

A photograph of a woman with dark hair in a bun kissing a young child with blonde hair on the cheek. The child is wearing a purple hoodie and laughing joyfully. They are in a grassy field with trees in the background.

quantexa

# Prosperity Beyond Tomorrow

ESG RESPONSIBILITY REPORT

Published May 2024

# Foreword

As we look to the future, the heightened focus on environmental, social, and governance (ESG) initiatives has made ESG a top priority for all of us.

Environmental, Social, and Governance, criteria at Quantexa refer to our commitment to ethical business practices, environmental sustainability, and strong corporate governance. Oversight of ESG falls under the remit of the Risk Committee, addressing ESG topics, before reporting findings and recommendations to the Board for strategic guidance.

ESG offers the potential for significant opportunities, but it is not without real risks. That's why, at Quantexa, we have integrated ESG into our operational processes and recognize that sustainability and ESG risk factors can contribute significantly to the evaluation of risks in global economies, markets, and industries. Quantexa collaborates with its clients globally across various areas of ESG, such as combatting Human Slavery and utilising advanced analytics to monitor and manage ESG risks effectively.

Today we are operating in a highly complex and unpredictable world, which has been impacted by global conflicts, climate change, and economic uncertainty. 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.

One of the big topics on everyone's mind this year has been the responsible use of artificial intelligence (AI). "Ethical" or "Responsible AI" is the industry term for applying AI in a way that avoids harm. Of particular importance to Quantexa's use of AI is the risk of biased or unfair models resulting in adverse outcomes. To that end, Quantexa has defined four, high-level principles that we believe describe the ethical use of AI and help ensure our models have a positive impact upon society. We have used these principles to create a set of detailed guidelines, which address known ethical risks.

Climate change and the challenge to reduce our carbon footprint is another key area we are continuing to focus on. 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. In 2022, we began investigating ways to offset our own carbon emissions and we will continue to do so.

As our company grows, we will move to mitigate any unnecessary, purposeful impacts on the environment. Moving our offices around the world to more renewable buildings is but one example of our commitment to ensuring that all the office space we occupy has renewable policies in place.

Our commitment to our people is perhaps the most important 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 also 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.

In 2023, we increased the representation of women at Quantexa Ltd. to 25.56%. Our median gender pay gap for everyone who works in the UK is 12.56%. We're proud that it's lower than the national average of 14.3%, but we will continue to work on closing the median pay and bonus gap as we move forward.

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.



At Quantexa, we recognize the importance of integrating sustainability practices into everything we do.

We are steadfast in our commitment to the ESG principles outlined in this report and by aligning our actions with our values, we aim to make a meaningful and lasting impact on the world around us.

I am very proud of the culture we have cultivated at Quantexa. Our collective vision helps us lay a foundation for a sustainable future where responsible business practices drive positive social and environmental change.

**Vishal Marria**  
Founder & CEO, Quantexa



# Quantexa is driven by a purpose and vision to help industries transform with Decision Intelligence

## OUR PURPOSE

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

## 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

15,771

Current platform users worldwide

70+

Countries our solutions are deployed in

27%

North America

57%

EMEA

15%

APAC



## 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 and 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, faster, 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 recognize the pivotal role ESG principles play in shaping a brighter, more sustainable future for all.

**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 cause harm in another. By incorporating the 10 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.

## Labor



**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 FISCAL YEAR 2024 ACHIEVEMENTS	KEY FISCAL YEAR 2025 TARGETS
 <p><b>Mitigate Quantexa's carbon footprint by intensifying recycling endeavours, minimising waste generation, and devising awareness solutions to aid in decarbonisation.</b></p>	<ul style="list-style-type: none"> <li>Continued the move to a virtual meeting-first environment</li> <li>Develop the ability to monitor the carbon output generated by all business travel using a dedicated portal</li> <li>Partnered with Altruistiq to assist in the management of carbon emission data</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 to take part and support the various cycle-to-work schemes</li> <li>Increased emphasis on the use of "renewable" energy sourced buildings (61%)</li> </ul>	<ul style="list-style-type: none"> <li>Introduce various new programs such as an electric-car plan encouraging eco-friendly commuting and continue established practices such as recycling old IT equipment, and the cycle-to-work scheme.</li> <li>Continue the push for renewable energy use where we prioritise sourcing energy from renewable sources wherever possible to minimize our reliance on fossil fuels and reduce emissions associated with energy consumption.</li> <li>Continue to work with real estate partners in introducing Energy Efficiency Measures, implementing energy-efficient technologies and practices across our operations to help us optimize energy usage and reduce carbon emissions.</li> <li>Action the submission of the energy savings opportunity scheme (ESOS). It is a mandatory energy assessment and energy-saving identification scheme in the United Kingdom.</li> <li>Continue our commitment to providing sustainability ratings and performance improvement metrics for our global supply chain using Ecovadis and Carbon Disclosure Project (CDP)</li> <li>Submit the PPN 0621 Report issued by the UK government's Cabinet Office to disclose the UK emissions and initiatives to the Cabinet Office</li> <li>To ensure a comprehensive understanding of sustainable practices and responsible corporate citizenship, we'll introduce mandatory online ESG Training for all colleagues.</li> <li>Integrate environmental considerations into facility-management practices, ensuring that our physical spaces align with our sustainability objectives.</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>Created LGBT+ awareness programs</li> <li>Focused on positive support around mental health and employee wellbeing</li> <li>Continued 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>Actively educate our colleagues on workplace diversity and inclusion through accessible resources, tools, and mandatory inclusion training for all staff.</li> <li>Develop and activate our global employee value proposition, weaving in our diversity, equity, and inclusion (DEI) principles of creating an inclusive workplace.</li> <li>Signed the Armed Forces Covenant at Bronze level pledging our commitment to the fair treatment of military personnel inclusive of reservists and cadets, with plans to secure Silver level accreditation.</li> <li>Leverage our people analytics to measure and analyse DEI metrics, using anonymized data to pinpoint areas for improvement and direct our resources to targeted interventions that drive meaningful change.</li> <li>Take strategic steps to reduce the gender pay gap by building equitable processes, practices, and policies, including introducing a company-wide competency framework and a redesigned levelling structure.</li> <li>Design a Q Awareness Days Playbook to celebrate our vibrant and inclusive culture.</li> <li>Launch our speak-up program and policy and rigorously monitor its effectiveness, ensuring transparency, responsiveness, and accountability in addressing concerns.</li> <li>Promote our weekly dedicated education and learning time, encouraging everyone to invest in their training and skills enhancement.</li> </ul>



