

oneAdvanced

Societal Report 2024

Driving ESG change to Better Society





Our societal report for 2024

This report presents how we at OneAdvanced consider our ESG strategy an integral part of our mission to power the world of work.

Standing for Environmental, Social and Governance, ESG is a framework to assess the societal impact we have as a business on the world around us, and the importance of promoting responsible and sustainable practice.



Environmental

Our impact on the environment in terms of pollution, waste and resource usage. This can be significantly impacted by responsible waste management, energy usage and resource management.



Social

Practices that impact our employees and the communities around us. This includes commitments to Diversity, Equity and Inclusion, charity work, community engagement and investment.



Governance

Our responsible business practices, including regulatory compliance. This includes data protection, cybersecurity, risk management, and responsible management of our supply chain.



The role of ESG at OneAdvanced

As a large business providing technology to a wide range of organisations across the UK and beyond, we have a significant impact on the world around us. **The way we work is responsible and sustainable**, and we support our customers to do the same.

As a business of over 2,000 people around the world, we impact over 40 million people in the UK alone through our customers' use of our software, **making a real difference to peoples lives every day through our work**. We rely on strong and responsible practices to ensure that the impact we have is a positive one. We ensure that we support our own people to succeed, and we foster meaningful connections further into the wider community.

Since 2018, we have reduced our operating tCO2e by

41%



Compliance comes first because we know it is the best way to ensure that our work is trusted, safe and responsible. We are committed to making responsibility a part of everything we do, **protecting our people, customers, suppliers and planet** wherever possible.

We are acutely aware of our opportunity and responsibility to make a positive difference through our work – and we are not prepared to pass it up. With these principles in mind, we make an ethos of responsibility a core part of the work we do every day.

Useful resources:

What does ESG mean for UK businesses?



What is ESG and why is it important?



Providing opportunity: Education in UK prisons



What is ESG: Explaining ESG for modern businesses



The three pillars of ESG: Building a sustainable business model





Executive summary



We have reduced our operating carbon footprint (Scope 1 and 2 tCO₂e) by **41%** since 2018 against our pledge to halve by 2030.



Our customers' material issues align with our own, and we are committed to helping them achieve their ESG goals through our technology solutions.



Our focus on DEI revealed a **0.33%** median paygap in favour of women, with a mean gender pay gap near parity at **0.12%**.



We have strengthened our governance framework, prioritising risk management, compliance, and data security to ensure long-term growth and sustainability.



We support various charitable initiatives, including The King's Trust, which has helped young people develop their skills, confidence, and employability.



We have signed up to the EU AI Pact, reinforcing our commitment to the responsible and ethical development and deployment of artificial intelligence.



We have maintained our
SafeContractor accreditation



ISO 9001:2015

We have remained
ISO 9001 compliant



We have upheld our
WAG2 accessibility accreditation



Letter from our CEO, Simon Walsh



At OneAdvanced, our customers are at the heart of everything we do. Across industries, professionals rely on our technology to perform critical tasks, depending upon our solutions for their success. I'm honoured to lead our company, whose people are dedicated to powering the world of our customers work.

Our mission is to deliver innovative, dependable solutions that enable our customers to thrive, whilst supporting them in serving their communities in meaningful and sustainable ways. To achieve this, we are committed to operating responsibly, with a strong focus on sustainability and good governance in everything we do.

This commitment is embodied in our "Bettering Society" ethos. It drives us to invest in responsible practices, support our communities, and build a future that is both stronger and more sustainable. At OneAdvanced, we're leveraging our engineering in technology, to enable success for our customers, our communities, and our business alike.

I'm proud of the progress we've made as a team and the positive impact we're creating with our customers. We remain committed to continue this journey—fostering sustainable growth, delivering innovative solutions, and strengthening the communities we serve. Together, we're shaping a brighter future.

Simon Walsh,
CEO, OneAdvanced



Summary by Chief Marketing & ESG Officer, Sally Scott



As OneAdvanced's Chief Marketing & ESG Officer, I am proud to present our 2024 Societal Report, highlighting progress in driving ESG change and creating a better society. This report showcases our commitment to embedding Environmental, Social, and Governance principles into our business operations and technology solutions.

We have made significant strides in reducing our carbon footprint, with a 41% reduction in operational emissions (Scope 1 and 2) since 2018, and have made progress in promoting diversity, equity, and inclusion, with a 0.33% median pay gap in favour of women.

Our commitment to ESG is not just about reducing our own impact, but also about helping our customers achieve their ESG goals through our solutions by mapping each of our products against the material ESG issues they impact, tracking our roadmap effort to ensure we have a clear line of sight to how we help our customers achieve their sustainability goals. This will be a real focus area for us over the coming year.

Again this year we have supported various charitable initiatives, including The King's Trust, which has helped young people develop their skills, confidence, and employability. We are proud of the progress we have made, but we know that there is still more work to be done. That's why we are committed to continuing to prioritise community engagement and social responsibility, building on our existing partnerships and initiatives.

At OneAdvanced, we believe that our business has a responsibility to make a positive impact on society. Our 2024 Societal Report demonstrates our progress towards this vision, and we look forward to continuing to make a positive impact in the years to come. We are committed to driving ESG change and creating a fairer, more inclusive society through our technology and people. Our "Bettering Society" ethos is not just a slogan - it's a way of doing business, and we are proud to be leading the way.



Our investors

We have the support of our investors who equally believe in the value of responsible and sustainable business practices



"Vista believes that the transformative power of technology is the key to an even better future — a smarter economy, diverse and inclusive communities, and a broader path to prosperity. As responsible stewards of capital, we recognise that maximising value requires careful management of material business risks and opportunities. For this reason, and consistent with our fiduciary and legal obligations, we integrate strategic Environmental, Social, Governance (ESG) initiatives into our firm's operations and investments."



"BC Partners has long believed in the value of integrating ESG considerations in our investment strategies, having been one of the first private equity signatories to the UN's Principles of Responsible Investment. We believe that our expertise in sustainability makes us more able to serve our limited partners diverse interests, maximise returns, and build better businesses."





Bettering society

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Building a long-term sustainable strategy

In our 2023 Societal Report, we outlined the foundation of our societal strategy through a materiality assessment and the strategic prioritisation of those materials issues identified by our stakeholders: our people, customers, suppliers, and industry experts. This marked the beginning of our approach to Bettering Society by creating a long-term societal strategy.

