagging how to embed this where it has not been fully considered.

I’m really passionate about our role as a responsible employer, supporting young professionals on their journey through the industry, focusing on growing talent through apprentices and early careers training. The path into consulting has never been more blurred – you don’t need to go to university to start your career. Making sure we as a business, our clients and our young professionals understand this is essential to our long-term growth.

The biggest risks to these areas are lack of client engagement. We need to better link energy demand, water and the circular economy to our thinking in client delivery and the role of sustainable IT. This will require investment, both financially but also in training and development.”

Fay Hawkins, Chief Consulting Officer

Cyber Security & Digital Resilience

Managing risk. Building trust. Strengthening resilience.

Protecting information and maintaining resilient services are fundamental to how FSP operates.

We combine experienced cyber security professionals, secure-by-design technology and recognised assurance frameworks to safeguard the confidentiality, integrity and availability of our own information and the information entrusted to us by our customers.

Our approach is centred on strong governance, secure operations and continuous vigilance, helping us manage risk, protect critical information and maintain the trust of our customers.

FSP.

Independent assurance

Confidence matters. Our commitment to information security is supported by independent certifications and accreditations, including ISO 27001, 9001, 20000 & 14001 and Cyber Essentials Plus, alongside relevant CREST and NCSC-assured cyber security capabilities. These external assessments provide assurance that relevant security controls, processes and capabilities are aligned to recognised good practice and subject to ongoing review and improvement.

Secure by Design

Security is embedded into the way we design and operate technology. Our Information Security Management System is supported by secure cloud technologies, strong access controls, continuous monitoring and risk-based security governance. This helps ensure sensitive information remains appropriately protected throughout its lifecycle while keeping security at the centre of day-to-day technology decisions.

People and Continuous Vigilance

Resilience is not created by technology alone. Our cyber security specialists work to identify, manage and respond to emerging threats, supported by proactive monitoring, security awareness and continued investment in our capabilities. Building awareness and secure behaviours across FSP is an important part of maintaining resilience and protecting the information entrusted to us.

People & Culture:

Social Impact

One FSP Playbook

The FSP Playbook is a living, breathing representation of our cultural DNA. It sets out our purpose, values and winning behaviours. This underpins our commitment to excellence, collaboration and accountability.

Click the image to view our One FSP Playbook.

FSP.

Award Winning Culture

For more than a decade, we have been consistently recognised as a world-class workplace and a leader in employee engagement and workplace best practice.

FSP

In our most recent employee survey conducted through **Great Place to Work®**

97% say people genuinely care about each other at FSP

97% feel welcomed when they join FSP

99% believe this is a physically safe place to work

93% feel pride in what we accomplish together

90% of colleagues feel good about how FSP contributes to the community

FSP

Affinity Groups

Creating space for connection, support and belonging

FSP launched its Affinity Groups company-wide in late 2025 to create spaces where colleagues can connect, share lived experiences and strengthen inclusion across the business. The groups support open conversation, peer learning and employee voice, with Leads working alongside the People Team to share feedback and help shape wider activity. Our current groups include:

Women in FSP

Supporting women and allies through mentorship, knowledge-sharing, professional development and peer support.

LGBTQIA+ & Allies

Creating a welcoming space to build understanding, share experiences and support members of the LGBTQ+ community.

Working Parents

Providing a space for parents and guardians to share experiences and support one another while balancing work and family life.

Neurodiversity

Raising awareness, sharing lived experiences, and exploring how we can make the work environment more inclusive for all ways of thinking and learning.

Men's Mental Health

Encouraging open conversations about men's wellbeing, reducing stigma and providing a supportive space for discussion.

Menopause and Menstrual Health

Creating a safe and supportive space for conversations around menstrual health, perimenopause, menopause and related conditions.

We also celebrate religious and cultural observances across FSP reflecting our international office locations and diversity of our employees. We support a regular Prayer Group alongside national awareness initiatives throughout the year.

FSP

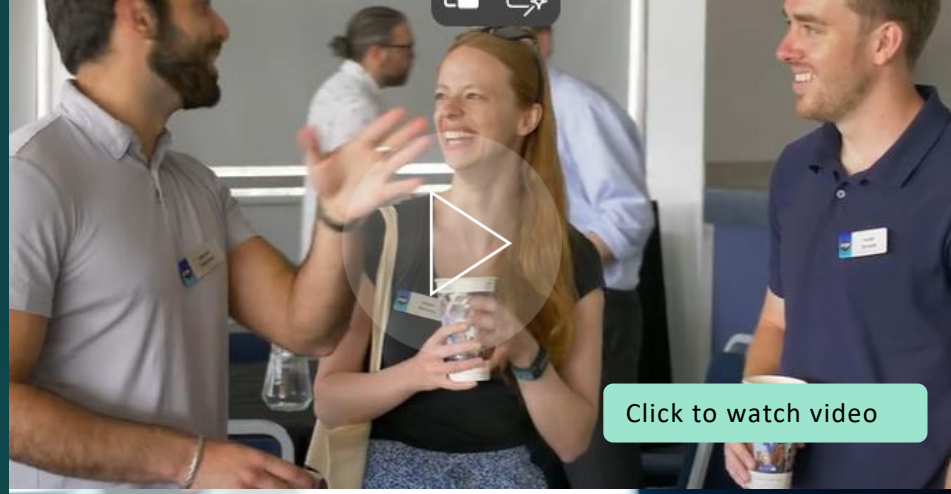
A day dedicated to our people and culture

