

An aerial photograph of a river with a pebbly bank and autumn foliage. The river is clear and blue, flowing through a forest of trees with yellow and orange leaves. The pebbly bank is light-colored and curves along the river. The background is a dense forest of green and yellow trees.

quantexa

# ESG Responsibility Report

Published December 2022



## Foreword

In recent years, the heightened focus on environment, social, and governance (ESG) initiatives from various stakeholders (including regulators), and the growing understanding of its impact on company performance has made ESG a critical point of focus for business leaders. ESG presents real risks, but it also offers the potential for significant opportunities. That's why, at Quantexa, we integrate ESG analysis into our investment process and recognize that sustainability and ESG risk factors can contribute significantly to the evaluation of risks in global economies, markets, and industries.

Since publishing our first ESG Responsibility Report, the world has been impacted by a global pandemic, climate change, the Russia-Ukraine war, and now, growing global economic volatility. Suffice to say, we are operating in a highly complex and unpredictable world. As a result, we believe that the consideration of ESG factors will be important in optimizing the way we conduct business in the future.

Quantexa is proud of being a responsible, purpose-led business, and despite the complexity and unpredictability of today's economic landscape, we continue to develop our infrastructure, invest in innovation that benefits our customers and society, and work to influence our supply chain to focus on diversity and responsible behavior.

As one of the most significant challenges we face globally, one of Quantexa's core focus areas is carbon reduction. Current trends in global warming are already having a profound impact on the global economy and financial markets. As part of our approach to taking responsibility for the environmental impact, we are managing and monitoring clear objectives set by the leadership team to become a net zero company.

Our target is a one-third reduction in carbon emissions from our operations and supply chain by 2030, and from 2022, we will be investigating ways to offset our own carbon emissions annually. We know that our clients and investors expect no less from us and we will do our utmost to meet all targets.

Our commitment to our people is another key area of focus for us. We understand that for our people to feel truly supported, building strong communities is vital, and we will do our utmost to ensure our employees across all locations are kept safe and healthy, and that work conditions meet their expectations. We are stepping up our efforts in relation to diversity and inclusion – focusing on fairness in pay and opportunity, transparency, and training around issues of gender and ethnicity.

From transparency and culture, to making sure we have a diverse leadership team, we are committed to the highest standards of corporate governance and making sure we apply best practices. We will hold ourselves accountable for all the commitments we have made and will ensure that stakeholder voices continue to be heard at the highest level, and that they influence our approach.

We commit to fostering and maintaining a gold standard of ethical conduct, as this is what drives the innovative culture we have built here at Quantexa.



The world today is complex and unpredictable, but at Quantexa we are committed to having a positive impact on the people we serve and the planet we inhabit.

We are steadfast in achieving the key initiatives we have set out in this report, and together, we commit to maintaining the highest standards of moral and ethical conduct as we work to drive sustainable, long-term value both within the organization, and beyond it.

The culture we have fostered here at Quantexa is something that I am extremely proud of. And it is this, together with a shared vision, that will guide us on the path to reaching our goals.

**Vishal Marria**  
Founder & CEO, Quantexa



# Quantexa is driven by a purpose and vision that is transformational for data & analytics

## OUR PURPOSE

To empower every organization with the right data to make the right decision

## VISION

To bring innovation and confidence in decision making to every industry in the world by driving the switch to contextual data

## VALUES

We put DATA to work

- Determination Get stuff done
- Ambition Drive for better
- Teamwork Share success
- Accountability Do the right thing

## OUR PROMISE

To help customers establish a culture of confident decision-making at strategic, operational, and tactical levels to mitigate risk and seize opportunities on their path to building efficient and resilient organizations

## OUR GOAL

To continue our Decision Intelligence category leadership

### PROVEN OUTCOMES TODAY

70+

Countries our solutions are deployed in

19%

North America revenue contribution

64%

EMEA revenue contribution

17%

APAC revenue contribution



## Quantexa at a Glance

In an uncertain world, decision makers need to trust their data. Without trusted data, they can't make informed decisions. But uncertainty also creates opportunity. In a world full of doubt, the ability to respond to uncertainty gives organizations an edge.

Decisions at strategic, operational, and tactical levels rely on context to create confidence. Context on what the data means. Confidence that your data is meaningful. And the ability to connect that data from siloed and scattered points and turn it into a trusted, reusable resource. AI & ML can't instantly automate all your decisions, but with the right data, in the right context, with the resulting connections, it can make decision making easier, quicker, and more informed.