This year, we are proud to have made significant progress, aligning the material issues to four pillars. Each with a dedicated workstream focused on longer term ambition and workplans to deliver upon: **Better for our Planet, Better for our People, Better Technology and Better Business.**

Transparency in the way we report is guided through our alignment to global reporting standards: TCFD, United Nations SDGs, and our Climate Pledge.

Together with a governance approach to underpin the execution of the commitments we make we have created a robust framework to deliver our societal strategy.





Alignment to global reporting standards

To ensure transparency, accountability, and consistency, our societal strategy has matured and now aligns with three globally recognised standards:

United Nations Sustainable Development Goals (SDGs)

We align to six critical SDGs:

- **Reduced Inequalities (primary focus)**
- **Good Health and Wellbeing**
- **Quality Education**
- **Gender Equality**
- **Decent Work and Economic Growth**
- **Climate Action**

These goals not only address global challenges but also align with our social responsibilities and purpose.

Task Force on Climate-Related Financial Disclosures (TCFD)

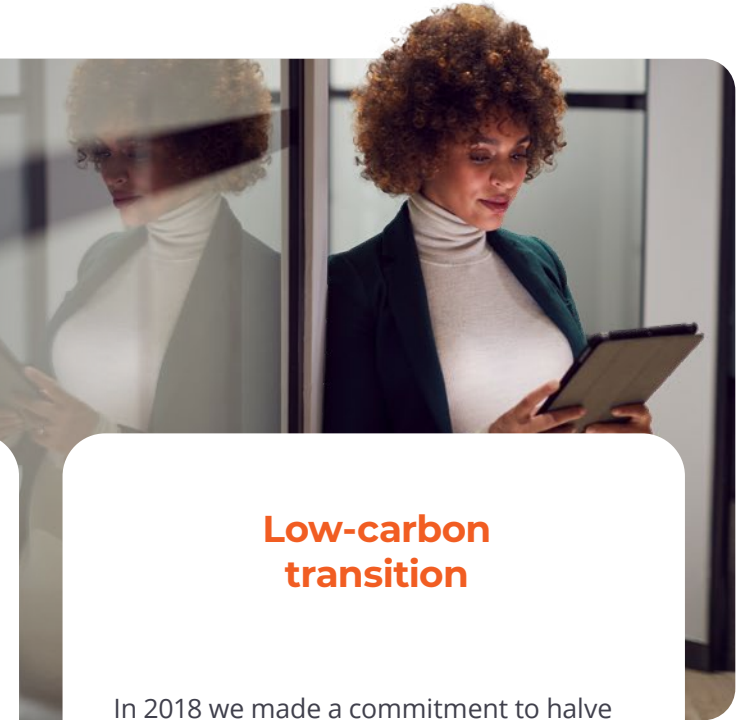
A framework to guide on the effective disclosure of climate-related risks and opportunities through our existing reporting frameworks. The guidance focuses on Governance, Strategy, Risk Management and Metrics & Targets enabling transparent reporting across our business operations and long-term financial planning.

Low-carbon transition

In 2018 we made a commitment to halve our operating carbon emissions (Scope 1 and 2) by 2030 and to create a plan for Net Zero by 2050.

This commitment is aligned with the Paris Agreement.

In 2018 we measured our Scope 1 and 2 emissions to create our baseline starting position. Increasing rigour around our Scope 3 emissions reporting will require us to re-baseline in line with our commitment.





Our societal strategy framework

Our purpose is to create a fairer, more inclusive society through technology and people, underpinned by our mission to power the world of work with impactful software solutions.

Four strategic pillars:



Better for the Planet

Reducing our environmental impact through carbon reduction, waste management, and resource conservation.



Better for our People

Breaking down barriers to career opportunities and creating pathways for meaningful, inclusive growth.



Better Technology

Leveraging innovative, sustainable technologies to create positive social and environmental outcomes for customers and communities.



Better Business

Embedding ethical practices and compliance measures to ensure sustainable business operations and transparent governance.



2030 ambitions



Better for the planet

Ambition: Halve our carbon emissions by 2030 and create a Net Zero pathway for 2050.

Philosophy: Driving societal progress by reducing inequalities and facilitating climate-friendly behaviours.

Key Goals: Carbon emission reductions, zero waste to landfill, Net Zero pathway by 2050.

Better for our people

Philosophy: Building inclusivity and reducing barriers to career progression.

Key Goals: Advance diversity, employee well-being, and pathways for underrepresented groups.





Better technology

Ambition: 100% of our in-market products conform to Responsible AI Standards (NIST) and WCAG 2.2 Accessibility Guidelines.

Philosophy: Creating ripple effects of positive change through innovative technology solutions for customers and their communities.

Key Goals: Sustainable product development, responsible AI, and data security.

Better business

Ambition: Achieve and maintain a Risk Maturity rating of 'Optimised'.

Philosophy: Upholding ethical business practices to foster societal equity and sustainable operations.

Key Goals: Transparent reporting, regulatory compliance, and responsible governance

