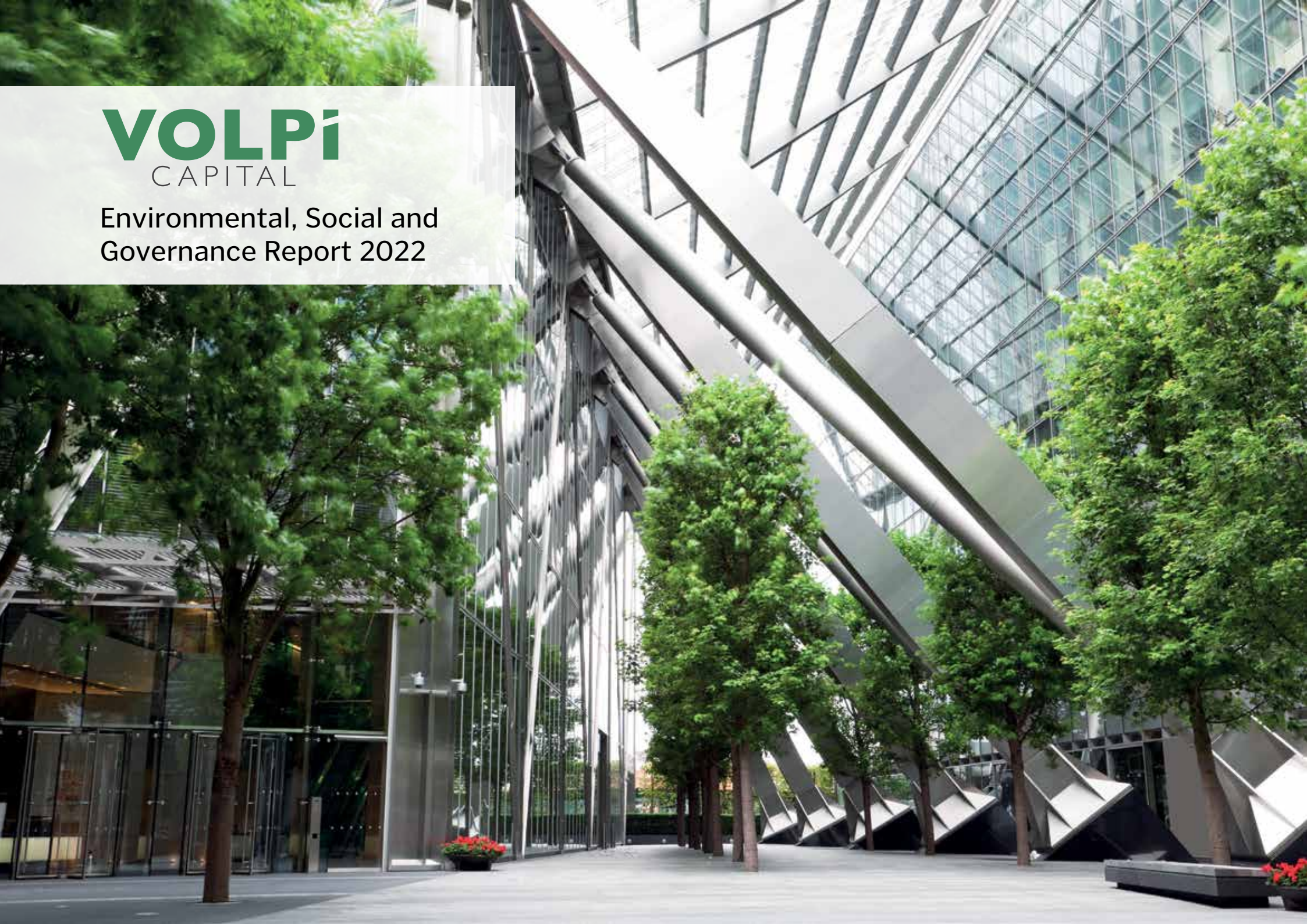




Environmental, Social and  
Governance Report 2022



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**Disclaimer:**

This ESG report or communication provided to you as (i) a limited partner in Volpi Capital Investments L.P. (Fund I) Volpi Capital Investments II SCSp (Fund II) and/or Volpi Capital Investments III SCSp (Fund III, together with Fund II the Volpi Funds) or (ii) as a prospective investor in Fund III is a marketing communication. Please refer to the limited partnership agreements and the private placement memorandum of the Volpi Funds before making any final investment decision. For the avoidance of doubt, this ESG report is an ad/hoc report produced by Volpi Capital LLP to investors in the Volpi Funds and potential investors in Fund III but is not the reporting template required to be enclosed to the annual audited report of Fund III as per applicable requirements under the EU regulation on sustainability-related disclosures (SFDR).



# Executive summary

## **Environmental, Social and Governance (ESG) considerations are a key value driver for Volpi and are incorporated throughout the investment cycle.**

Volpi works in partnership with the management of its portfolio companies to grow and develop each business. Together we identify and manage any potential risks, whilst also focusing on operational opportunities to generate sustainable value which looks beyond financial performance to create responsible businesses.

A selection of case studies, highlighted in this report, helps to bring to life ESG in practice and showcases portfolio company activities over the past 12 months.

### **Environment**

The Volpi portfolio can be characterised as having a low environmental footprint; associated with a portfolio of tech-enabled service businesses. Activity to minimise environmental impacts are typically associated with good housing keeping activities – reducing energy consumption through new technology and employee awareness activities, a reduction in travel and more efficient use of natural resource e.g. office paper reduction.

### **Health & Safety**

Companies typically operate from office environments which can be classified as having a low safety risk profile. The focus of activity has been to ensure appropriate policies and procedures are in place and kept updated. These include assigning accountability for safety management, adequately trained first aiders and fire marshals, and for some companies, instructing an external review of safety management.

### **People Management**

Practices to attract and retain talent remain important in helping to build successful companies in competitive labour markets. To achieve this, companies are remaining focused on providing: learning and development opportunities, performance management frameworks, non-financial benefits, wellbeing initiatives, and promoting diverse and inclusive working practices.

