

# Alchemymy Social Value Policy

## Fighting climate change

Sustainability is at the forefront of everything Alchemmy does. Given our commitment to delivering environmental benefits, including reducing greenhouse gas emissions, we have made 'Greener Alchemmy' a central pillar of our 5-year growth plan. We recently recalculated our carbon footprint to understand how to reduce our carbon footprint most effectively. These reduction efforts are captured in our Carbon Reduction Plan (CRP) and include 'cycle to work' and e-vehicle schemes. Improvements to our CRP are informed by our recent experience advising DfT and eight other government bodies on how to improve procurement policies in light of the UK's 2050 Net Zero target.

Our partnership with Ecologi has also seen successful measure and offset all Alchemmy's carbon emissions for 2021. Alchemmy Green is our ambition to be a carbon positive company.

This company-wide environmental policy ensures that sustainability is methodically anchored in our operations. We identify, manage, monitor, and control our environmental issues holistically through our Environmental Management System (EMS), and have recently developed an EMS for a client. We endeavour to comply with all relevant social and regulatory requirements (including ISO 14001 for which we are currently seeking accreditation) and go above and beyond to ensure that we are making the right impact where it is needed most.

We also seek to influence our staff, suppliers, customers and communities to support environmental protection through a variety of social media and other campaigns. We are currently running a campaign on 'Intelligent Automation' which includes environmental benefits, and have organised several related panel discussions in the past, with cross-sector leaders discussing e.g. 'Digital Sustainability' and 'Innovation in the Public Sector'. One of our directors is the founder of CorporateDigitalResponsibility.net, which recently launched an international CDR manifesto including the principle to 'Create a Sustainable Planet to Live', and other Alchemmists have supported that effort by chairing or contributing to the newly created Digital Ethics Forum of businesspeople, lawyers, and academics.

## Covid-19 recovery

At Alchemmy, we are doing what we can to help communities manage and recover from the impact of COVID-19. Many of our consulting projects help organisations deliver their services in new ways, whether developing the operating model for a HealthTech company, partnering with a start-up focused on the 'future of work', or implementing software and change management programmes for public bodies.

Some of our largest clients are in the rail sector (where we recently mapped commuter and leisure personas to help a train operator improve its post-COVID travel solutions) and government (where we are currently helping an ALB plan its 10-year transformation, including significant changes to workplace conditions).

We have also worked hard to support the physical and mental health of our own staff affected by COVID-19. We Plan, Do, Check and Act (PDCA) regularly to ensure that our projects are sustainably delivered. Alchemmy used this PDCA approach to remain agile and innovative and to manage risks during the pandemic.

Our commitment to 'do the right thing' for our people promoted resilience during this time, with our senior leadership team monitoring the global situation and developing numerous contingency plans.



Once we felt the need to act, we communicated with our staff and sought their views, and we have always encouraged our people to make the most of flexible working arrangements. Doing the right thing and placing trust in our people to work remotely not only allowed them to continue supporting clients during the height of COVID, but also contributed to their own welfare during that period of time.

### **Tackling economic inequality**

As an SME, we appreciate the importance of entrepreneurship. In project delivery, our Growth Strategy practice works almost exclusively with small organisations—helping them expand geographically, launch new products, and secure growth funding. We focus on high-growth sectors (e.g. retail) and sectors where addressing economic inequality is either a primary concern (e.g. central government) or a clear secondary aim (e.g. improved rail connectivity).

We also create opportunities for partner organisations (via our Digital Alliance) and individuals (via our associate network), and maintain a 100% on-time payment record. This creates a diverse and resilient supply chain with increased capacity, as well as giving us experience of collaborating with a wide range of prime, subcontractor, and consortium organisations. We are creating additional employment opportunities through our first graduate recruitment scheme (due September) and by setting up offices in Nottingham and Bristol.

We create training opportunities by combining client-consultant teams (valuable in high demand/skills gap areas, e.g. product ownership and business analysis) and embedding best-in-class software products. These SaaS tools also enable innovative and disruptive approaches, allowing us to increase productivity and develop scalable methodologies which we future-proof through a range of internal training, book clubs, speaker events, and an Innovation Hub. Our staff have multiple other accreditations, including Prince2, Lean Six Sigma, Agile, etc., and we support new joiners pursue those and other qualifications during and after project delivery.

We aim to influence others to support skill creation via our campaigns (e.g. 'Intelligent Automation'), internal 'A'hoy' meetings to share information, training sessions with external experts, online panel events, conferences, and blogs. Recently we set up a mentoring programme in which Alchemmy employees introduce school children to the business world and guide and inspire them to otherwise unconsidered opportunities.

### **Equal opportunity**

Within Alchemmy, we are dedicated to fostering an inclusive environment and advocating ethical business practices—underpinned by our organisational values of 'Doing the Right Thing', 'Succeeding Together' and 'Being Ambitious'.

To prevent salary inequality, we peg staff to a standard progression scale which guarantees that everyone at the same level is remunerated equally and provides transparency on future earning potential. We recently shortened our review cycle to every 3 months to support in-work progression and increase the rate at which employees move into higher paid roles.

Our recruitment processes and culture support this equal opportunity approach. All first-round interviews are blind, phone-based discussions, and we partner with an apprenticeship agency to provide increased opportunities for young people by embedding them into projects with an opportunity for full-time employment.

We also prioritise learning and development, investing in our people to nurture their skills within a culture of diversity, inclusion, and respect. We offer staff an annual training allowance as well as running interactive sessions, weekly tech teach-ins, and fortnightly knowledge transfer presentations. 'Coaching' training, a reverse mentoring scheme, and the ongoing help of employees' Counselling Managers all ensure that people have the opportunity to thrive at Alchemmy and beyond.



We expect the same commitment to equality and diversity from our suppliers, subcontractors, and clients. We have helped clients be compliant with equality legislation during recruitment campaigns (including identifying fair ways of attracting/assessing candidates, reviewing proposed salaries, and ensuring campaigns follow e.g. the Guaranteed Interview Scheme).

We are also committed to reducing the disability employment gap. We are proud to have recently been admitted to the Armed Forces Covenant to cater for military veterans. All our staff and subcontractors must adhere to our Health and Safety policy, and despite not being required to do so, we have adopted a Modern Slavery policy.

## Wellbeing

At Alchemmy, we are committed to supporting the physical and mental health and wellbeing of our staff. We do this through structural approaches like promoting flexitime, allowing staff to book 'wellness days' off, and making sure each employee has a Counselling Manager to support their personal and professional development. We also have more informal initiatives, such as 'walk the river' sessions and free fruit in the office every Friday, and regular talks run by senior leaders on topics such as imposter syndrome and depression. Junior colleagues are regularly involved in organising these initiatives, with strong representation on our Diversity and Inclusion Committee, and proactive requests to plan events for Mental Health Awareness Month this May.

We work hard to influence staff, clients, and our communities to adopt similar approaches, e.g. by publicly praising our employees authenticity and kindness (often through formal awards), and by individuals talking openly on social media, especially LinkedIn.

We believe in playing a positive role in society by fundraising and volunteering our time to causes that matter to our people. We are currently working on re-establishing our community collaboration initiatives post-pandemic. As well as having an Alchemmy CSR day, Alchemmists are given up to two days to volunteer in CSR activities. We support a nominated charity on an annual basis—building stronger ties and encouraging greater involvement and relationship building than simply financial donations—and we are in the process of formalising a partnership with a national breast cancer charity that supports patients and their loved ones. Approximately 90% of employees choose to donate money to charity through payroll giving.