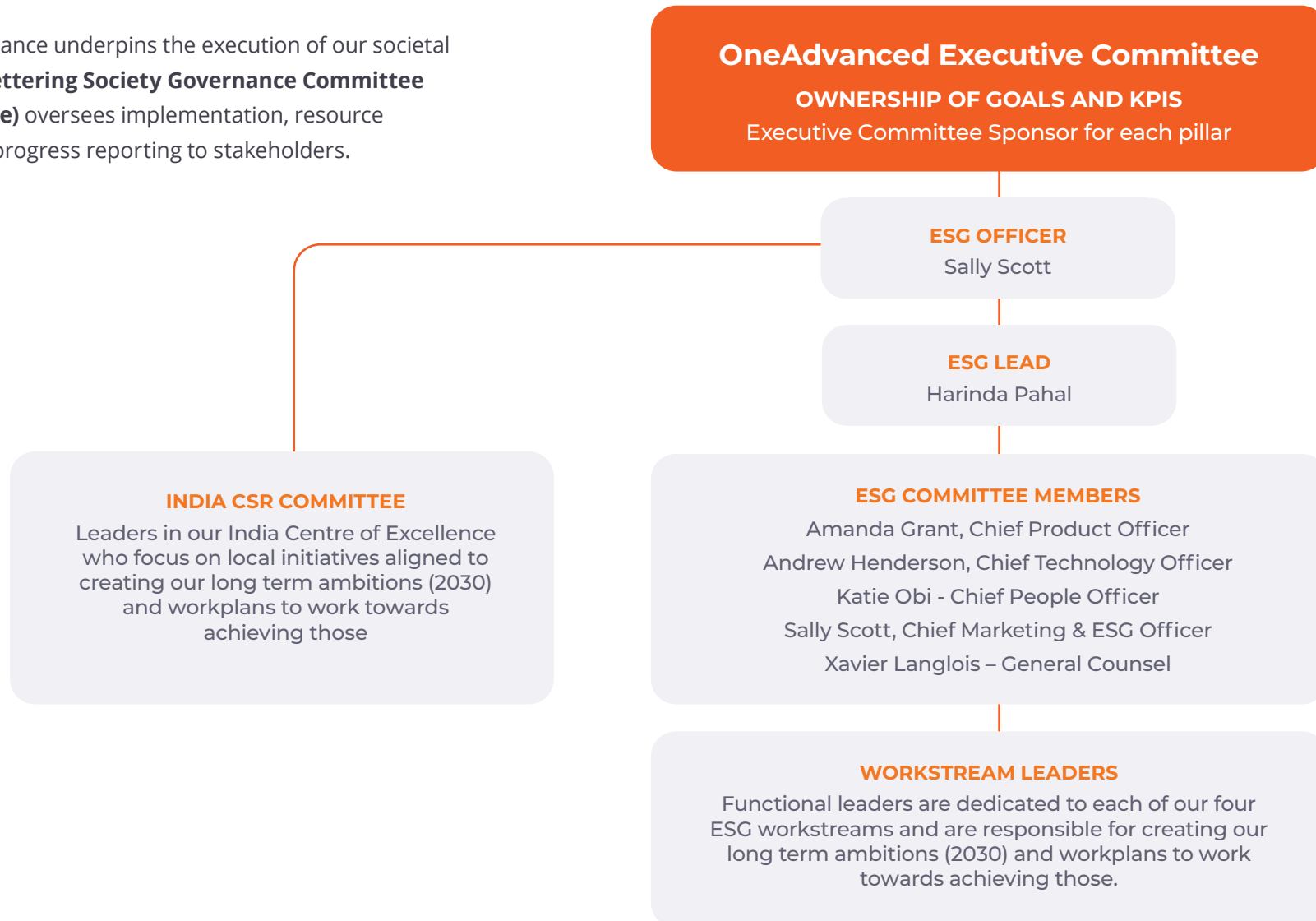




Societal strategy governance

Effective governance underpins the execution of our societal strategy. The **Bettering Society Governance Committee (ESG Committee)** oversees implementation, resource allocation, and progress reporting to stakeholders.

Governance structure and key roles





The multiplier effect: amplifying ESG impact through our technology

At OneAdvanced, we aim to create scalable societal impact through our technology. Our solutions enable our customers to power their world of work, enhancing their operational capability whilst contributing to their ESG goals and ambitions for their people, customers and communities.

Multiplying the impact for our customers:

We help customers achieve the following objectives through our technology:

- Monitor and reduce carbon footprints.
- Enhance diversity, inclusion, and workplace culture.
- Ensure regulatory compliance through robust governance.
- Supporting sustainable, efficient operations that positively impact end users such as patients, learners, and tenants.

Direct impact to our communities:

The societal benefits of our strategy extend beyond customers to:

- **Employees and Communities:** Enhancing workplace satisfaction and contributing to social initiatives like the King's Trust and the Cherie Blair Foundation.
- **Suppliers:** Ensuring we have a responsible approach to the suppliers we choose to work with, using local suppliers in our community where possible.





The multiplier effect: our customers material issues are aligned to ours

Our latest materiality assessment carried out in 2023 demonstrates that our stakeholders priorities are aligned to our own.





The multiplier effect: product innovation for impact

Where we place our engineering resources reflects the material issues we share with our customers ultimately, ensuring every pound of investment supports our customers ESG goals.

Environmental

Societal

Governance

Carbon and Energy (tracking and reduction)	Diversity, equity and inclusion	Economic Impact (to community/ socially)	Employee attracting, retention and engagement	Employee Health, Safety and Wellbeing	Human rights and sustainable procurement	Risk Management	Transparency and Reporting	Business Ethics & Compliance	Cybersecurity, data, and digital privacy
G&R	Source to Contract	Purchasing	Time & Attendance	Governance & Risk	Source to Contract	Source to Contract	Source to Contract	Source to Contract	Governance & Risk
Care Business Management	Financials	Care Business Management	Time Capture	Time & Attendance	Purchasing	Governance & Risk	Time Capture	Time & Attendance	Payroll
Dynamic Resource Scheduler	Time & Attendance	Learner & Apprentice Management	Performance & Talent	Payroll	Time & Attendance	OneAdvanced Legal	OneAdvanced Platform	Patient Management	Patient Management
OneAdvanced Platform	HR	Foundation GCSE Skills - Virtual Learning	HR	Performance & Talent	Time Capture	National Will Register	Financials	Governance & Risk	OneAdvanced Platform
Time & Attendance	Payroll	Achievement & Performance Analysis		Field Service Management	Governance & Risk	Practice & Case Management	Payroll	Practice & Case Management	
	Performance & Talent	Learner Tracking & Monitoring		Care Business Management		Clinical Decision Making	Governance & Risk	Legal Forms	
		National Will Register				Clinical Document Management	Clinical Document Management	Care Business Management	
		Patient Management							



The multiplier effect: our key sectors in focus



Education, Government & Housing: improving learner experiences, getting families into homes faster and delivering citizen-first services

In the Education, Government and Social Housing sectors our software helps customers enhance sustainability, governance, and social responsibility.

- Streamlining financial management with real-time reporting, reducing paper use and boosting accountability.
- Enforcing purchasing and contracting transparency and compliance with supplier codes of conduct and ethical sourcing.
- Governing oversight and tracking of risks and risk mitigation.
- Supporting corporate governance through meetings and board management fostering informed ESG-focussed decisions.
- Enabling digital education and collaborative learning and assessment to improve outcomes.
- Promoting resource efficiency through route optimisation for maintenance and engineering teams.



Health & Care: supporting front-line patient services, spending more time caring

In the Health & Social Care sectors our software streamlines operations, reduces environmental impact, and improves governance for customers improving patient care and social equity.

- Paperless financial management with automated processes.
- Prioritising person-centred care with improved service user experience and wellbeing.
- Supporting regulatory compliance and complex CQC reporting, reviews and inspections.
- Effective resourcing to minimise travel emissions and promote work-life balance with Payroll ensuring fair pay practices.
- Greater transparency of risk management, mitigating operational risk and safeguarding staff and service users.
- Fostering sustainable supply chain practices.



Wholesale & Logistics: ensuring supply chain excellence

In the Wholesale and Logistics sector our software helps customers promote employee well-being and run environmentally efficient operations.