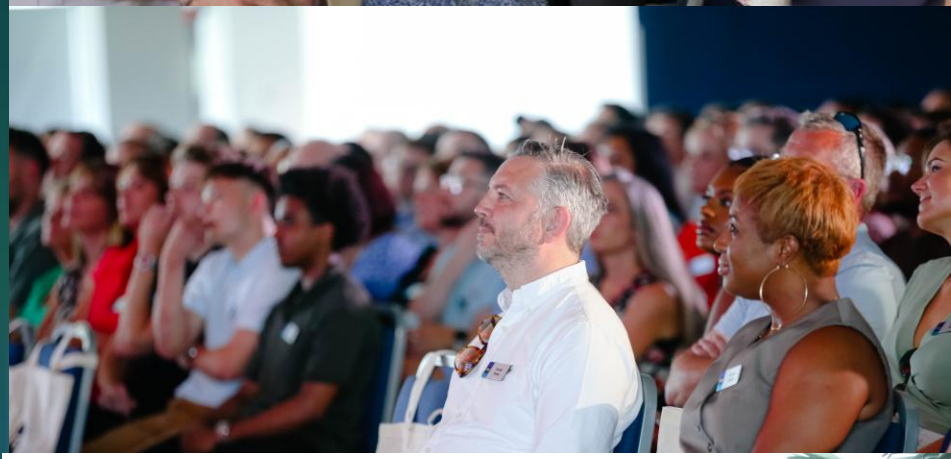
Unity is FSP's annual opportunity to bring colleagues together to connect, learn and reflect on the culture we are building together.

Each year, the event creates space away from day-to-day delivery for open conversation, shared experiences and different perspectives. Through colleague stories, external speakers and interactive sessions, Unity explores themes that matter to our people – from inclusion and wellbeing to identity, resilience, personal development and belonging.

More than a company event, Unity helps strengthen relationships across teams and locations, encourages people to learn from one another and brings our values and culture to life.

In September 2026, colleagues from across FSP will come together at Wembley Stadium for our annual Unity event.





FSP.

FSP annual awards ceremony

The FSP Awards are our annual opportunity to recognise the people, achievements and contributions that make a difference across FSP. Colleagues come to celebrate individual and team success, recognising areas including emerging talent, leadership, collaboration, excellence and contribution to our communities.

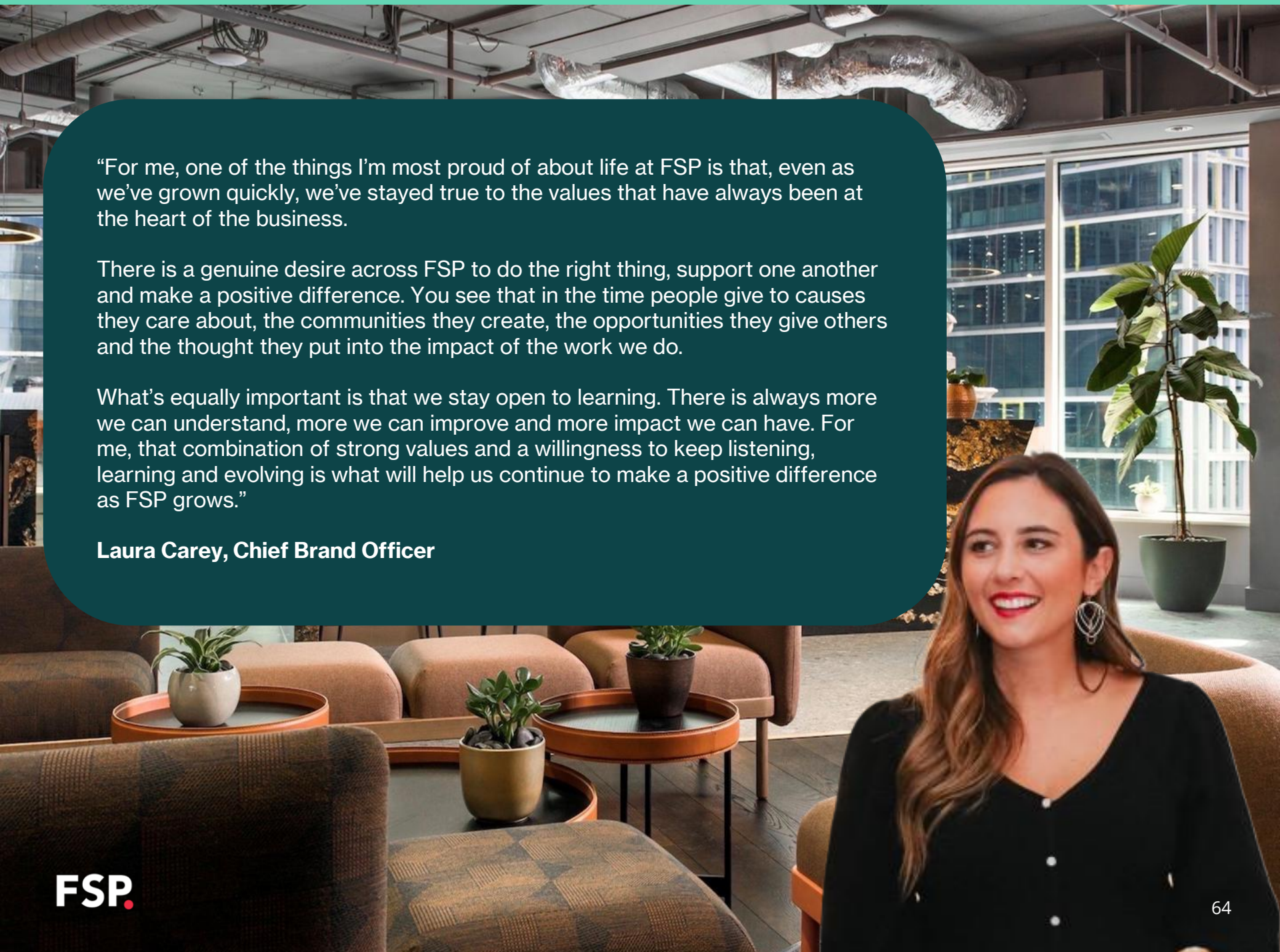
In 2025, teams from across the UK, Scotland, India and Spain came together at the Victoria and Albert Museum in London for our annual Awards evening.

