

# Environmental, Social and Governance

Occam Group's ESG commitments: How we are making a positive impact on the world.

## Our Values

Since the formation of the company, the importance in creating a positive impact on the world has been a core value of Occam Group. Whilst this is a large task for a small team, we believe in starting as we mean to go on, ingraining this ethos in our company culture.

We have been working on a package of policies to level up Occam Group's environmental and social impact. As well as developing a long-term strategy to ensure we continue to make a positive impact as the company grows and evolves.



## Where we are now

Developments have included joining a Cycle to Work Scheme, which has quickly seen use by employees.

We have also announced our new *Family Friendly Policy*, offering a brilliant package of enhanced benefits above and beyond the statutory requirements. In addition, we are a *Race at Work Charter* signatory, furthering our commitment to diversity and inclusion.

These developments add to our previous ESG practices, such as our Green Office spaces provided by *Regus* (scored B by the *Carbon Disclosure Project*), our commitment to the *Armed Forces Covenant*, and our approach of employee engagement in company Governance aspects.

## Carbon Offsetting

Occam Group is now compensating for the environmental impact of its operations. This is achieved by monthly contributions to the social

enterprise *Ecologi*, who provide Carbon Offsetting services by planting trees and funding renewable energy projects in developing nations. We are now a *Climate Friendly Workforce*.



## Our Stemazing support

We are pleased to announce that Occam Group is supporting *Stemazing* in their goal to tackle the issues related to diversity and inclusivity in the STEM workforce. We are sponsoring two women in STEM students from the University of West England to take part in *Stemazing's* Inspiration Academy. This will provide candidates with a four-month program to develop their presentational skills, culminating in running the *StemazingKids* club: Six-weeks of fun sessions to inspire 7–9-year-olds to pursue STEM subjects.



## Looking forward...

Our work doesn't stop here. As part of our future ESG strategy we seek to develop a more structured approach to corporate giving, identifying and establishing volunteering programs, and working in STEM outreach. Ultimately, we aim to achieve third-party certification of our various ESG initiatives.

For more information, please visit our website:  
[www.occam-group.co.uk](http://www.occam-group.co.uk)