- Supporting desk-free workers through intuitive access to the tools they need to operate.
- Provision of financial support and early pay access through flexible payroll ensuring people have access to their hard earned monies when they need them most.
- Fostering inclusion with AI and voice notes embedded to enable easy feedback and performance tracking overcoming learning and language barriers.
- Enabling a safer working environment through enhanced biometric tracking and fair rostering, reducing bias and ensuring compliance.
- Environmental impact reduced through dynamically allocating resources to minimise travel time and optimise resource use.



Legal: supporting clients with the big moments in life that matter

In the Legal sector our software helps customers enhance sustainability, governance and social responsibility.

- Supporting collaboration and remote working reducing business and commuting emissions.
- Digitising client to court processes with paperless document collaboration.
- Integrated legal accounts and compliance tooling supports compliance with GDPR and SRA regulations whilst ensuring transparency and accountability.
- Critical data management and automated workflows streamline operations, improving efficiency and reducing resource consumption.
- Legal forms and will registration digitised to reduce environmental impact.
- Supporting access to the legal system for those in need through legal aid.
- Fosters a secure, efficient and compliant digital environment enabling firms to align operational practices with ESG objective



Looking ahead

Our commitment to Bettering Society focuses on driving meaningful change for our stakeholders and their wider communities.

Through innovation, collaboration, and the careful integration of ESG principles, we will continue empowering organisations to foster sustainable and ethical practices.

By doing so, we live our dual mission to power the world of work and create a fairer, more inclusive society.

Our focus in 2025

- Social Value Return on Investment – understanding where we can move the dial.
- Social Value Quality Mark Accreditation – holding ourselves accountable to the role we play in society.
- Encouraging our people to volunteer and give back.
- Focus our engineering roadmap to the things that really matter to our customers, their people, customers and communities.
- Powering the world of work in a responsible, transparent and ethical way.





Environmental

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Environmental review

Our impact on the environment, in terms of pollution, waste and resource usage is particularly impacted by our waste management, energy usage and the way we manage our offices.

Since 2018 we have reduced our operating carbon emissions (Scope 1 and 2) by 42% against our target to halve them by 2030. As we continue to focus on reducing our total emissions we are expanding our reporting to include Scope 3 emissions which will require us to tackle new challenges and opportunities improvement.

I am confident that our progress to date has laid a strong foundation for success in the future.



Sally Scott,
Chief Marketing
& ESG Officer

To what extent have we met our emissions targets?

Our climate pledge is clear. We are committed to halving our emissions by 2030 and creating a plan for Net Zero for 2050. In 2024 our total emissions were 6,763.3 tCO₂e.

Scope 1 and 2 Operating Emissions (2024 – 717 tCO₂e)

Since setting our baseline in 2018 we have reduced our operating emissions by 40.2% (2018 – 1,200 tCO₂e, 2024 – 717 tCO₂e) against our target to half our operating emissions by 2030. 2024 saw a 20% increase compared to previous years driven by an increase in face-to-face time with customers.

Scope 3 Emissions (2024 – 6,046 tCO₂e)

We increased our Scope 3 reporting to include:

- Business Travel
- Employee Commuting
- Employee Home Working
- Co-located Data Centres
- Cloud Data Centres emissions,
- Additional fuel and energy related activities
- Supplied goods and services



Detailed analysis

Scope 1 and 2 Operating Emissions

Since 2018 we have seen Scope 1 emissions increase as post-COVID we have returned to more business as usual in person meetings with customers. Our Scope 2 electricity usage over that period has reduced by 34% as we have moved to renewable energy sources in the UK. Our focus looking forward will be to introduce renewable energy sources in all overseas sites.

In 2024 we saw a 20.1% increase in our Scope 1 and 2 emissions compared to 2023 (2023 – 596.9 tCO₂e, 2024 – 717 tCO₂e). This was largely driven by an increase in Scope 1 emissions relating to fuel as a result of data quality reporting improvements and an increase in face to face activity and travel to customer sites (2023 – 80.9 tCO₂e, 2024 193 tCO₂e). Our Scope 2 emissions remained flat (2023 – 516 tCO₂e, 2024 – 524 tCO₂e).

Scope 3 Emissions

2024 saw us increase our Scope 3 emissions measurement. Prior to 2024 our primary

Scope 3 measurement was around Travel & Transport. We expanded this in the reporting period to include Home Office emissions, Energy (Data Centres) and Purchased Goods and Services. This led to an increase in reported Scope 3 emissions of 1,398% (2023 – 403.5 tCO₂e, 2024 – 6,046 tCO₂e).

Within our Scope 3 emissions saw increases in Air Travel and Hotels driven by our culture of building community and collaboration across our teams both within the UK as well as with colleagues from our Centre of Excellence in India and Australia.

Across all scopes full data for our business in Australia was included where prior only partial data was available for reporting.

Looking forwards

A fuller view of our emissions across Scopes 1, 2 and 3 was achieved in 2024. Our focus in 2025 will be on reviewing our goal to halve our emissions by 2030 creating a plan to identify opportunities to proactively drive reductions.

Scope Breakdown

Scope	Emissions (tCO ₂ e)
Scope 1	193
Scope 2	524
Scope 3	6,046
Scope 3 by GHG Category	
GHG category	Emissions: market-based (tCO ₂ e)
employee commuting and home offices	1,433.9
Purchased goods and services (cloud and co-location data centres)	2,694.3
Business travel	1,491.2
Fuel and energy related activities	384.3
Upstream leased assets	42.4



Emission scopes

Your emissions are sorted into categories called “scopes.” Scopes are set by the Greenhouse Gas Protocol, the international body that defines carbon accounting standards. Companies making major public disclosures will include scope breakdowns.