Recognition goes beyond business performance. Categories such as our Giving Back Award celebrate colleagues making a positive difference to charities and communities, while FSP Academy Excellence, Rising Star, Team Player and Regional Excellence recognise the different ways our people contribute to FSP and each other.

At their heart, the FSP Awards are about celebrating our people, recognising contribution and creating special moments for colleagues across FSP.

FSP.

THE AWARDS 2025
AT THE V&A



"For me, one of the things I'm most proud of about life at FSP is that, even as we've grown quickly, we've stayed true to the values that have always been at the heart of the business.

There is a genuine desire across FSP to do the right thing, support one another and make a positive difference. You see that in the time people give to causes they care about, the communities they create, the opportunities they give others and the thought they put into the impact of the work we do.

What's equally important is that we stay open to learning. There is always more we can understand, more we can improve and more impact we can have. For me, that combination of strong values and a willingness to keep listening, learning and evolving is what will help us continue to make a positive difference as FSP grows."

Laura Carey, Chief Brand Officer

FSP Academy

Creating opportunity.
Developing future talent.

We believe early careers talent has an important role to play in the future of FSP.

The FSP Academy creates structured routes into technology and consulting for graduates, apprentices, interns and placement students, providing the support, training, mentorship and hands-on experience needed to build skills and confidence at the start of a career.

Academy members gain exposure to different roles, projects and industries, helping them understand where their strengths and interests can have the greatest impact. Over time, the Academy also helps us develop our own pipeline of talent and build future capability from within.

FSP

Different routes. Shared opportunity

Our Academy supports people at different stages of their early careers through:

Graduates
Structured development and experience across technology and consulting.

Apprentices
Combining on-the-job learning with recognised qualifications.

Industrial Placements
Providing undergraduate degree students practical experience through a year in industry.

Internships
Providing early exposure to areas including AI, data, cloud and cyber security.

Academy members develop through a combination of real project experience, structured learning, mentorship and exposure to different teams and capabilities. Our aim is to give emerging talent the opportunity to grow, contribute and build a long-term career in technology.

77 people joined the Academy since launch

25 new Academy members in 2026

18 nationalities represented

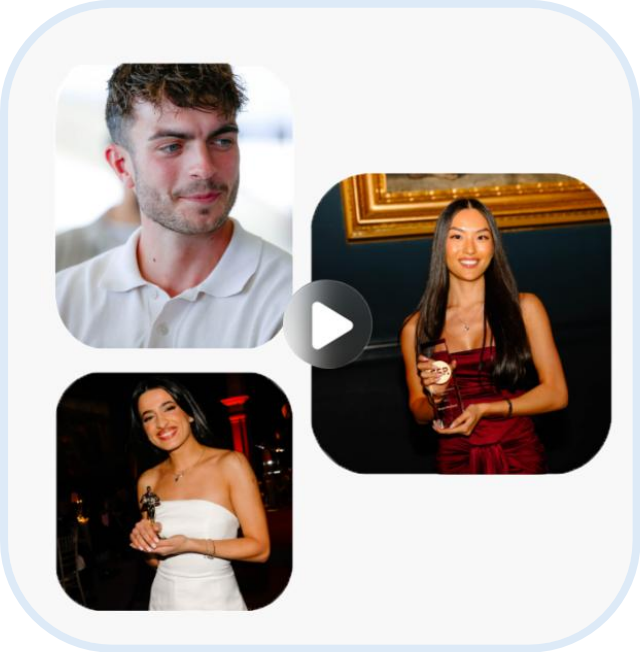
12 FSP capabilities represented

12 early careers pathways

3 new apprenticeship pathways

Hear from our colleagues in the academy

Click to see latest on our Academy



"I found my apprenticeship invaluable in developing the skills and responsibilities required for my role. It also gave me opportunities to grow, build confidence, and demonstrate how far I have come over the past two years.
Harrison - Throughout the apprenticeship, I was fortunate to have FSP's full support. They gave me real-world opportunities to develop my skills, build confidence and learn from challenges in a supportive environment. That support played a key part in helping me grow as a software engineer and take on more responsibility within my role.

Looking ahead, this apprenticeship has given me the confidence to keep progressing in my career."
Charlie, Associate Support Consultant

"I've been incredibly fortunate to have so much support throughout my apprenticeship. My team has been amazing - always there to check in and offer guidance whenever I've needed it."
Alishba, Brand & Comms Exec

Kez, Associate Technical Consultant
Academy Alumni

Harrison, Academy Cloud Engineer

Inspiring the next generation of talent in technology

Work Experience
Our continued partnership with The Careers and Enterprise Company as a Cornerstone Employer enables us to support careers education and provide meaningful employer encounters for young people. This year we have provided work experience opportunities for 15 students.

Enterprise Advisers
We continue to have a number of employee volunteers as part of the national Enterprise Advisers scheme, providing strategic insight and support for higher education providers.