### **Suppliers & Communities**

Volpi's portfolio companies typically operate within supply chains which present low level ESG risks. Appropriate policies and processes manage and mitigate any potential supplier ESG risks. Portfolio companies continue to support local and national charities and community groups which align to the business and resonate with employees.

### **Governance**

Existing safeguards against unethical business behaviours (e.g. anti-bribery and corruption) are being continuously enhanced, to include a focus on raising staff awareness and accountability.

Companies also remain diligent to safeguard against cyber-attacks and meeting their data protection responsibilities in the way they process and protect data. This includes enhancing cyber security controls, to include regular penetration testing, third party verification of cyber-safe systems, and employee awareness training.

# ESG at Volpi

At Volpi, our goal is to partner with growing B2B tech companies that will thrive in a sustainable world. As a responsible investor, we promote stewardship and drive sustainable business practices across our portfolio.

## Highlights

Signatory of:



Volpi is a supporter and signatory of the Principles for Responsible Investment (PRI).



Volpi is a participating firm in the #10000 Black Interns' initiative. The intention of this initiative is to transform the horizons and prospects of young black people in the United Kingdom.

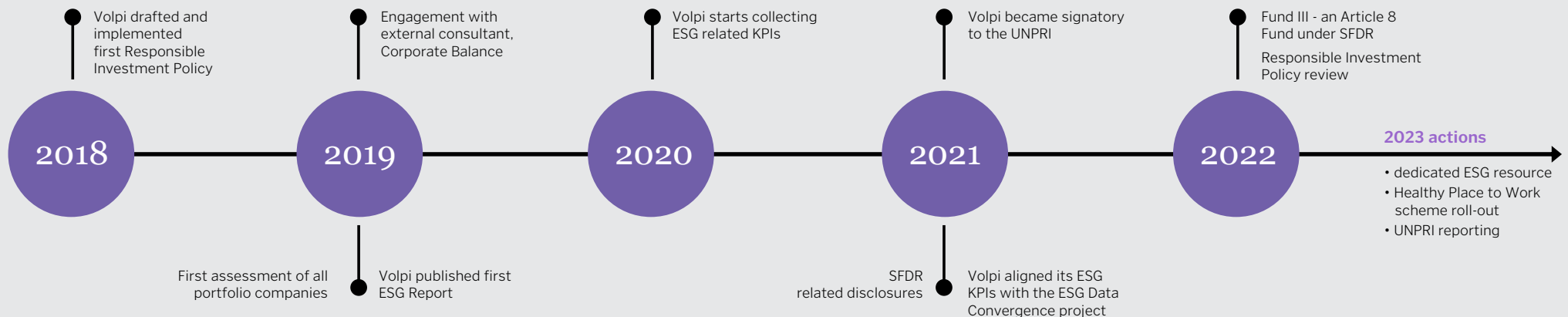
ESG Data Convergence Project

Volpi became signatory to ESG Data Convergence Project in early 2023. The ESG KPIs for Volpi's portfolio companies are aligned with the ESG Data Convergence Project including Scope 1 and Scope 2 carbon emissions.



Volpi Fund III has been classified as Article 8 under SFDR, promoting environmental and social characteristics.

## Continuously strengthening sustainability across our business



# 2022 at Volpi

Jarlath Dooley and Emer Fogarty have been working with Volpi and our Portfolio companies on a number of projects in the social pillar of ESG in the areas of learning and development and well-being in particular. They have been focusing on the development of Leaders and People across the Volpi Portfolio.

**Learning & development:** Jarlath and Emer have been supporting the performance of our portfolio leadership teams working with companies like Lightfoot on projects covering high-performance leadership and supporting them to uncover their unique culture and values. Another example is they have worked with Evitec embedding a career framework and mentoring programme to support employee development.

**Well-being:** Jarlath and Emer have also worked with Portfolio companies on well-being, helping Boyum IT become certified as a Healthy Place to Work (HPTW) with others in progress to being certified. This effort demonstrates Volpi and the Portfolio's commitment to supporting and promoting employee health and well-being.

## ESG highlights

**SFDR**

Fund III classified as Article 8 Fund

**UNPRI**

Signatory

## Healthy Place to Work

Scheme being rolled out across portfolio companies

## Investment summary

**11**

Total number of investments

**>€580m**

AUM

**25**

Geographies entered\*

\*As at 31 Dec 2022



## ESG Process at Volpi



# ESG Assessment Framework

**Volpi's assessment framework outlines the key areas of ESG focus, with portfolio companies assessed against this annually.**

The framework focuses on six key areas and is constantly evolving to reflect new ESG issues as well as the regulatory environment.