Scope 1

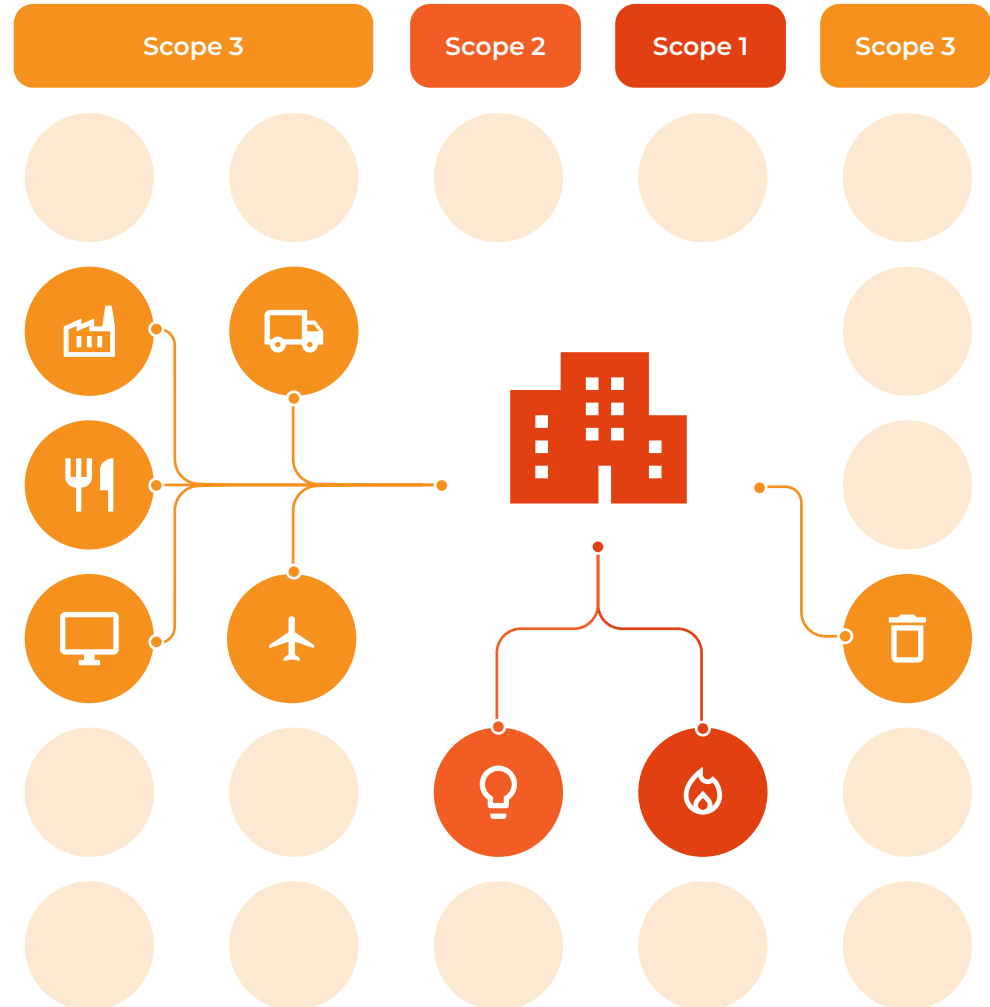
Direct release of greenhouse gases from sources we own or control, like company-owned vehicles.

Scope 2

Emissions from the generation of electricity, steam, heat, or cooling that we purchase from companies.

Scope 3

Upstream emissions of products and services we purchase.





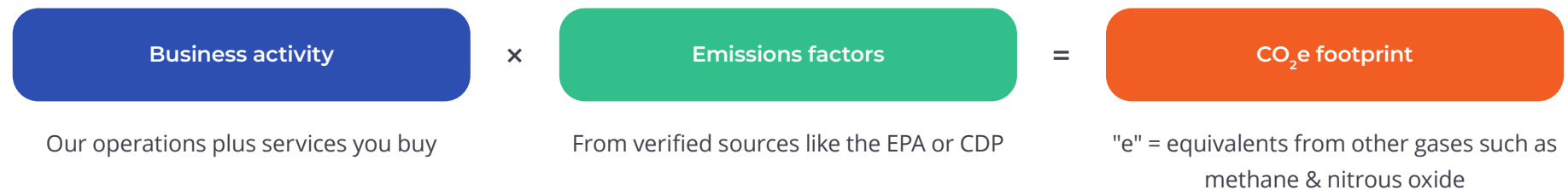
Emission methodology

Watershed implementation

For our 2024 emissions data collection we implemented Watershed replacing our previous emissions collection tool Cority. Watershed allows us to track and analyse our environmental data with greater accuracy and effectiveness. As a result, the data quality and granularity of analysis we can do have improved meaning we have been able to build our most accurate view of our environmental footprint to date.

Calculating emissions

We use the Watershed methodology to calculate our emissions. Watershed uses emissions factors (EFs) to turn business data into a carbon footprint. Our carbon footprint will evolve over time as climate science improves, as the world changes, and as data collection processes improve.



Examples





Social

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Progress made in 2024

Katie Obi ,
Chief People Officer



At the heart of our mission is a commitment to fostering an environment where everyone feels a genuine sense of belonging. We believe diversity in all its forms fuels innovation, enabling us to tackle challenges and develop impactful technology that benefits not only our customers but society at large.

Our dedication to equality, inclusion, and belonging is not just a directive - it's a core value. We are determined to go beyond surface-level efforts and focus on creating meaningful, lasting change. By embedding equity and inclusion into every aspect of our culture, we aim to build an environment where everyone can thrive, no matter their background.

This commitment extends beyond our organisation. By leveraging our time, skills, and resources, we strive to create a broader impact, supporting causes that reduce inequalities and strengthen inclusive communities.

As detailed in this report, we've made significant strides in evolving the foundational elements of our culture, systems, and practices. Our focus is on creating the conditions for equity, inclusion, and societal impact to flourish—both within our organisation and in the communities we serve. These efforts are grounded in real progress, ensuring they are effective, sustainable, and truly meaningful.



Creating an environment where our people thrive

In alignment with our 2023 company values, we've collaboratively developed an **Employee Value Proposition (EVP)** designed to empower our team and reinforce the shared promise that drives us forward. Our Employee Value Proposition outlines our commitment to building an environment with resources that empower you to thrive. It's our promise to each other. It's what's unique about the culture we're building.



Create technology
that drives positive
impact



We strive to
unlock your full
potential



Engineer for
innovation, delivering
solutions inspired by
our customers and
valued by society



Belong
authentically
and inclusively



Key initiatives and achievements

Our pledge

Together, we are building a workplace where growth, innovation, and belonging are at the heart of everything we do.



Implemented a **new employee listening approach** with quarterly engagement surveys to better understand and address employee needs.



Prioritised mental health by training and empowering **mental health first aiders** across the organisation.



Revamped onboarding to deliver a seamless, globally inclusive experience for new team members.



Recognised on **LinkedIn's Top Companies 2024** list as a leading employer.



Achieved **gender pay parity**, reinforcing our commitment to equity and fairness.