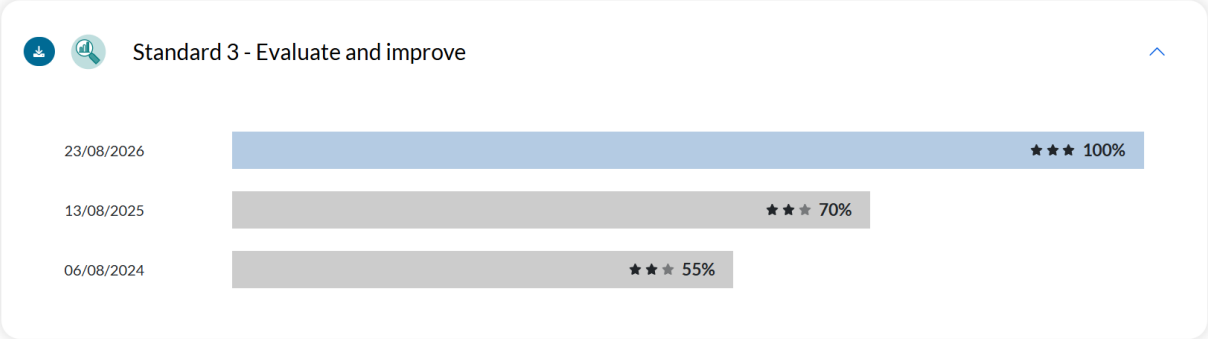
School and College partnerships
We continue to partner with a number of schools and colleges to inspire young people and support them in navigating careers in technology. Of mention is our ongoing work with Reading Girls' School, where this year we delivered interactive sessions covering career mapping, presentation skills, confidence building, interview techniques, CV writing, and career opportunities within technology and business. In Autumn 2026 we will be partnering with Futures for All to deliver AI workshops for young people in Schools.

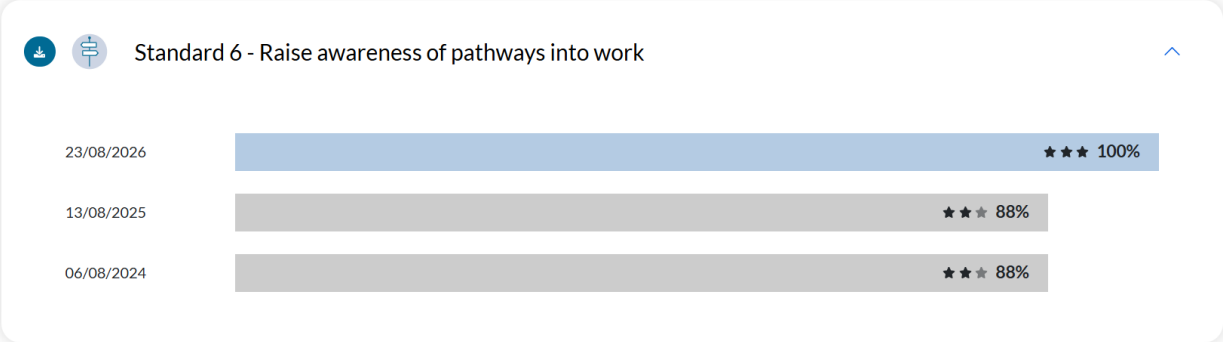
The Skills and Business Hub | Berkshire CAREERS HUB | THE CAREERS & ENTERPRISE COMPANY