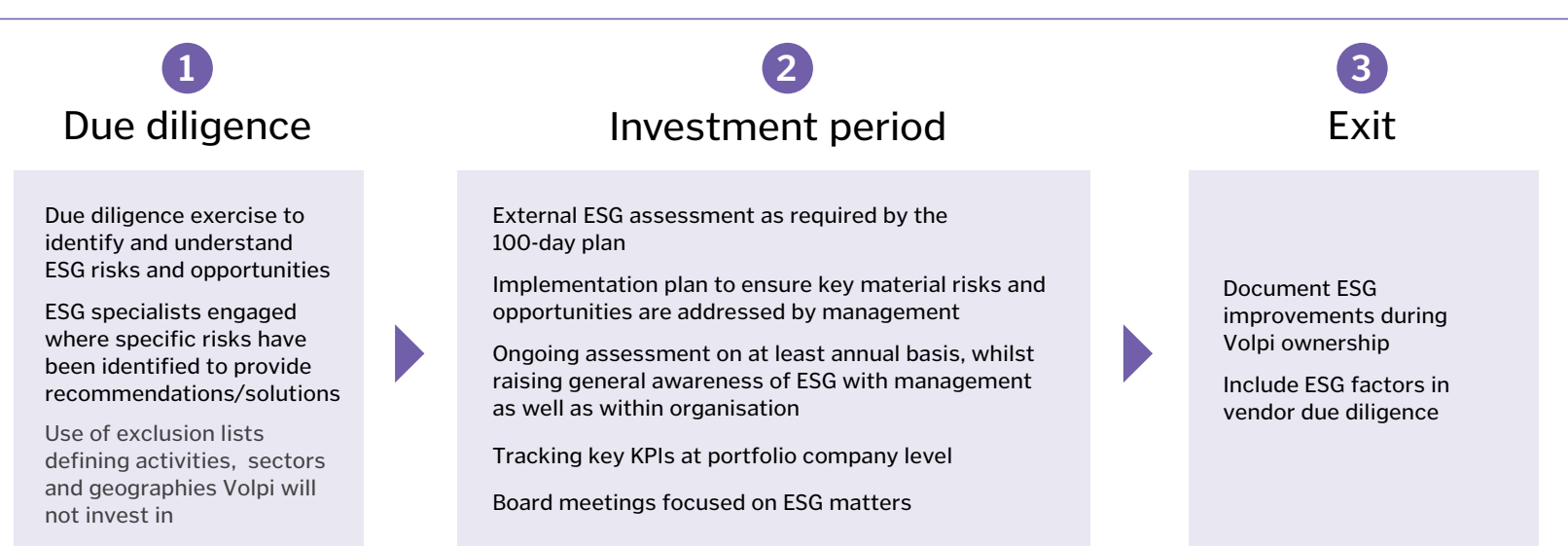


# Integrating ESG throughout the investment cycle

## Overview of how we embed ESG considerations

Volpi incorporates ESG factors throughout the investment lifecycle; alongside more traditional financial and business performance considerations. In addition to managing business risk, these activities deliver opportunities to increase shareholder return and create long-term sustainable value.

## The Volpi process for incorporating ESG into the investment lifecycle







# Annual Assessment Process

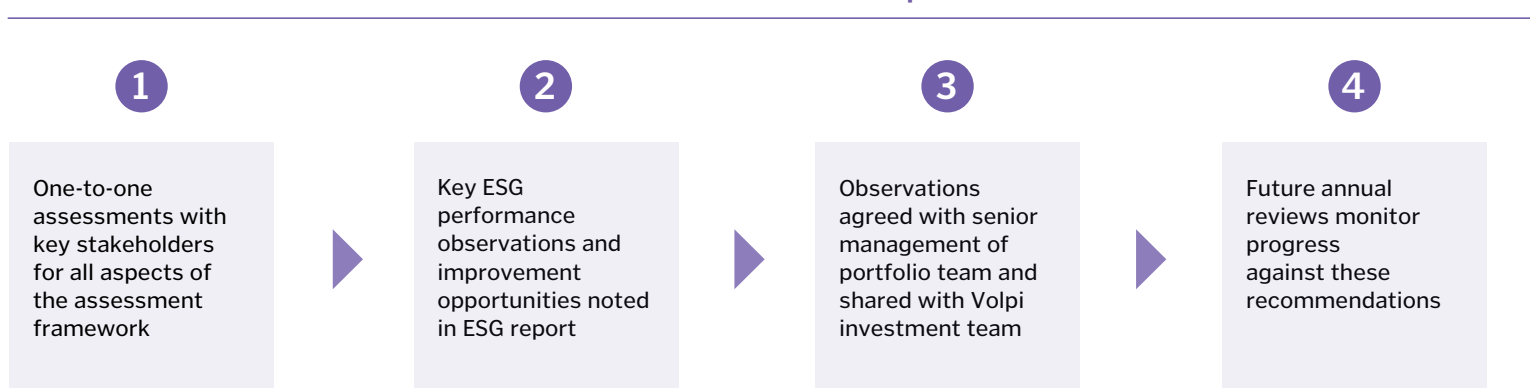
Volpi's assessment framework outlines the key areas of ESG focus, with portfolio companies assessed against this annually. The annual assessment consists of 1:1 interviews with key issues owners, covering all aspects of this assessment framework.

The output from this process is a report noting key performance observations and improvement recommendations. These cover both ESG risks and opportunities and are agreed with the senior management team of the investee company and also communicated to the Volpi investment team.

Annual update reviews monitor progress against these recommendations.



## Annual assessment process





# Overview of Portfolio Companies

# Overview of Portfolio Companies



**Asolvi**  
Acquired in 2019  
Fund II



**Digital Barriers**  
Acquired in 2017  
Fund I




**Medinet**  
Acquired in 2016  
Fund I



**Evitec**  
(previously Profit Software)  
Acquired in 2020  
Fund II



**Lightfoot**  
Acquired in 2021  
Fund II



**Boyum**  
Acquired in 2020  
Fund II



**Xalient**  
Accelerate your business  
Acquired in 2022  
Fund III



**Moving Intelligence**  
Acquired in 2021  
Fund II



**CLEVR**  
Acquired in 2019  
Fund II



**CycloMedia**  
Acquired in 2018  
Fund I



**Adacta**  
Acquired in 2021  
Fund II

**Volpi targets primary and/or founder-led situations through an active, direct thematic approach, identifying compelling segments and assets ahead of its peers.**



**Adacta**  
Proprietary core insurtech software provider.



**Asolvi**  
Provider of field service management software to SMEs.



**Boyum**  
Global provider of ERP software solutions for the SME sector.



**CLEVR**

**CLEVR**  
IT services business in low-code applications.



**Cyclomedia**  
Capture and transformation of real world data into valuable insights.



**Digital Barriers**  
Global provider of software and solutions for video surveillance and security.



**Lightfoot**  
Provider of proprietary driver behaviour solutions for fuel-and electric-powered light commercial vehicle fleets.



**Medinet**  
Clinical insourcing solutions provider to the NHS.



**MOVING INTELLIGENCE**

**Moving Intelligence**  
Track-and-trace solutions for mobile asset security & fleet management.



**Evitec (previously Profit Software)**  
Independent managed services and software solutions provider for insurance and financial institutions.



**Xalient**  
Global provider of SD-WAN and cyber security services.



# Portfolio Company Performance

**This report covers our portfolio companies that have been independently assessed against our ESG assessment framework. All are based in Europe and the UK.**

All company assessments included interviews with key internal stakeholders covering: Human Resources, Health and Safety, Environmental Management, Procurement, Compliance, and Cyber/Data Security. All the companies have received an annual update review, completed in December 2022.