The world's leading organizations turn to Quantexa to use the speed and accuracy of its Decision Intelligence Platform to establish confidence in their data, reach new levels of organizational efficiency, and build business resiliency. Quantexa allows industry leaders to turn data into a renewable, reusable resource for those responsible for protecting, optimizing and growing organizations — with certainty and clarity.



At Quantexa, we are committed to having a positive impact on the people we serve and the planet we inhabit.

Vishal Marria

Founder & Chief Executive Officer, Quantexa



# Ten Principles of the UN Global Compact

As detailed by the [United Nations Global Compact](#), corporate sustainability starts with values and a principles-based approach to doing business. This means operating in ways that, at a minimum, meet fundamental responsibilities in the areas of human rights, labor, environment, and anti-corruption.

Quantexa will enact the same values and principles wherever we have a presence and know that good practices in one area do not offset harm in another. By incorporating the Ten Principles into our strategies, policies, and procedures and establishing a culture of integrity, we will not only be upholding our basic responsibilities to people and planet, but also setting the stage for long-term success.

## Human Rights



**Principle 1:** Quantexa will support and respect the protection of internationally proclaimed human rights

**Principle 2:** Quantexa will ensure we are not complicit in human rights abuses

## Labour



**Principle 3:** Quantexa will uphold the freedom of association and the effective recognition of the right to collective bargaining

**Principle 4:** Quantexa will support and promote the elimination of all forms of forced and compulsory labor

**Principle 5:** Quantexa will support the effective abolition of child labor

**Principle 6:** Quantexa will support the elimination of discrimination in respect of employment and occupation

## Environment



**Principle 7:** Quantexa will support a precautionary approach to environmental challenges

**Principle 8:** Quantexa will undertake initiatives to promote greater environmental responsibility

**Principle 9:** Quantexa will encourage the development and diffusion of environmentally friendly technologies

## Anti-Corruption



**Principle 10:** Quantexa will work against corruption in all its forms, including extortion and bribery




# Our Commitment to Change

OBJECTIVE	KEY 2021/2022 ACHIEVEMENTS	2022/2023 TARGETS
 <p><b>Reduce Quantexa’s carbon footprint, including increasing our recycling efforts, reducing waste and developing awareness of our green solutions</b></p>	<ul style="list-style-type: none"> <li>• Built more in-depth relationships with the WeWork Sustainability Team across all Quantexa locations</li> <li>• Partnered with Altruistiq to assist in the management of carbon emission data</li> <li>• Empowered our teams to make sustainable decisions both at work and at home</li> <li>• Encouraged employees to use a more sustainable means of transport when commuting to the office</li> <li>• Reduced carbon emissions through individual accountability for emissions from business travel</li> <li>• Encouraged employees who are local to the Quantexa locations to take part and support the various cycle to work schemes</li> </ul>	<ul style="list-style-type: none"> <li>• Partner with Ecologi, a B-Corp certified partner to directly fund climate solutions that will help to reduce or remove emissions by introducing a carbon offset program and work towards becoming a climate positive workforce</li> <li>• Develop the ability to monitor the carbon output generated by all business travel using a dedicated portal</li> <li>• Continue to embed our hybrid working program</li> <li>• Provide and drive further environmental knowledge and positive action through our products and services and, accordingly, conduct our business with the lowest environmental impact</li> <li>• Where possible move to a virtual meeting first environment</li> <li>• Cycle to work scheme</li> </ul>
 <p><b>Create a diverse, equitable, and inclusive work environment where everyone feels welcome, valued, and respected</b></p>	<ul style="list-style-type: none"> <li>• Creation of LGBT+ awareness programs</li> <li>• Focused on positive support around mental health and employee wellbeing</li> <li>• Continual promotion of inclusion, diversity and respect to provide equality of opportunity and reduction of the gender pay gap</li> </ul>	<ul style="list-style-type: none"> <li>• Implement tooling to measure DEI via an anonymized data baseline to pinpoint areas of improvement and focus our priorities</li> <li>• Embed inclusive and equitable processes and practices across the entire talent journey, from attraction through to onboarding, learning, and performance management</li> <li>• Help our managers embed change by setting up inclusive behaviors and everyday routines through behavioral nudges and training</li> <li>• Celebrate a variety of DEI awareness days acknowledging holidays of all cultures</li> <li>• Support employee resource groups, for example, our LGBTQ+ team, to foster a sense of belonging and acceptance</li> <li>• Facilitate ongoing feedback, as well as monthly engagement pulse surveys</li> <li>• Actively educate our employees on diversity and inclusion in the workplace through resources, tools, and trainings</li> </ul>