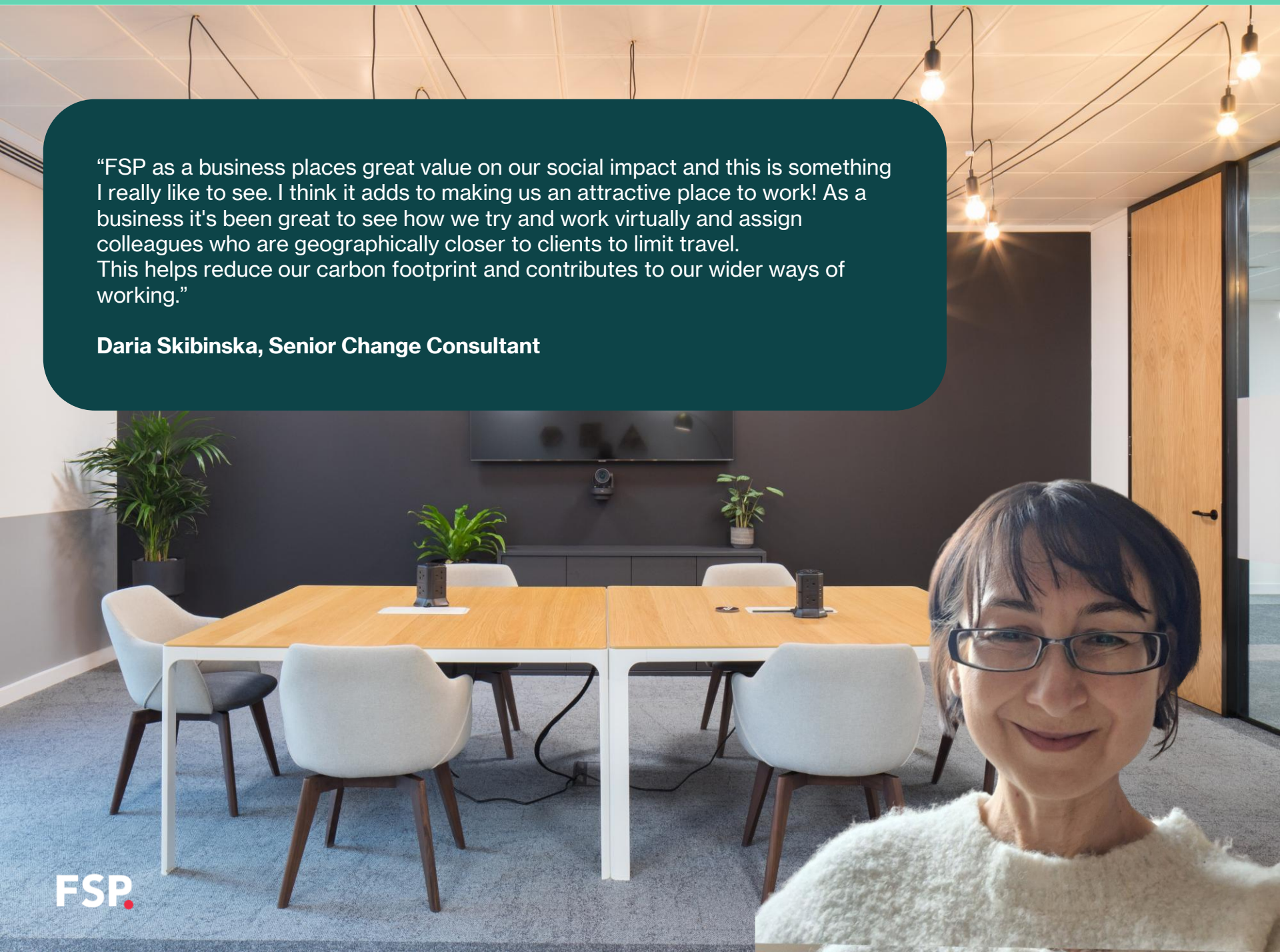
Cornerstone Employer

FSP

Exceeding the national average across all employer standards for assessing early careers outreach, as well as in the Technology sector







“FSP as a business places great value on our social impact and this is something I really like to see. I think it adds to making us an attractive place to work! As a business it's been great to see how we try and work virtually and assign colleagues who are geographically closer to clients to limit travel.
This helps reduce our carbon footprint and contributes to our wider ways of working.”

Daria Skibinska, Senior Change Consultant

FSP.

Charitable giving

In 2025, FSP donated £57,512 to 25 charities, up from £47,968 in 2024. Our support spans a range of causes and communities through charitable giving, local partnerships and in-kind support.

We are particularly proud of our longstanding relationship with Alexander Devine Children's Hospice, which we have supported for over 12 years.

Our local partnerships also include Children's Hospices Across Scotland (CHAS) and Fundació d'Oncologia Infantil Enriqueta Villavecchia, helping us support causes in the communities where our people live and work.

Two paid charity days.
Causes chosen by our people.

Every FSP employee receives two paid charity days each year, giving our people time to volunteer, fundraise and support causes that matter to them.

In 2025, colleagues used 209 volunteering days - an 11% increase on 2024.

Employee fundraising through these activities is additional to FSP's direct charitable giving, extending our social impact through the time, energy and causes chosen by our people.

We also recognise colleagues who make an exceptional contribution in the community through our annual Giving Back Award, presented at the FSP Awards.

Our Core Services Team spend their afternoon litter picking along the river.

FSP.

Juan, Senior Security Consultant in our Barcelona office used one of his volunteering days to present at his daughter's school about cyber security.

Using NCSC material, we covered some of the fundamentals: '*What personal information is and why it must be protected*', '*How to manage passwords and secure devices*', '*How to recognise online scams*', and '*What to do if an account or identity is compromised*'.

Beyond teaching, it was also an opportunity to learn. It made me reflect on something important: The gap we try to close with security awareness programmes in the workplace already exists years earlier, just in a different context. Children today use the same types of data, platforms, and devices as adults. The risks are real, but the awareness often isn't. This small session reached 24 students who are now more aware of how to protect themselves online.

A group from the Academy has had the opportunity to support Beale Wildlife Park on two occasions. Their volunteering has included helping to maintain the gardens by clearing weeds, as well as supporting the team with setting up the pumpkin patch for visitors last Halloween.

The Academy has built a great relationship with the team at Beale Wildlife Park and looks forward to continuing to support them at future events.

Charlie - Talent Acquisition Lead

"Over the last two years, I've used my charity days to paint murals at my children's school. Many of the outside walls were looking quite bland and uninspiring, and the schools wanted to create brighter, more engaging spaces for their pupils. With budgets often being very limited, I offered to design and paint the murals if the schools could provide the paint.

So far, I've completed three murals, with plans for three more in the future. As someone who loves painting, it's incredibly rewarding to use my skills in a way that benefits schools and their students. It feels like a win for everyone involved, helping schools enhance their environment while creating spaces that children can enjoy and feel inspired by."