Portfolio Company	Date of initial ESG assessment
Xalient	Nov-2022
Lightfoot	Feb-2022
Adacta	Oct-2021
Evitec	Mar-2021
Boyum IT Solutions	Feb-2021
Moving Intelligence	Dec-2020
CLEVR	Dec-2020
Asolvi	Mar-2020
CycloMedia	Jan-2020
Digital Barriers	Dec-2019

## The top five material ESG issues identified across Volpi's portfolio

By completing the update reviews, we can highlight the top 4 material ESG issues which are consistent across the portfolio over the past 12 months.

These issues were assessed against their level of importance to key internal and external stakeholders, their financial and reputational importance to the business:



### Employee learning and development

Investing in talent through the creation of learning and development opportunities. This also supports attracting and retaining talent in a competitive labour market.



### Cyber security

Creating policies, processes and procedures to safeguard against potential cyber threats. This also includes raising employee awareness on early identification and how to manage potential threats.



### Employee wellbeing

Supporting the physical, mental and financial health and wellbeing of staff through a range of wellbeing interventions.



### Diversity and inclusion

Creating diverse and inclusive workplaces by adopting relevant policies, introduce inclusive recruitment practices and raising awareness across all employees.

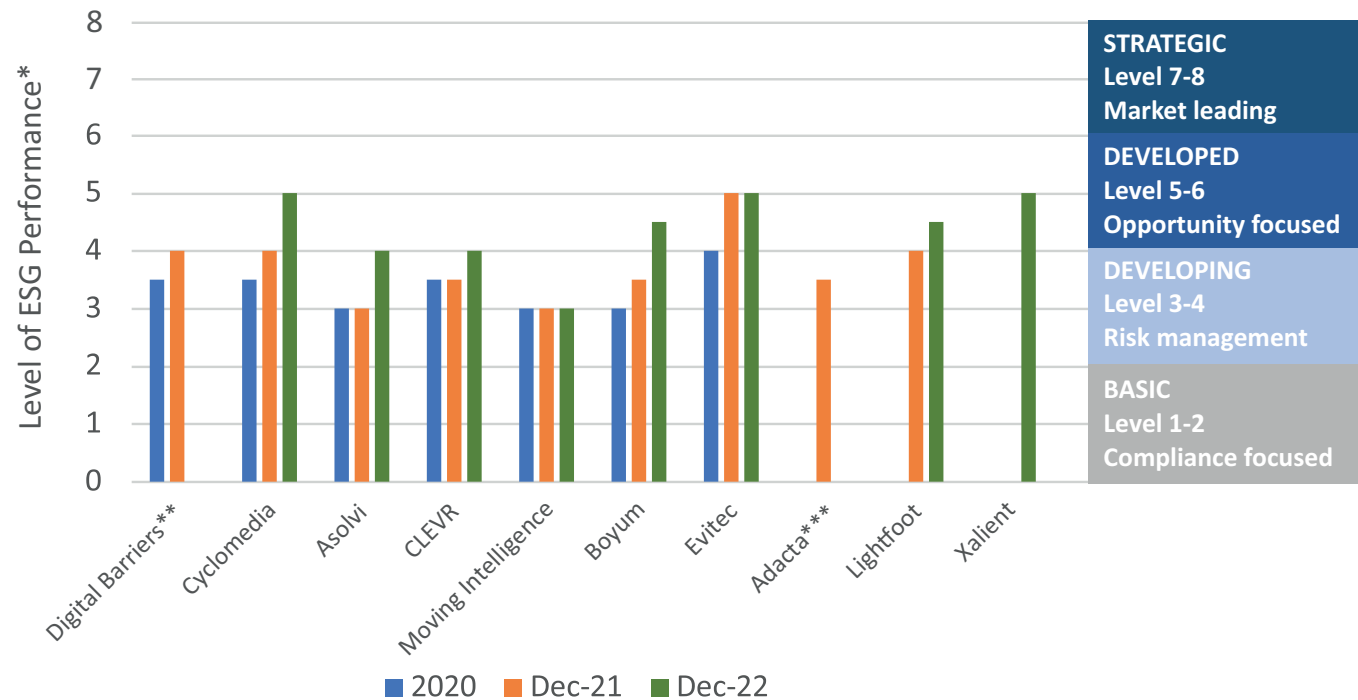


# Portfolio Company ESG Ratings

**Most portfolio companies have made progress since the 2021 ESG assessment.**

- All companies either meet or exceed a 'Level 3 Developing' position of performance. This shows evidence of understanding ESG risks, whilst also transitioning to a more proactive opportunities-focused position.
- Cyclomedia and Evitec have achieved a 'Level 5 Leader' rating, demonstrating a level of performance which is opportunistic in focus and more embedded in business-as-usual activities.
- Four companies have improved levels of ESG performance from the previous year.
- Two companies have retained the same level of performance from the previous year.

## ESG Maturity Levels



\*Performance Levels as per the methodology of our external ESG advisor, Corporate Balance  
 \*\*Digital Barriers is continuing its ESG journey with new majority shareholder, 3i  
 \*\*\*2022 assessment in progress