# Our Commitment to Change

OBJECTIVE	KEY 2021/2022 ACHIEVEMENTS	2022/2023 TARGETS
 <p><b>Positively impact our community, its education and our employees' wellbeing by offering opportunities and support</b></p>	<ul style="list-style-type: none"> <li>• Ensured all Quantexa socials are fully inclusive and communicated</li> <li>• Created a “Give as you Earn Scheme” for all employees</li> <li>• Devised a calendar of external speakers covering a range of topics around D&amp;I</li> <li>• Created a sponsorship program with a number of universities</li> <li>• Implemented the “6 Conversations Framework” for all employees. The objective is to ensure that 121s are less formal, more relaxed, more frequent, and more focused and colleagues are supported to reach their full potential</li> </ul>	<ul style="list-style-type: none"> <li>• Continue regular wellbeing seminars around key focus areas and topics and building out discussion forums for education and understanding</li> <li>• Generate local social value through volunteering and investing in our communities</li> <li>• Creation of apprenticeship and intern schemes</li> <li>• Embedding of the “Employee Value Proposition” targeting different personas in the market to ensure we continue to be inclusive</li> </ul>
 <p><b>Meet the requirements of the Modern Slavery Act (“MSA”), mitigate any associated risks and encourage better behavior within the Quantexa supply chain</b></p>	<ul style="list-style-type: none"> <li>• Maintained a zero-tolerance approach to slavery and forced labour in our business and supply chain</li> <li>• Quantexa encourages open communication, which is in keeping within our code of conduct with integrity serving as a central part of our beliefs</li> <li>• The encouragement of employees to bring any concerns to the attention of their immediate supervisor or manager</li> <li>• Introduction of a clearer and more defined Whistleblowing process managed by a trusted third party</li> </ul>	<ul style="list-style-type: none"> <li>• Mandatory annual ESG training for all employees, highlighting the global problem</li> <li>• Expectation that all our Suppliers meet the minimum standards set out in our internal policies regarding modern slavery and fully comply with all applicable laws and regulations in relevant jurisdictions when conducting business with Quantexa</li> <li>• Enhanced staff training on the topic of modern slavery and human trafficking and how to identify it and where to report it (where applicable based on job role and responsibilities)</li> </ul>
 <p><b>Continue to improve our approach to ESG, including sharing best practices among our clients, partners and peers</b></p>	<ul style="list-style-type: none"> <li>• Publication of our Environmental, Social and Governance Policy</li> <li>• Publication of our Carbon Reduction Plan</li> <li>• Regular reporting to the Board, investors and other relevant stakeholders</li> </ul>	<ul style="list-style-type: none"> <li>• Continue to educate our employees on how to prevent and report human trafficking and modern slavery</li> <li>• Enhancements to the Know-Your-Vendor process to add more assurance</li> <li>• Implement and embed a clearly defined and communicated Whistleblowing process and procedure</li> </ul>



## Being an Environmental Leader

At Quantexa, we operate responsibly every day, with an unrelenting commitment to conducting ourselves according to the highest standards. Quantexa remains committed to improving our communities globally, engaging locally, and building sustainability across all our business operations. In line with the Paris Agreement, we all must keep global warming below 1.5°C (the critical level of heating needed to avoid the worst impacts of the climate crisis). To tackle this, we have developed permanent plans to reduce and offset our emissions to become a more sustainable organization.

In terms of carbon emissions, we keep Quantexa's carbon footprint as low as we can in line with our business growth strategy by using key suppliers that commit to running on renewable energy and avoiding the release of unnecessary emissions.

We recognize the urgent issue of climate change and are committed to our pledge to support the transition to a low-to-zero

carbon economy. We are proud to say that Quantexa is well on its way to becoming carbon neutral working with our key partners and our supply chain.

We continue to make an overwhelmingly positive net impact on the environment. While UK 2020/2021 operations resulted in approximately 1,020 metric tons of Co2 equivalents from both direct and indirect emissions, we have seen an increase to 2,268.88 metric tons of Co2 for 2021/2022 following the easing of Covid-19 restrictions and the return to work.

This increase is due to a number of reasons, including:

- **Increase in headcount of 55% for 2021/2022**
- **Data collection and analysis included all locations for this time period, as opposed to London only**
- **Increased travel due to Covid-19 restrictions being lifted**

	TOTAL (tCO <sub>2</sub> e) FY 2020/2021 (UK Only)	TOTAL (tCO <sub>2</sub> e) FY 2021/2022 (Global)
<b>Scope 1</b>	0 tCO <sub>2</sub> e (Stationary Combustion emissions have moved from Scope 1 to Scope 3, Category 8: Upstream Leased Assets.)	35.0 t CO <sub>2</sub> e
<b>Scope 2</b>	0 tCO <sub>2</sub> e (Stationary Combustion emissions have moved from Scope 2 to Scope 3, Category 8: Upstream Leased Assets.)	3.9 t CO <sub>2</sub> e
<b>Scope 3</b>	1020 t CO <sub>2</sub> e	2229.9 t CO <sub>2</sub> e
<b>Total tonnes of CO<sub>2</sub> (equivalent)</b>	1020 t CO <sub>2</sub> e	2268.8 t CO <sub>2</sub> e
<b>Percentage Change</b>	n/a	190% increase





# Ecologi + quantexa

As a global business, it's important to make the most of the opportunities we have to get together in person, and, as we grow, take responsibility for the impact we have on the planet.