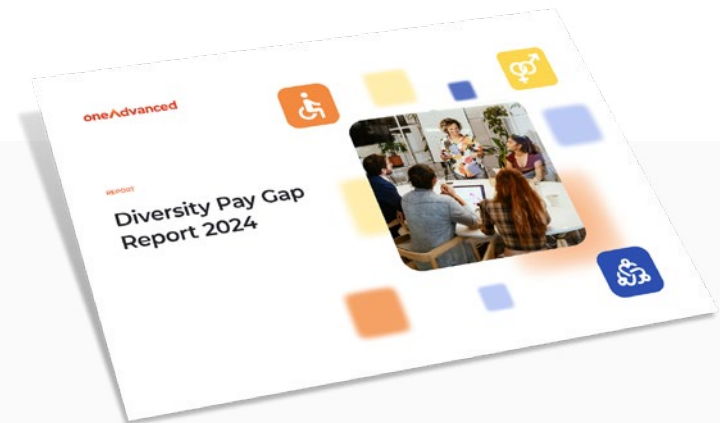


Pay gap

OneAdvanced has made significant progress in reducing gender pay disparities, with the median pay gap now at 0.33% in favour of women and the mean gender pay gap near parity at 0.12%. Over the last seven years, we have successfully reduced the mean pay gap from 22.8% and the median from 19.8%, reflecting our sustained commitment to pay equity.

Looking ahead to 2025, we are adopting a proactive, data-led approach to further drive progress in pay equity across a wider set of diversity characteristics. We plan to implement a company-wide data collection process to capture a broader dataset and intersectionality.

Additionally, we are introducing dashboards to track and report pay gaps quarterly across all demographic dimensions, ensuring transparency and accountability in our efforts toward workplace equity. This report marks our 5th Diversity Pay Gap report demonstrating the transparency of our commitment to continually improve pay parity for all groups.

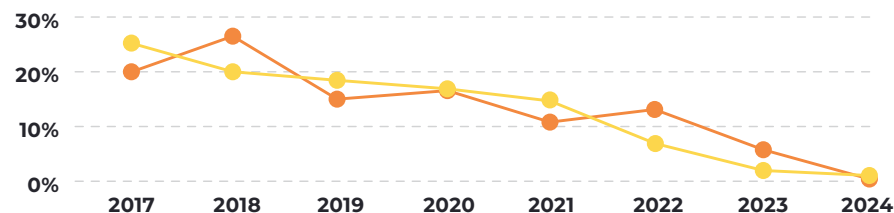


Diversity Pay Gap Report 2024

Since 2020, we have gone beyond our legal requirement to report on gender pay gaps, recognising the impact the practice can have. We report on a range of diversity characteristics to assess and tackle pay gaps.

Gender pay gap between 2017 and 2024:

Mean: ● Median: ●





Community engagement

The King's Trust: Supporting Young Futures

Since becoming a patron of The King's Trust (formerly The Prince's Trust) in 2017, we've proudly supported their mission to provide opportunities for disadvantaged young people across the UK. Through financial contributions and active participation, our partnership helps unlock opportunities by providing access to education, skills training, and confidence-building initiatives.

- Donated monies and fundraised since 2023 through initiatives like the Palace to Palace walk and cycle.
- Encouraged team involvement in charity events and hands-on volunteering, showcasing our shared commitment to community impact.
- Supported young people in developing their skills, confidence, and employability to create brighter futures.
- We believe in empowering young people and are proud to continue our role in driving this positive change with The King's Trust. Together, we are making a difference.



In 2024, our donations and fundraising funded:

12 young people through The Trust's Enterprise

Programme: a programme designed to support **young people aged 18-30** in starting their own business or developing their entrepreneurial skills. This programme offers **training, mentorship, and resources** to help young people turn their business ideas into reality.

11 young people through one of The Trust's Education

Programmes: Mosaic: a mentoring initiative aimed at **young people aged 11-30** from underrepresented and disadvantaged backgrounds. This programme connects them with **positive role models** and mentors who guide and support them in their personal development, helping them to build the confidence and skills needed to achieve their full potential.



Giving back in the UK

Our colleagues in the UK have been busy making a positive impact in their communities. During Birmingham Tech Week, we celebrated the success of our hackathon with students, which helped to promote job creation and career development. We also gave back to our local community by teaming up with a local foodbank, demonstrating our commitment to supporting those in need. And, in a spirit of adventure, some of our colleagues even took on new challenges, such as climbing mountains and participating in triathlons. Additionally, WYK Digital has been supporting young marketers to better understand careers in digital marketing, helping to inspire the next generation of industry professionals.

Recognised for exceptional contributions to further education and curriculum development

Award: BMet Fellowship Award presented at the Higher Education Awards Ceremony, Royal Birmingham Conservatoire.

Key Contributions:

- Advancing T Level delivery and industry placements.
- Supporting curriculum development tailored to employer needs.
- Facilitating student opportunities through hackathons and training programmes.

Ann Ramsay awarded Bmet Fellowship

“It’s been a privilege to work with BMet and its students. I’m proud of what we’ve achieved and remain committed to shaping the future of these exceptional young people.”

Ann Ramsay

“Ann has made an exceptional difference to the lives of our students, offering experiences that prepare them for future careers.”

Pat Carvalho

BMet Principal





Giving Back in India

A Commitment to Social Responsibility

At OneAdvanced, we're proud to have colleagues in India who are dedicated to making a positive impact in their communities. Through various social value projects, they've demonstrated a strong commitment to giving back and creating a lasting difference.

Community Development Initiatives

Our colleagues in India have been involved in initiatives that have improved the lives of those around them. For instance, they've worked on building modern sanitation facilities in Bengaluru, providing a vital service that has enhanced the health and well-being of the local community. They've also provided study materials to students during Diwali, helping to bridge the educational gap and empower young minds.

A Lasting Impact

These efforts are a testament to the dedication and compassion of our colleagues in India. By giving back to their communities, they've not only made a tangible difference but have also inspired others to follow in their footsteps. We're grateful for their tireless efforts and look forward to seeing the positive impact they continue to create.





Giving Back in Australia

A Commitment to ESG

At OneAdvanced, our Australian team is dedicated to making a positive impact in their community. Through various initiatives, they've demonstrated a strong commitment to Environmental, Social, and Governance (ESG) practices, reflecting our company's values.

Supporting Medical Research and Cancer Patients

Our Australian team has made charitable donations to esteemed organisations such as the Walter and Eliza Hall Institute and the Peter MacCallum Cancer Centre. These contributions have helped support medical research and provide vital care to those affected by cancer.

Advancing ESG and Education

In addition to charitable giving, our Australian team has also published thought leadership on ESG, highlighting the gap between intent and implementation among organisations. Furthermore, they've partnered with WorldCC to host a webinar on supporting student talent development, promoting education and skills development in the community.