# Case Studies: Environment



# Environment Overview

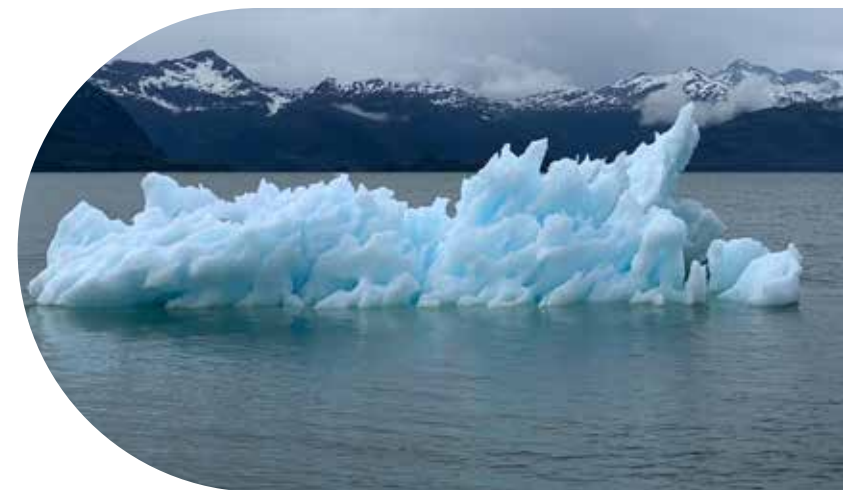
**Volpi portfolio companies can be classified as generating low-level environmental impacts, typically associated with energy consumption and the use of natural resources.**

Efforts to reduce direct environmental impacts can be classified as good housekeeping activities. This will usually include the installation of energy saving technology (energy efficient lighting), digitising resource intensive processes (e-documents replacing paper heavy processes) and adopting policies which encourage environmental stewardship (travel policies to discourage flying).

A notable area of improvement has been the way in which companies now communicate and engage with employees on environmental matters. This has harnessed pre-existing concerns and appetite to act locally to address global threats. We see evidence of a push and pull approach, the former setting employee guidelines to reduce environmental impacts and the latter giving ownership to individuals to help shape a company approach cross a range of issues; for example, reducing the use of plastic bottles and switching to 'greener' modes of transport.

We also continue to see environmental benefits delivered post-covid, such as a greater take-up of online meetings and reduction of business travel; hybrid working has led companies to consider how they can be more efficient with their office space.

Certain portfolio companies have also started to consider how they can better strategically manage and communicate carbon reduction commitments. Both as a way of engaging employees but also externally facing to align with customer expectations.



## Climate Change

Although future climate change impacts have been well documented, companies are still to fully understand the impacts associated with future physical and transitional risks.

There are however examples of where companies have started to understand their scope 1&2 carbon emissions, and begin to understand how emissions can be reduced.





## Embedding sustainable business practices

**To help embed sustainable business practices, Cyclomedia formed a sustainability committee, consisting of senior level employees.**

The company has published a sustainability statement, outlining key commitments and integrating these within the business plan.

During 2022 Cyclomedia performed its first Carbon footprint calculation and the identification of carbon reduction opportunities. This has resulted in the company moving towards a greater take-up of electric vehicles, and where impracticable and increasing efficiency of capturing. Cyclomedia will also source hybrid business vehicles.

As an example of this. The City of Stockholm has become the first city outside of the Netherlands that has been captured entirely with electric vehicles. The data provided by Cyclomedia is not only helping cities to become more sustainable, but the company is also trying to collect this data more sustainably through zero emission vehicles.





## Managing driver safety and efficiency



**The COVID-19 pandemic led to a huge increase in demand for home deliveries, with one of the UK's leading supermarkets Asda seeing their online grocery sales double during this time.**

Whilst great for business, more delivery vehicles on the road means an even greater need to manage driver safety and efficiency, a challenge Lightfoot was able to address.

Forming part of Asda's strategy to achieve carbon neutrality, as set out in its Better Planet roadmap, Lightfoot's fleet management system is helping the Asda grocery delivery fleet cut down on carbon emissions whilst also improving driver safety and boosting engagement across the workforce. This will help the supermarket save the equivalent of 2,482 tonnes of CO2 per year, simply by changing the way in which the fleet's drivers handle their vehicles.

### **Other key outcomes include:**

- 5.1% MPG increase
- 50% reduction in dangerous driving

In a fleet of over 3000 vehicles, this means huge savings for the business and better working conditions for their drivers, who are now rewarded and recognised for every mile they travel for the supermarket.



**Case Studies:**  
Social



# Social overview

## People Management

People are a strength of the tech-enabled businesses that Volpi invests in; with ongoing investment in people and processes focused on attracting and retaining talent. This has become increasingly important as companies address challenges associated with 'the great resignation' and a competitive labour market. Areas of focus across all portfolio companies include:

**Learning & Development** - this includes investment in both internal and externally hosted training providers. Whilst the focus has previously been well established around technical skills, we also now see more softer skills training being introduced by companies e.g. behaviours, diversity & inclusion etc. For example, Lightfoot has introduced a training platform which offers interactive learning and development opportunities for all employees.

**Diversity & Inclusion** - we see companies increasingly promoting diverse and inclusive working practices. This may include delivering internal D&I awareness training, improved D&I monitoring/tracking, and reviewing HR policies to ensure these are inclusive and reflect employees' changing expectations. Wellbeing - providing mental health support continues to be prioritised by the majority of portfolio companies. This may range from providing basic mental health advice, to offering staff access to both internal (mental health first aiders) and external (employee assistance programme) support. To complement this, companies are now extending out financial support to employees, assisting with easing cost of living concerns.

**Communication** - communicating with employees remains a priority area for all portfolio companies, providing opportunities for two-way engagement. This is helping to provide feedback on a range of issues which has resulted in some positive interventions. For example, following employee feedback Lightfoot has introduced Bravo benefits, an employee benefits platform which launches a new benefit each month e.g. life insurance, salary sacrifice for electric vehicles and is being rolled out across the business.

Cyclomedia has introduced an Employee Satisfaction Survey tool, moving from an annual engagement survey to shorter quarterly pulse surveys. This is helping to gain more granular detail on employee satisfaction levels across a number of key areas.

## Health & Safety

Companies remain mindful of the importance of providing a safe working environment; now extending this responsibility to meet the challenges of hybrid working practices. This includes completing workplace risk assessments, updating relevant policies, and raising awareness amongst staff through new joiner induction programmes and regular training. Companies have also supported individuals by providing additional training support and appointing first aiders and fire marshals.

## Supplier Management

In general, portfolio companies can be classified as operating in low-risk supply chains. Where there are risks, these are mitigated by the implementation of policies and procedures, including ethical performance expectations in supplier agreements. Supplier performance is monitored against supplier agreements.