Pete – Principal Consultant

Copilot training session with Action for Children

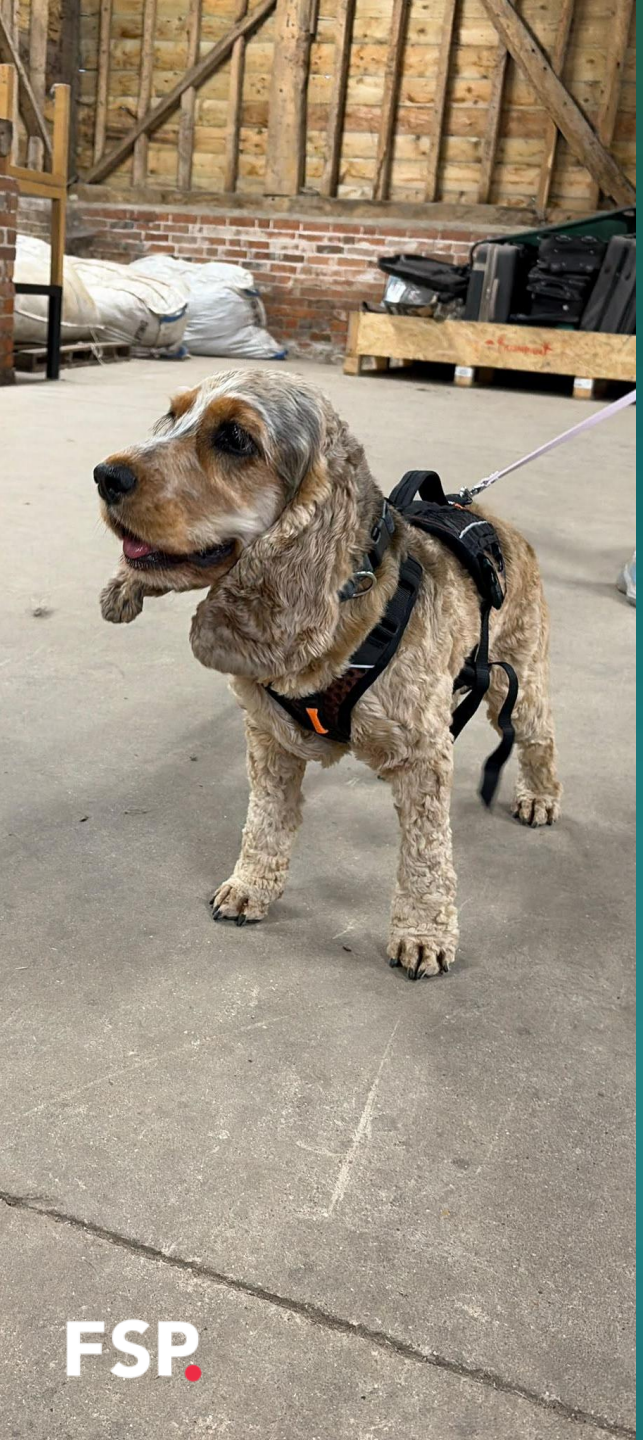
"We had an incredibly enthusiastic group of around 15 people, and the engagement, interaction, and curiosity throughout the session was brilliant to see. It genuinely felt like a team leaning *into* the opportunities that AI can bring.

It was a pleasure to see our team work their magic, bring clarity, energy, and expertise to the session, making the learning accessible, practical, and fun.

We used one of our charity days for both the preparation and delivery, and it was absolutely worth it to support such an important organisation.

A few highlights we covered from the *M365 Copilot Intro Course* included:

- An introduction to Microsoft 365 Copilot and what GenAI can do
- Debunking common AI myths and exploring risks and responsibilities
- The "prompt sandwich" and GCSE prompting models
- Hands-on tasks in Word, PowerPoint, Excel, Outlook, and Copilot Chat
- Understanding prompts vs non-prompts, and making the most of built-in Copilot features
- Real examples of how Copilot can accelerate writing, analysis, summarisation, and creative work."



Eve – Partner, Cyber Operations

“At the end of last year, Ruby and I were invited to join the UK's Lost Dog Tracking Network and will be joining the Southern Counties Lost Dog Tracking Team at the end of 2026 following a year of operational training.

The Lost Dog Tracking Network (LDTN) is an organisation linking proven, dedicated, and full trained tracking teams able to reunite lost dogs with their owners. They have teams in action across the UK and Channel Islands.

The LDTN was started by Claire Brown (NK9 Lost Dog Tracking in West Yorkshire) who is the only lost dog tracking trainer in the UK. There is a huge need for fully trained and assessed dogs to assist in lost dog searching, but it is also a bespoke area and, as such, quite a small community. This means that people don’t always know where to look to find a tracking team that can help.

The LDTN is designed to be an easy way to find the nearest team to you, should the worst happen. They give you confidence that the operational team dogs and handlers have been trained and assessed and continue with their CPD throughout the year and that there is a UK-wide, professional standard being upheld.

A huge thank you to FSP for two Charity Days which we are putting towards qualifying, as well as a significant amount of personal time”.

George – Senior Business Analyst

The Longevity Games Community Interest Company (CIC)

“As part of my charity volunteering activities, I support The Longevity Games CIC, a community organisation focused on improving people's health, wellbeing, and physical activity through mixed-ability fitness events. The organisation is led by a small team of volunteers and aims to make a positive impact within Swindon by encouraging people of all ages to adopt healthier lifestyles.

In July 2026, I organised a collaborative charity day involving members of the FSP Business Analysis team. Together, we explored ways our professional skills could help the CIC increase its impact and operate more effectively. The team worked across several key areas, including developing a data strategy to better understand the impact and effectiveness of the events, designing approaches for post-event feedback collection, reviewing options for a website refresh, identifying opportunities for process automation, and mapping participant journeys to improve the event experience.

The day demonstrated how business analysis skills and our value can be applied to help community organisations strengthen their operations, improve decision-making and prepare for future growth.

In addition, I supported the delivery of a Longevity Games event at Kingshill School in Cirencester, where approximately 450 students from Years 7-10 participated in the Novice level event in the last week of term. The event provided young people with an opportunity to engage a mixed range of bodyweight exercises while promoting the broader mission of encouraging healthier communities.