That's why we've partnered with *Ecologi*, an industry-leading B-Corp certified platform for real climate action, to both reduce our carbon footprint and support us in our aim of becoming a climate-positive workforce in the long term.

To get us to this goal, we're committed to putting tangible initiatives in place that will kickstart our climate journey in a meaningful way.

## We are doing this by:

- Offsetting our employees' carbon footprint, which includes anticipated emissions from business travel
- Funding responsible reforestation by planting native and diverse trees to support local communities.

Our vision is to become a climate positive workforce by planting trees across the globe, offsetting more than our carbon footprint, and setting sustainable goals to reduce our business' carbon footprint.





# Promoting and Supporting Diversity, Equity and Inclusion

Human beings are unique and multifaceted by nature, which is why we believe inclusion can only happen when people feel comfortable bringing their authentic selves to work. At Quantexa, we want to exceed the expectation of what is possible when it comes to being responsible for our people. Our mission is to create a truly diverse, equitable, and inclusive environment, where all our colleagues feel that they belong and can achieve their full potential. And we'll continue to put tangible initiatives in place that will allow us to create a workplace culture we can be proud of.

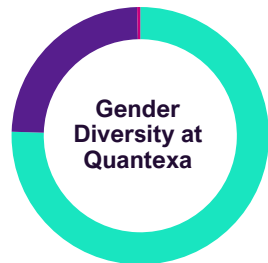
To have the greatest impact across the business, we're committed to assessing all areas of DEI (Diversity, Equity & Inclusion) within our company using evidence-based insights to pinpoint areas of improvement and make better decisions. Our goal is to continue to embed inclusive and equitable processes and practices across the entire talent journey, from attraction through to onboarding, learning, and performance management.

Over the last 12 months, we've intensified our focus on diverse hiring, launched new employee voice platforms and enhanced well-being benefits, and hosted awareness-building events to educate, engage, and celebrate our diverse workforce.

Our recent certification as a Most Loved Workplace® is a testament to our talented employees' teamwork and collaboration efforts, and our ongoing dedication to the employee experience. We celebrate and thank our colleagues for all they do to earn this recognition, and we believe this supports our core belief that you can succeed as a business, be an inclusive workplace, and take care of colleagues all during a period of dramatic change.

## Quantexa Reviews

4.8 ★★★★★



**Nationalities**  
47 nationalities in 11 Countries, 8% on visas



**Employee Engagement Score: 8.2/10**



eNPS:48



We're committed to building an inclusive place to work for all our colleagues. Our culture and values are at the heart of everything we do, and it's important to us that our Quantexans are recognized for their contributions, and are engaged and happy at work.

This sentiment also extends to the way we collaborate with our clients and partners.

**Lorraine Metcalf**  
Chief People Officer, Quantexa





## QUANTEXA.COM

Regulatory notices and disclaimers No representation or warranty, express or implied, is given as to the accuracy or completeness of the information or opinion contained herein on the part of Quantexa or any of its directors, officers, partners, members, agents or advisers or any other person and no responsibility or liability is accepted by any of them for any such information or opinions.

This report and any materials distributed in connection with this report are not directed to, or intended for distribution to or use by, any person or entity that is a citizen or resident or located in any locality, state, country or other jurisdiction where such distribution, publication, availability or use would be contrary to law or regulation or which would require any registration or licensing within such jurisdiction. The distribution of this report in certain jurisdictions may be restricted by law and persons into whose possession this report comes should inform themselves about and observe any such restrictions. Except where otherwise indicated herein, the information provided herein is based on matters as they exist as of the date of preparation and not as of any future date and will not be updated or otherwise revised to reflect information that subsequently becomes available, or circumstances existing or changes occurring after the date hereof. Quantexa does not undertake to provide the recipient with access to any additional information or to correct any inaccuracies therein which may become apparent. Any questions regarding this report should be directed to Quantexa Limited at 10 York Road, London, SE1 7ND, UK.

The information in this report is accurate as of the date of December 2022.