## Community & Charity Support

Portfolio companies have also continued to support local and national charities and community groups, providing invaluable support to vulnerable groups. Staff have supported outreach projects and chosen charities have been aligned with the companies' business purposes.

Evitec launched a Sports for Charity scheme to employees in Nov 2022 for 1 month for Christmas donations split between a mental health charity, Ukraine Radicals and Save the Children. For each hour they undertake sport (outside of work), the business contributed 1 Euro to charity.

## People and Culture Team

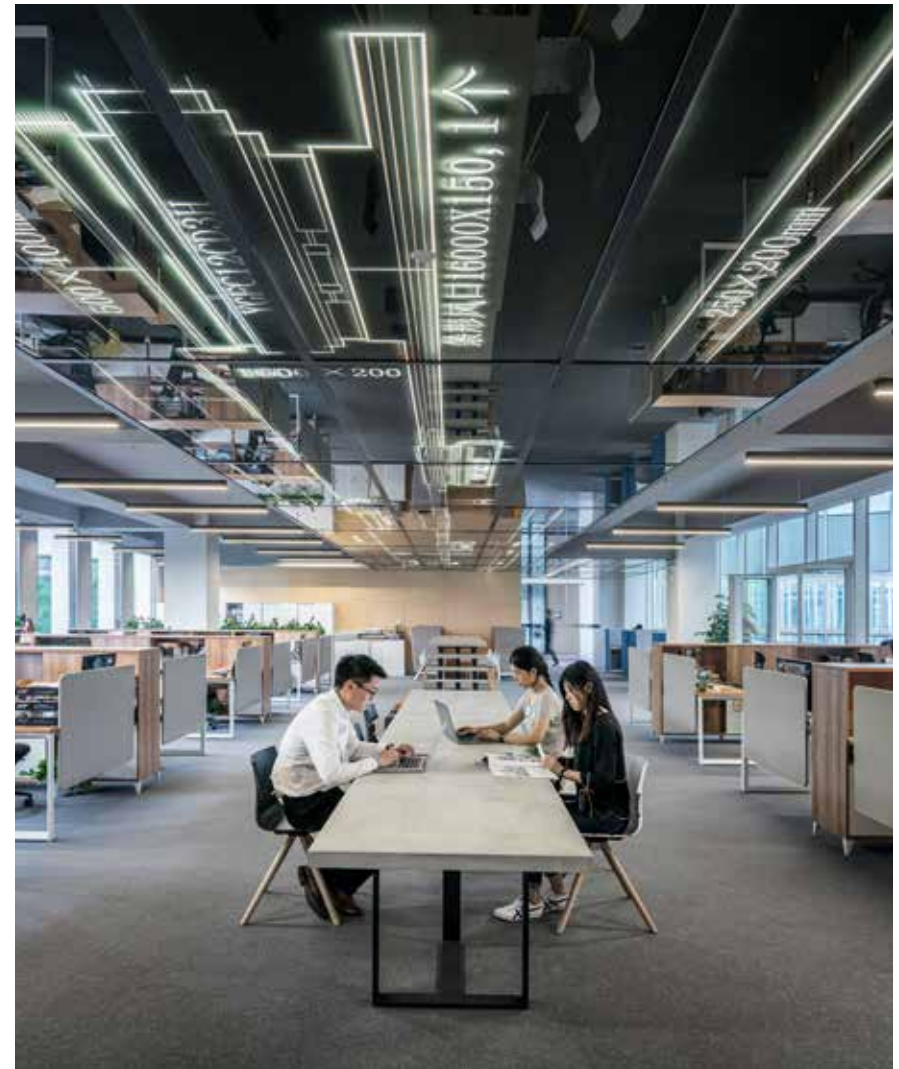
**Asolvi wants to succeed in attracting, hiring and retaining talent with the best fit for Asolvi, their culture and mission.**

A separate team has been created to formalise and implement Asolvi's People and Culture strategy. 2022 initiatives included talent process reviews, employee surveys as well as implementation of a more systematic approach to employee recruitment.

This includes a focus on how job vacancy adverts are written and where and how these are advertised to appeal to a wider pool of candidates. The company has also accessed their employees' network to attract qualified candidates through referrals.

The business now also implements a more systematic onboarding process, completing new joiner surveys to follow up with individuals to help continuously review and adapt the onboarding programme. Exit interviews are now also conducted for every employee leaving the company, with Asolvi collating the reasons for leaving and understanding how these can be addressed.

These measures have helped Asolvi to attract talented candidates into the business and meet the demands of a growing and successful business.



# Healthy Place to Work



## **Boyum IT has become certified as a Healthy Place to Work, achieving the global standard for healthy workplaces whose mission is to make work healthy.**

This involved assessing Boyum IT against four key criteria of workplace health: Purpose, Connection, Mental Resilience, and Physical Health. The certification is given to organisations that match or surpass the relevant global benchmark, and that show a clear commitment to taking actions toward maintaining and improving their workplace health.

Boyum IT is officially the first company to receive the certification in Denmark, Belgium, Hungary, Spain, and Germany; significantly outperforming global benchmark companies in their final health score. Across 7 offices globally, Boyum IT received an 82% health score against the 70% minimum requirement for being certified.

Nadja Boyum, VP of HR at Boyum IT, sees great potential in implementing learnings from the assessment process:

“ Obviously, we're very proud to get the Healthy Place to Work certification, especially because it represents a global result for Boyum IT which is a quite complex organization with +110 employees, offices in 7 countries, plus freelancers in other countries - employing 29 different nationalities. In other words, Boyum IT comprises a very high level of cultural diversity which must be unified under one common company culture to lead the company in the right direction. The certification indicates our strong ability to implement and ensure the adoption of our culture, even in a dispersed organizational environment, and it will help attract and retain talent in the future. That said, we always want to improve, and we want to increasingly take a strategic approach to workplace health to maintain a healthy and sustainable company. The assessment process and the insights obtained from it have provided us some good direction on how to keep our employees happy, satisfied, motivated, and healthy, and we will continue to improve on all areas going forward. ”



# Case Studies: Governance



# Governance

**The growing threat and sophistication of potential cyber security breaches, which can cause significant business disruption, remains a key area of focus for all portfolio companies**

## Cyber Security & Data Protection

An area of continued focus for all companies is the growing threat and sophistication of potential cybersecurity breaches. This can lead to significant business disruption which has required proactive management in creating cyber resilient data and IT infrastructures to prevent, detect, control and recover from cyber threats.