Through both strategic support and hands-on volunteering, FSP's charity time has helped contribute skills, expertise and capacity to an organisation committed to improving community wellbeing within Swindon.”

Antoinette – Senior Security Consultant

"As part of our commitment to making a positive impact in the communities we serve, members of our GRA team, Ryan Smith (CISO) and myself, recently spent a volunteer day with **Alexander Devine Children's Hospice**, a charity providing specialist care and support to children with life-limiting and life-threatening conditions and their families. The day began with an introduction to the hospice and the vital work carried out by its staff and volunteers. We learned more about the services they provide, including respite care, emotional support, specialist nursing and end-of-life care, offering families comfort, dignity and compassion during incredibly difficult times.

One of the most striking insights was the financial pressure facing the charity, with approximately **80% of its funding coming from donations, fundraising and community support**. This highlights the ongoing importance of charitable contributions in ensuring families can continue to access these essential services. As security and data protection professionals, we were keen to contribute our expertise. We worked with the hospice team to share practical guidance on data protection and information governance, discussing ways to strengthen practices, manage risk and maintain compliance while allowing staff to focus on delivering exceptional care.

The experience was both humbling and inspiring. It reinforced that behind every record, policy and security control are people. At Alexander Devine Children's Hospice, protecting information also means protecting the trust, dignity and privacy of vulnerable children and their families.

Volunteer days like this demonstrate how professional skills can be used to support organisations making a tangible difference in their communities, while also broadening our own understanding of social impact. We would like to thank everyone at Alexander Devine Children's Hospice for welcoming us, sharing their experiences and giving us the opportunity to contribute to their remarkable work."

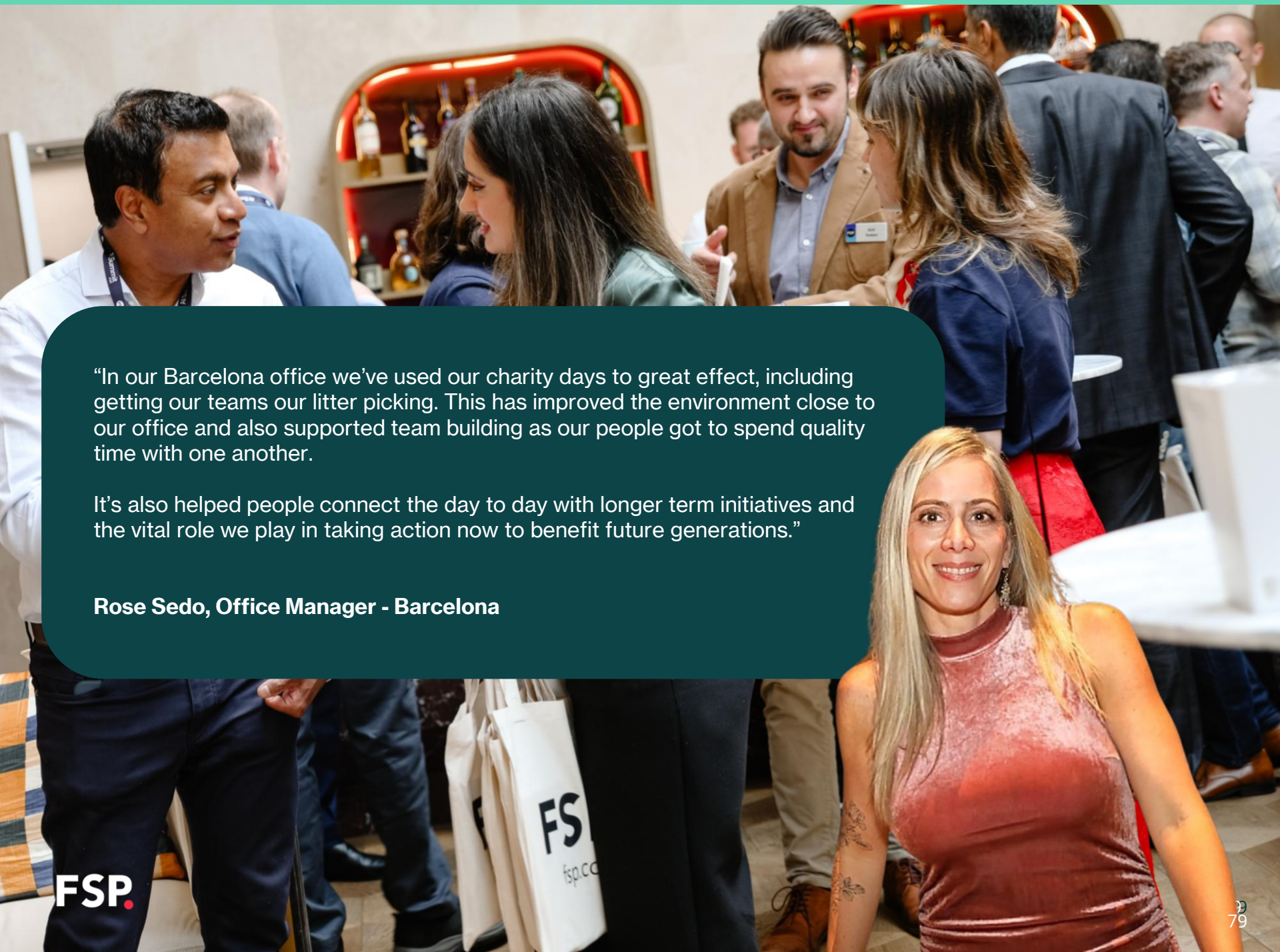
Tim – Principal Consultant

"After attending a presentation by Code Club, I asked my daughters if the school they attended ran anything like this, and when they said "No", I asked them to pass my details onto the Computing teacher. Emails were exchanged, followed by a meeting with the Head of the school, and finally I completed a DBS check, and then we were ready to start our own after school Code Club. That was April 2017, and now nine years on, Code Club at Christ Church Academy is still going strong and we consistently get 30 pupils every single week through school term time!