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Better business

Xavier Langlois,
General Counsel



In 2024, I joined OneAdvanced as General Counsel and took on the role of Executive Sponsor for the Better Business pillar of our Bettering Society initiative. My focus is to ensure that our business operates in a compliant, responsible, and resilient manner, adapting to change with integrity.

Our journey begins with a steadfast commitment to meeting current regulatory and legislative requirements while proactively preparing for future shifts. But we aim to go further - setting higher standards that reflect our dedication to doing business the right way. A prime example of which is our early adoption of strategic AI governance, laying the groundwork ahead of the implementation of the EU AI Act. These proactive efforts demonstrate how regulatory standards can serve as a framework for building a business that is not only compliant but also forward-thinking.

Sustainability lies at the core of our vision. By embedding modern best practices aligned with relevant standards, we strengthen both the resilience and longevity of our organisation. This commitment is not just a promise for today - it is the foundation of our future success.



Governance framework

At OneAdvanced, we are committed to fostering a culture where risk, resilience and compliance are central to our operational strategy. By embedding these principles into the core of our business, we not only build a resilient foundation but also position ourselves for sustainable, long-term growth. Here's why this approach is critical:

1

Navigating legal and regulatory complexities

Compliance is more than a necessity; it's the safeguard that keeps us aligned with evolving laws and industry standards. By staying ahead of legal requirements, we avoid costly penalties and ensure our operations remain uninterrupted and transparent.

3

Building trust and safeguarding reputation

Trust is the currency that fuels long-term relationships with customers, investors, and employees alike. Compliance is our pledge to uphold the highest standards, maintaining the integrity and reputation we have carefully built over time.

2

Proactive risk management

In an unpredictable business environment, the ability to identify, assess, and mitigate risk is a strategic asset. Our comprehensive risk management framework protects the organisation from potential financial, operational, and reputational damage - ensuring we are always prepared for the future. It also provides opportunities through risk governance for sustainable growth and innovation.

4

Driving operational excellence

Beyond protection, compliance is a catalyst for efficiency. By streamlining processes and minimising errors, we unlock the potential for smoother operations and enhanced productivity across every facet of the business.



Governance framework

5

Championing ethical leadership

At OneAdvanced, we believe that ethical behaviour is the backbone of every decision and interaction. Compliance supports our values, ensuring that our teams act with integrity, accountability, and respect for our stakeholders.

6

Securing data and safeguarding trust

As data becomes an increasingly valuable asset, robust compliance with data protection regulations is critical to safeguarding sensitive information. By prioritising data security, we not only protect our clients but also mitigate risks from emerging cyber threats, ensuring ongoing trust in our brand.

7

Fostering organisational resilience

In today's rapidly changing world, the ability to adapt and recover quickly is essential for long-term success. At OneAdvanced, we prioritise business continuity and disaster recovery as key pillars of our resilience strategy. By implementing robust plans and frameworks, we ensure that critical operations can continue seamlessly, even in the face of disruption. Our proactive approach not only minimises downtime but also strengthens our ability to thrive under pressure, protecting both our people and our business from unforeseen challenges.

Through a holistic, forward-thinking approach to risk, compliance, and resilience, OneAdvanced is not just securing its future — it is shaping an environment where innovation thrives.



Security, data and cyber commitment

“At OneAdvanced, we ensure information security and data protection is a Board level priority. We are proud to serve some of the most critical sectors in society and understand that with that comes a responsibility to take our obligations around information and data security seriously. We do that by ensuring the necessary ongoing capabilities and resources are in place to develop, implement, monitor, and continually improve our information security management systems and processes.”



Simon Walsh,
CEO, OneAdvanced



No compromises, just confidence

We've spent the last two years integrating world-class, material-level cybersecurity into the very fabric of our platform.

Not as an afterthought, but as a founding principle. Recognised by the government. Backed by significant investment. We're built to make sure your business withstands what's next.



Vulnerability management

Rapid identification of potential security concerns.

Endpoint protection

Built-in tools to safeguard your OneAdvanced environment.

Penetration testing

Ability to simulate cyber threats to test and strengthen application and platform security.

Mandatory security standards

Robust standards governing how we build our workflow applications.

24/7 security operations centre

Round-the-clock threat monitoring and response.





Responsible customer relationships

At OneAdvanced, we empower vital professionals with the tools, technology, and support they need to make a meaningful and lasting impact. These individuals form the backbone of our society, from healthcare workers and educators to local government staff and beyond, and their dedication ensures that essential services reach the people who need them most.

Our solutions are designed not only to enhance efficiency and performance but to help professionals navigate complexity, reduce administrative burdens, and focus on the work that truly matters. By enabling them to do their jobs more effectively and sustainably, we help foster stronger, more resilient communities.

We're proud to contribute to a more responsible, inclusive, and forward-looking world of work. One where professionals can thrive, innovate, and create positive change. Through ongoing collaboration, innovation, and a deep sense of purpose, we're committed to building a future where technology is a force for good in everyday lives.