To formalise these activities, portfolio companies are now seeking external verification. This includes certification to the Information Security Standard ISO 27001, the leading international standard focused on information security. Of the 6 companies covered by this report, 2 companies are certified to the ISO 27001 standard and a further 2 are working towards certification. All companies complete annual cyber security audits.



## Anti-Bribery & Corruption

Companies remain diligent in safeguarding against acts of bribery and corruption. This includes updating relevant policies, communicating these to employees and introducing targeted training interventions through the regular roll-out of e-learning modules.

Whistleblowing policies and procedures have also been introduced; either as a standalone policy, or integrated within the ABC policy or employee code of conduct. This outlines how individuals can raise a concern in confidence about either internal or external practices. Over the past 12 months Evitec has introduced a Whistleblowing hotline, accessible to all employees and their families.





# Signatory to United Nations Global Compact

# EVITEC

**Evitec has been successful in becoming a signatory to the United Nations Global Compact (UN GC).**

By becoming a member, Evitec commits to acting responsibly and aligning their business strategies and operation with the UN's Ten Principles on: human rights, labour, environment, and anti-corruption. In addition, the company also has committed to align business activities against the UN's Sustainable Development Goals.



**United Nations  
Global Compact**



An aerial photograph of rolling green hills, likely the Bohol Green Hills in the Philippines. The hills are covered in lush green grass and are illuminated by warm, golden light, creating a dramatic play of light and shadow. A small group of people is visible on a ridge in the lower right, providing a sense of scale to the vast landscape.

# Case Studies:

## Exit - Version 1

# ESG achievements during Volpi's holding period



## Since partnering with Volpi, Version 1 has positioned itself as a leading business in its approach to ESG strategy and management.

Version 1 proactively recognised its responsibility to its employees and the communities in which they live and work - its approach to ESG fosters inclusivity, acknowledges the importance of wellbeing, prioritises learning and demonstrates an understanding of the company's commitment to its wider stakeholders and society.

### ESG Strategy

Version 1 created an ESG strategy that commits to action across seven key pillars; they were devised by the identification of material ESG issues for both Version 1 and its key stakeholders. Each pillar includes clear objectives thus promoting sustainable business activities.

The pillars were first published during Volpi's partnership with Version 1. Together we achieved a number of these KPIs during our tenure, with a number of initiatives still ongoing as a longer-term commitment.

**1. Environmental:** The scope of Version 1's environmental strategy includes a commitment to the reduction of carbon emissions and the impact on other environmental factors e.g. waste and water management, and a responsibility to enable positive behavioural change amongst employees and stakeholders. It sets out ambitions for 2025, with some more ambitious targets stretching beyond this date:

- Maintain Carbon Neutrality ✓
- Achieve Net Zero emissions by 2025 **Ongoing**
- 100% renewable energy across all operations ✓
- 30% reduction on employee travel emissions ✓
- 80% of Version 1's key suppliers have emission reduction strategies in place **Ongoing**
- 50% reduction in employee carbon footprint **Ongoing**

**2. Diversity:** Inclusion and Belonging: Version 1's commitment to inclusion across race, gender, age, religion, identity and experience involves it empowering diverse voices across regions through inclusive practices. Diversity, Inclusion and Belonging ("DIB") is embedded into the core of the organisation and, as such, Version 1 ensures that equal opportunity is present in recruitment practices.

The company stands firmly against discrimination based on gender identity, race, ethnicity, sex, religion, sexual orientation, national origin, disability, pregnancy, or any other protected characteristic.

Commitments in this area include:

- Have each DIBs regional team host two events per year ✓
- Four company-wide DIBs events per year ✓
- All staff to be encouraged to embrace #SWAN initiative in email signatures during induction ✓

**3. Women in Tech:** Version 1 is committed to developing and nurturing a company-wide Women in Tech ("WIT") movement. This fosters an inclusive environment for all through these four commitments:

- 80% of our women to participate in one WIT activity each year ✓
- Empowering our WIT group across the organisation through initiatives and awards ✓
- Increase the number of women across the organisation in line with market insights ✓

### 3. Women in Tech *Continued:*

Since launching the DIB Programme, increasing the number of women working in the business has been a key focus of Version 1. The positive impact of this drive is evident:

- 93% of staff agree that people at Version 1 are treated fairly regardless of their gender, age, race or ethnic origin, sexual orientation or disability
- 88% of Version 1 staff agree with the statement “I am treated as a full member here regardless of my position”
- 67% of senior management promotions were female over the last year
- Over 35% of internal rotations were female in the last 12 months, opening up new opportunities for females across the business
- Version 1’s Shadow Board aimed to be a bridge to inclusivity with 46% of its members being female in 2020

**4. Health & Wellbeing:** The company supports employees throughout their career journey by providing an extensive Health & Wellbeing platform for all employees. This covers these three commitments:

- Maintain Healthy Place to Work and Best Workplace in wellbeing status ✓
- Enhance the company’s wellbeing offering with a focus on supporting employees mental and emotional wellbeing ✓
- Provide employees with the tools and equipment to enhance their Working from Home experience ✓

Version 1’s Wellbeing model is a core tenant of the employee experience, and it is based on the “Strength in Balance” theme. The 5 pillars of the company’s holistic Wellbeing model include Sense of Purpose, Financial Management, Physical Health, Mental Wellbeing and Social Connections. Each segment of the wheel is explained in more detail opposite:



 Sense of Purpose	 Financial Management	 Physical Health	 Mental Wellbeing	 Social Connections
Motivation	Future Planning	Work Environment	Mental Health	Relationships
Self-Awareness	Life Assurance	Exercise	Mindfulness	Manager Support
Goal-Setting	Budgeting	Nutrition	Self-Confidence	Peer Support
Productivity	Savings	Hydration	Growth Mindset	Emotional Intelligence
Core Values	Pension	Sleep	Stress Management & Resilience	