In the early days the focus was on the drag and drop coding of Scratch (image below), which a number of schools use, and we had an initial 30 projects that the pupils could work through. As pupils progressed we started introducing them to Python as this is heavily utilised in both the GCSE and A level courses and have some really good projects creating games like Rock – Paper – Scissors and Turtle Race, but also projects that are more scientific like working out where the Internation Space Station is around earth. The club has now developed even more as we have pupils from years 5 to 8 attending and we have split the coding as follows:

- Year 5's work through the Scratch projects and we have almost 50 that they can attempt.
- Year 6's if they attended the club during year 5 either complete the Scratch projects or move onto Python.
- Year 7's and 8's participate in Lego League which involves programming a Lego Mindstorm

Lego Mindstorm is a robotics kit that combined traditional Lego bricks with smart hubs, motors, and sensors, enabling the pupils to build and program their own robots. Similar to Scratch, it works on a drag and drop programming to allow the user to do challenges and tasks. For the last few years we have entered the local Lego League which allows local schools from the region to compete against each other doing a number of challenges. The last couple of years we've even managed to win a couple of trophies."



"In our Barcelona office we've used our charity days to great effect, including getting our teams our litter picking. This has improved the environment close to our office and also supported team building as our people got to spend quality time with one another.

It's also helped people connect the day to day with longer term initiatives and the vital role we play in taking action now to benefit future generations."

Rose Sedo, Office Manager - Barcelona

Appendix:

Disclosures

FSP

PEOPLE DATA

	Jul 25 - Jun 26 2025	Jul 24 - Jun 25 2024
Average headcount for previous financial reporting year	412	330
Employee Retention Rate	86.6	86.6
Emissions (tCO_2e)	835.9	650
Growth	34%	22%
Employee Engagement Score	76%	83
Operating Locations	9	5
Gender		
Male	52.93%	62.50%
Female	26.67%	29.17%
Non-binary	0%	0.00%
Prefer not to say	0.61%	0.60%
Undisclosed	19.8%	7.74%
Age		
18-24	7.76%	10.18%
25-34	29.8%	30.84%
35-44	32.04%	29.94%
45-54	22.65%	22.75%
55-64	7.76%	5.99%
65+	0%	0.30%
Ethnicity & heritage		
Asian or asian british	13.74%	16.07%
Black, black british, carribean or African	3.64%	4.46%
White British	49.09%	55.36%
White other	7.68%	10.71%
Other ethnic groups	1.62%	1.71%
Mixed or multiple ethnic groups	0.81%	0.89%
Prefer not to say	2.22%	2.28%
Undisclosed	21.21%	8.33%
Total volunteering days	209 *(11% increase On 2024)*	188
% uptake of volunteering hours	25%	29%
Total charitable giving (£)	£57,512.02	£47,967.84

PEOPLE DATA CONTINUED

	Jul 25 - Jun 26	Jul 24 - Jun 25
	2025	2024
Health & Safety		
Fatalities	0	0
Reportable Injuries & Accidents	0	0
Lost Days	0	0
Convictions & Fines		
Amount of fines due to convictions for violation of anti-corruption and anti-bribery laws	0	0
Whistleblowing Incidents		
Recorded Whistleblowing Incidents Investigated	0	0
Academy Stats		
People Recruited	77 over 6 years	60 over 5 years
Nationalities	19	17
Capabilities	13	9
Intake	17	19
Schemes	4	4

KPIs

We have a number of core KPI's embedded in our net zero strategy that help us track our performance. We use them to understand where we are today, monitor progress against our goals, identify areas for improvement, and ensure accountability. They provide clear, consistent data to support informed decisions and demonstrate our ongoing commitment to sustainability.

Our KPI's, and performance against them are:

Target	Performance in Year
Reduce gas consumption by 10% by 2028	Emissions from our buildings increased 11.4% in year, partly due to an increased portfolio.
Reduce electricity consumption by 10% by 2028	

Scope 3

Target	Performance in Year
Purchased Goods & Services	
Benchmark our top 50 suppliers and engage them in emissions reduction	Emissions reduced 27% in year.
Capital Goods	
Incorporate a whole life costing methodology for ALL capital goods	Accounting for 8% of emissions
Waste	
Divert 100% of waste from landfill Reduce waste arising by 25% by 2028	Emissions from waste increased 1% in year as a consequence of increased headcount. We will continue to educate our people and review what is provided in our offices to support waste reduction.
Business Travel	
Reduce emissions from business travel by 25% by 2030	Emissions up 130%, contributing 28% of emissions
Employee Commuting	
Conduct an employee survey to better understand emissions arising	No actions in year.
Reduce emissions from commuting by 10% by 2030	Emissions up 43%, contributing 47% of emissions
Upstream Leased Assets	
See Buildings specific targets.	*Contributes circa 5% of emissions.*

FSP

British Assessment Bureau
UKAS MANAGEMENT SYSTEMS 8289
ISO 14001
ENVIRONMENTAL MANAGEMENT

COMMITTED
ecovadis
Sustainability Rating

SCIENCE BASED TARGETS
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

.futureproof
Sustainability Partner

Ecologi | climate action workforce

disability confident
EMPLOYER

SME Climate HUB

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