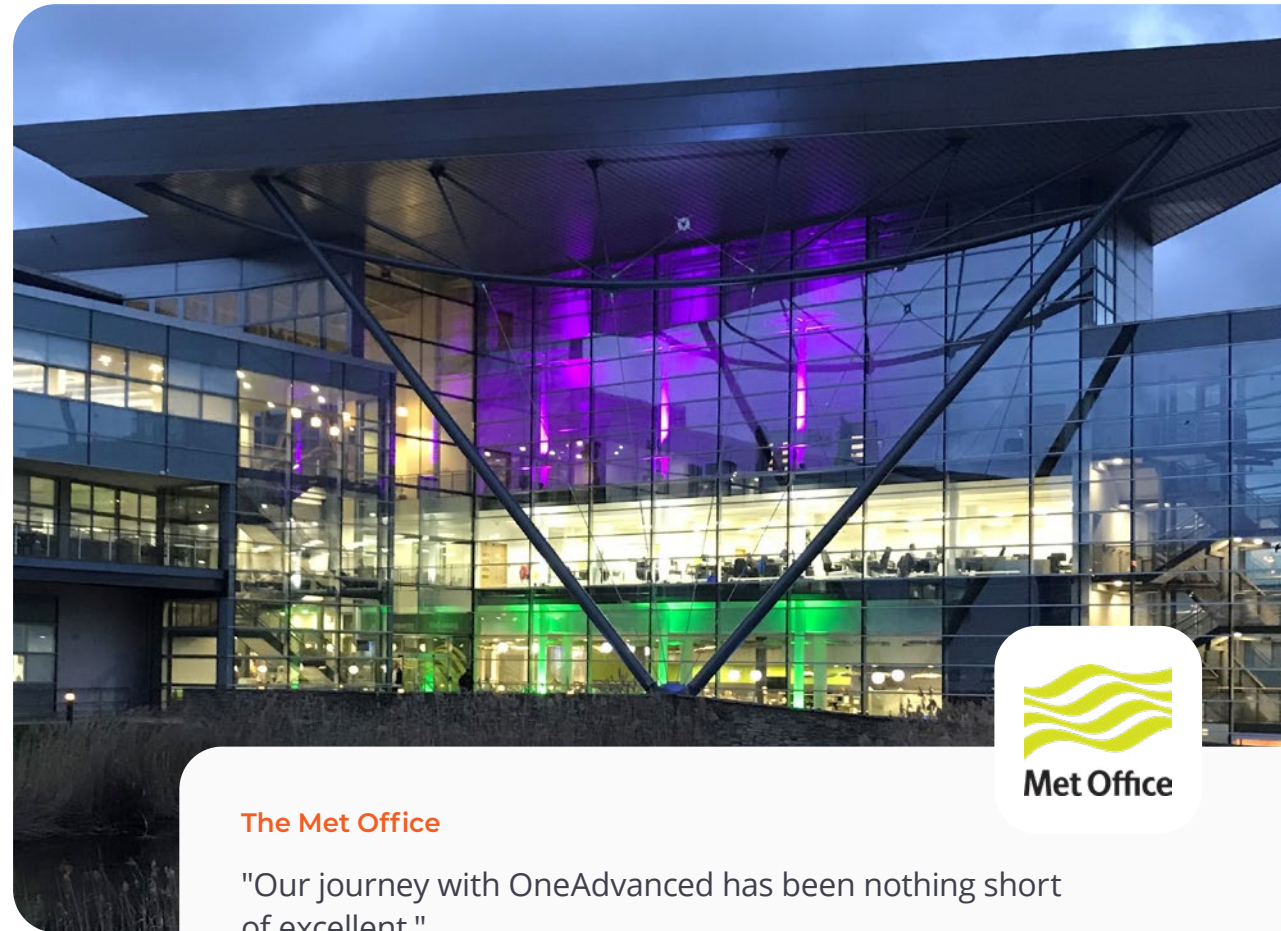


The Met Office & OneAdvanced: A partnership built on trust and transformation

The Met Office faced challenges in managing contracts due to lack of transparency and reliance on manual assurance checks, time-consuming processes that resulted in compliance reporting, audit preparation, and visibility across departments being difficult and resource intensive.

OneAdvanced's Source to Contract solution was implemented, providing automated compliance & reporting, centralised contract data, and live performance insights.

- ✓ **Reduced administrative burden**
- ✓ **Improved audit readiness**
- ✓ **Enhanced data transparency**



The Met Office

"Our journey with OneAdvanced has been nothing short of excellent."

– Marie Stretch, Head of Commercial, The Met Office



Appendices

Scope breakdown

Scope 1:	Fuel
Scope 2:	Electricity
Scope 3:	Purchased Goods & Services, Fuel & Energy, Business Travel, Employee Commuting, Upstream Leased Assets

Emissions by scope compared to previous year (tCO2e)

Scope	1	2	3	Total
2020	41	797	292	1130
2021	84	786	361	1231
2022	128	692	492	1312
2023	80.9	516	403.5	1000.4
2024	192.7	524.3	6046.1	6763.1

Emissions from scope three business travel (tCO2e)

Year	2020	2021	2022	2023	2024
Air	13	28	80	156.9	1222.4
Hotels	N/A	25	80	70.9	123.3
Rail	59	35	23	29.9	145.5
Road	198	43	111	146	14.6
Total	270	131	294	403.71	1505.8

Emissions from scope 2 electricity usage (tCO2e)

Year	2020	2021	2022	2023	2024
Energy usage	797	786	692	516	524.3
% reduction on previous year	N/A	1.4	12	25.4	1.6

**Scope three emissions 2024**

(In 2024 we broadened the measurement of our scope 3 emissions - in previous years we had only measured Business Travel)

Summary	tCO2e
1. Purchased Goods & Services	2694.3
2. Fuel & Energy Related	384.3
3. Business Travel	1491.2
4. Employee Commuting	1433.9
5. Upstream Leased Assets	42.4
TOTAL Scope 3 2024	6046.1

Breakdown of scope 3	tCO2e
Purchased Goods & Services	
Purchased Goods & Services	2,694.3
Fuel & Energy Related Activities	
Electricity	350.6
Energy	0.0
Ground Transport (Fuel)	14.6
Natural Gas	19.1
Business Travel	
Accommodation	123.3
Flights	1,222.4
Ground Transportation (Rail)	145.5
Employee Commuting	
Commuting	670.0
Home Office	763.8
Upstream Leased Assets (Electricity)	42.4
TOTAL Scope 3	6046.1

**Gender pay gap by year**

Year	2020	2021	2022	2023	2024
Mean	16.8%	12.2%	6.8%	0.9%	0.12%
Median	16.3%	10%	11.4%	6.2%	-0.33%

Sexuality pay gap by year

Year	2020	2021	2022	2023	2024
Mean	11%	21.8%	15.5%	15.2%	22.9%
Median	13.3%	24%	20.5%	21.8%	26.3%

Ethnicity pay gap by year

Year	2020	2021	2022	2023	2024
Mean	18.8%	17.3%	20.1%	19.4%	17.4%
Median	30%	26.2%	24.3%	20.2%	20.6%

Disability pay gap by year

Year	2020	2021	2022	2023	2024
Mean	18.3%	23.6%	13.4%	14.8%	18.1%
Median	26.7%	29.4%	23.3%	26.3%	26.3%




Powering the world of work

OneAdvanced is a leading provider of sector-focused software, headquartered in Birmingham, UK. Our mission is to power the world of work through software that effortlessly gets the job done for our customers giving them the freedom to focus on thriving for their customers and people.

Customers trust OneAdvanced to deliver digitalisation through innovative technology, addressing business problems through intelligent insight. Our years of sector knowledge means we are a strategic partner to our customers, who use technology that touches the lives of millions of people every day. From caring for patients in the NHS and social care to meeting tenants housing needs; supporting learners in education and apprenticeships to navigating complex legal matters; and making sure goods get to their destination on time navigating complex supply chains.

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