**5. Community First:** Version 1 believes it is important to support community groups through funding, sponsorship and volunteering efforts to ensure the company is making a tangible difference. Community First is an initiative which is led by champions from each of the offices across Version 1, building a Community First network across the company's regions. This commits Version 1 to:

- 25% of employees personally contribute to their Community First initiatives ✓
- 1000 hours of employee volunteering ✓

**6. Social Value:** Version 1 invests in a strong culture of wellness through programs, activities and resources. The three commitments cover:

- An externally monitored programme of improvement for Social Value at Version 1 ✓
- 20 new partnerships launched through Social Value by 2023 **Ongoing**
- 100 hours delivered through customer Social Value by 2023 **Ongoing**

Social Value at Version 1 has been awarded the Social Value Quality Mark Level 1 to recognise the company's achievements in establishing a company culture that drives excellence for its team, customers, and communities.



**7. Education Collaboration:** Version 1 is working to inspire the next generation into IT and promote opportunities that are available in technology. The company will continue to promote professional development opportunities for those who want to start employment, or who are transitioning into a career in tech. Commitments include:

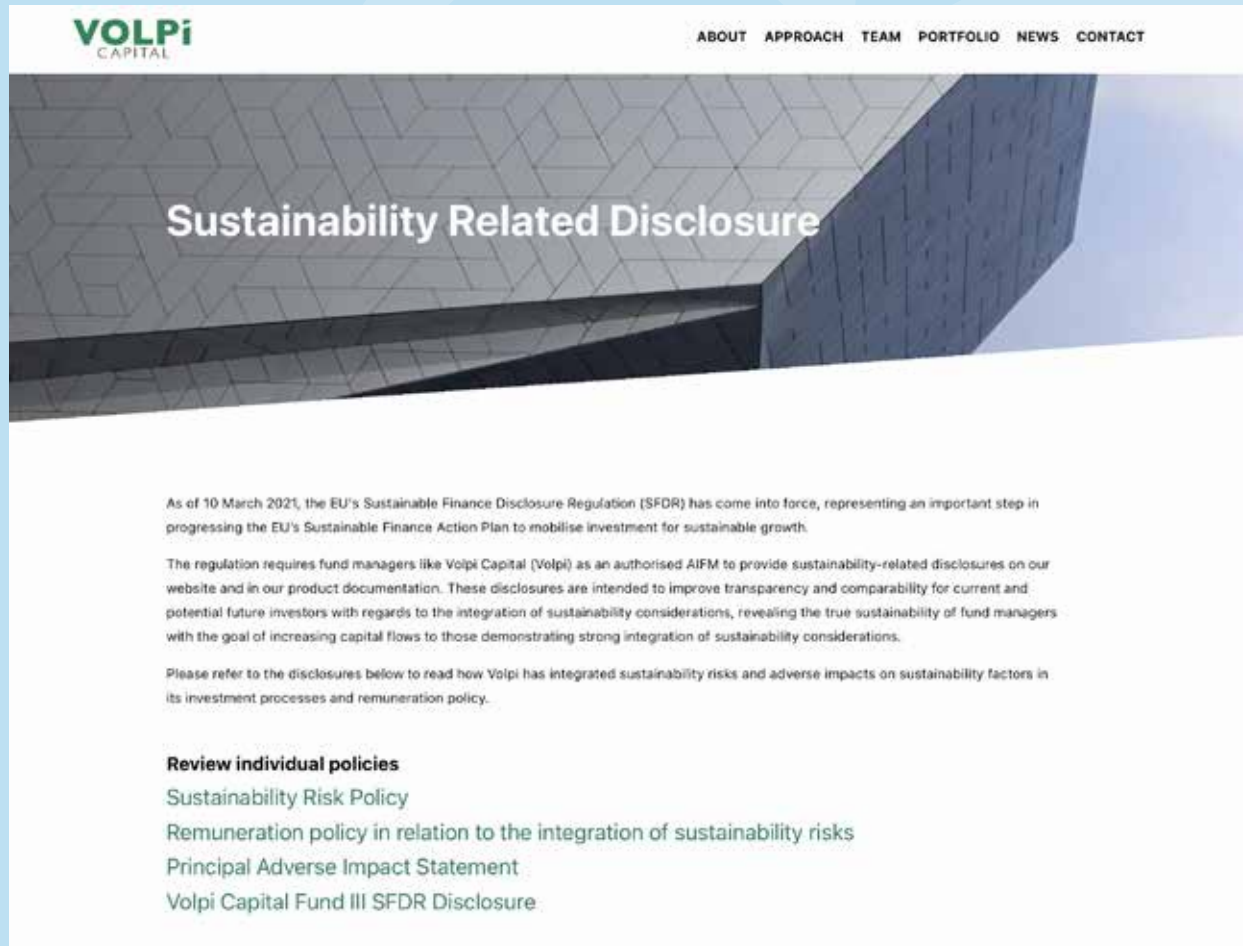
- 5% of staff taken part in an education outreach event by 2023 **Ongoing**
- 60 work experience programmes / placements offered to students by 2023 **Ongoing**
- 1000 students reached from outreach activities by 2023 **Ongoing**
- Engaged and worked with 100 education institutes and organisations by 2023 **Ongoing**

Furthermore, Version 1 offers career talks, CV & employability skill sessions and work experience opportunities.

### 2021 in Numbers

Key Performance Indicators	2021
Number of sessions delivered through Social Value	30
Number of people who took part in our programmes	109
Number of Community Partners	5
Number of Version 1 hours delivered through Social Value	304
Number of new initiatives launched	6
Total grants delivered	£6,500

# Annex



**Fund III has been classified as Article 8 fund under SFDR.**

Please refer to the below website disclosure:  
<https://www.volpicapital.com/uploads/Volpi-Capital-Fund-III-SFDR-Disclosure.pdf>



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