

ESG at Kallidus

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Document Control



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Environmental Responsibility

Carbon Emissions

We are committed to reducing our environmental impact and promoting sustainability in everything we do. To that end, Kallidus is currently in the process of applying for B Corp certification and we are aiming to achieve that in 2025. This will support us in our goal to meet the highest standards of social and environmental performance, transparency, and accountability.

Alongside B Corp, we have committed to reducing our carbon footprint and aligning with global climate goals by setting emission reduction targets that we will validate with the SBTi (Science Based Targets initiative) <https://sciencebasedtargets.org/>.

Working with our partners at Carbometrix, we have completed a review of all our activities and captured all our emission data for the year 2024. We have used the standard GHG protocol to determine our carbon footprint for this year and have set targets for ourselves to reduce our emissions. We have used 2024 as our baseline year.

Our decarbonisation strategy focuses on reducing our Scope 1, 2, and 3 emissions through energy-efficient technologies, sustainable travel policies, and environmentally conscious supply chain practices.

Our target is to reach net zero by 2050.

Here are some examples of the actions we are taking as part of our 10-year decarbonisation trajectory to reduce our emissions:

- Lowering the heating/air conditioning temperatures by 2 degrees in all our offices.
- Actively encouraging our staff who work from home to have low carbon lunches at least twice a week
- Providing an Electric Vehicle scheme via salary sacrifice for all staff.



Social Responsibility

Equity and Diversity

At Kallidus, people are at the heart of everything – our team, our customers, our community. We do this by:

- Building a culture of inclusion, belonging, and respect
- Promoting equity and opportunity across all roles and levels
- Investing in employee wellbeing, growth, and engagement
- Partnering with suppliers who share our ethical values
- Supporting causes that matter to our people and communities
- Wellbeing Committee that meets monthly and commits to 4 areas: mental, physical, financial and nutritional health.
- Mental Health and Wellbeing Policy
- Trained MHFA's
- Regular "lunch & learns"
- Employer Assistance Programme
- Vitality Healthcare Mental Health
- Headspace subscription paid
- Wellbeing Hub signposting resources, self-help, exercise and mindfulness factsheets and videos.
- Access to discounted shopping

Kallidus has inclusive hiring processes in place that include analysis of our job descriptions to ensure language is equitable and inclusive and all job adverts include a statement of our commitment to diversity, equity and inclusion.

Kallidus participates in the UK government "Disability Confident" scheme, a scheme set up to encourage the recruitment, retainment and development of disabled people in the workplace. Kallidus has achieved the level of "Disability Confident Employer".

Our facilities meet accessibility requirements for individuals with physical disabilities, and we have a designated committee responsible for diversity, equity and inclusion – 'Equal Voices'.



At Kallidus, all employees must complete mandatory training on Equity, Diversity and Inclusion periodically, and we use our own, in-house developed Off-the-Shelf (OTS) eLearning course.

Volunteering

Our Volunteering Policy allows every Kallidus team member to take one paid day off per year to volunteer for a charity or cause of their choice. Whether acting individually or as a team, our people are passionate about giving back.

Some examples of our volunteering over the last few years include:

- Building cabins for Scout Adventures
- Beach cleaning with Surfers Against Sewage
- Tree planting
- Volunteer for Children's Vaisakhi Activity Day
- Graphic Design for Creative Conscience Project with the University of Lincoln

We are also bringing in payroll giving as part of our benefits package to all UK staff and a similar scheme to our teams in the US and Canada.

These experiences not only support our communities but also help foster a culture of empathy, teamwork, and environmental stewardship

Governance

Ethical Working

We hold ourselves to the highest standards of integrity, accountability, and transparency.

- Clear, ethical leadership and decision-making
- Proactive risk management and data protection
- Zero tolerance for corruption or unethical conduct
- Transparent reporting and compliance at every level
- Ensuring everyone knows what's right – and has the power to act on it

We have policies for our Code of Conduct, a Slavery Act Statement, and a Whistle-blowing Policy to demonstrate our commitment to ethical business practices, legal compliance, and corporate responsibility.

- Doing the right thing is part of our DNA. Our Code of Business Conduct outlines the ethical principles we expect all employees, suppliers, and partners to uphold.



- We empower transparency through a clear Whistleblowing Policy, providing a safe space for employees to report any concerns in confidence.
- We also actively support the principles of the Modern Slavery Act, with a published statement outlining our approach to ensuring that slavery and human trafficking have no place in our operations or supply chains.

We do the right thing, even when no one's watching.

How We Work

We embed ESG into our strategy, operations, and culture. ESG is not a side project – it's a mindset. We do this by ensuring:

- ESG goals reviewed by senior leadership
- Continuous improvement through data and feedback
- Employees are empowered to live our values
- Transparent reporting and regular reviews

We have produced a comprehensive decarbonisation plan which details the actions we are taking to reduce our emissions.

This plan will be shared publicly to demonstrate our continued commitment to accountability and to lowering our carbon footprint.

Let's Do Better, Together

We're on a journey – and we're serious about making meaningful progress towards net zero. We believe in learning, adapting, and holding ourselves accountable.

If you want to learn more or partner with us on ESG initiatives, [get in touch](#).