# Our Commitment to Change

OBJECTIVE	KEY FISCAL YEAR 2024 ACHIEVEMENTS	KEY FISCAL YEAR 2025 TARGETS
 <p><b>Positively impact our community through education and our employees' well-being by offering opportunities and support</b></p>	<ul style="list-style-type: none"> <li>Recognized stress and well-being awareness months, offering company-wide wellness days off and providing resources and tools for our colleagues' physical and mental well-being</li> <li>Generated local social value through fundraising activities and partnering with local communities</li> </ul>	<ul style="list-style-type: none"> <li>Launch a global campaign that will encourage colleagues to utilize our volunteer-day benefit to take part in volunteer and fundraising activities for long-lasting community impact, personal growth, and team cohesion</li> <li>Run targeted engagement campaigns to support our colleagues on their well-being journey. Weave preventative mental health awareness education into manager training</li> <li>Revamp our mentorship program to strategically accelerate the career trajectories of our talent to provide a direct path for their advancement and growth within our organization</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 per 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 whistle-blowing process managed by a trusted third party offering, 24/7 operations, Confidentiality procedures for whistleblowing, Global Access and Multi Language support.</li> <li>Refreshed Speak Up Policy, ensuring it includes an integrated non-retaliation clause to protect individuals reporting misconduct</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>Enhance staff training on the topic of modern slavery and human trafficking, 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, by 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> <li>Achieved a 95%+ completion rate across the entire organization for ESG Training</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>Expand the whistle-blowing capability to include external individuals, broadening the scope of those who can report misconduct.</li> </ul>



# Being an Environmental Leader

At Quantexa, our commitment to responsible operation is unwavering, underpinned by adherence to the highest standards. We are dedicated to enriching communities globally and fostering sustainability across all aspects of our business operations where possible.

Alignment with the Paris Agreement is key, and it is imperative that we all collectively strive to limit global warming to below 1.5°C to mitigate the severe impacts of the climate crisis. To this end, we have developed plans to reduce our emissions, thereby advancing our journey toward a more sustainable future.

When it comes to carbon emissions, we actively work to minimize Quantexa's carbon footprint in line with our business growth strategy where we can. This direction comes from the leadership team and involves partnering with suppliers committed to renewable energy usage and emission reduction efforts.

Recognizing the urgency of climate change, we are fully committed to supporting the transition to a low-to-zero

carbon economy. We are proud of the progress we have made toward carbon neutrality, achieved through collaboration with key partners and our supply chain.

As of April 2024, we are proud to announce that 61% of Quantexa's buildings worldwide have embraced renewable energy, marking a significant milestone on our sustainability journey. With 11 out of 18 buildings now powered by renewable sources, we are making tangible progress towards our commitment to environmental responsibility.

During 2022/2023 it was considered a full year of operations and growth. This inherently increased the level of emissions due to the growth of the business.

**This increase is due to the:**

- Increase in headcount of 55% for 2021/2022
- Increase in the number of global offices

	TOTAL (tCO <sub>2</sub> e) FY 2021/2022 (UK Only)	TOTAL (tCO <sub>2</sub> e) FY 2022/2023 (Global)
<b>Scope 1</b>	35.0 t CO <sub>2</sub> e (UK Only)	35.25 t CO <sub>2</sub> e
<b>Scope 2</b>	3.9 t CO <sub>2</sub> e (UK Only)	4.88 t CO <sub>2</sub> e
<b>Scope 3</b>	2229.9 t CO <sub>2</sub> e (UK Only)	6167.23 t CO <sub>2</sub> e
<b>Total tonnes of CO<sub>2</sub> (equivalent)</b>	2268.8 t CO <sub>2</sub> e (UK Only)	6207.36 t CO <sub>2</sub> e
<b>Percentage Change</b>	N/A	173.59%





# Scope 3 Reporting

SCOPE 3 CATEGORY	TOTAL (tCO <sub>2</sub> e) FY 2022/2023
Category 1 - Purchased Goods & Services	3,157.02 t CO <sub>2</sub> e
Category 3 – Other Fuel and energy-related activities	31.14 t CO <sub>2</sub> e
Category 4 - Upstream transportation and distribution	0 t CO <sub>2</sub> e
Category 5 - Waste generated in operations	12.23 t CO <sub>2</sub> e
Category 6 - Business travel	2727.40 t CO <sub>2</sub> e
Category 7 - Employee commuting	239.44 t CO <sub>2</sub> e
Category 8 - Upstream leased assets	0 t CO <sub>2</sub> e
Category 9 - Downstream Transportation & Distribution	0 t CO <sub>2</sub> e
Total Scope 3 Emissions (t CO <sub>2</sub> e)	6,167.23 t CO <sub>2</sub> e



# Our AI Innovation

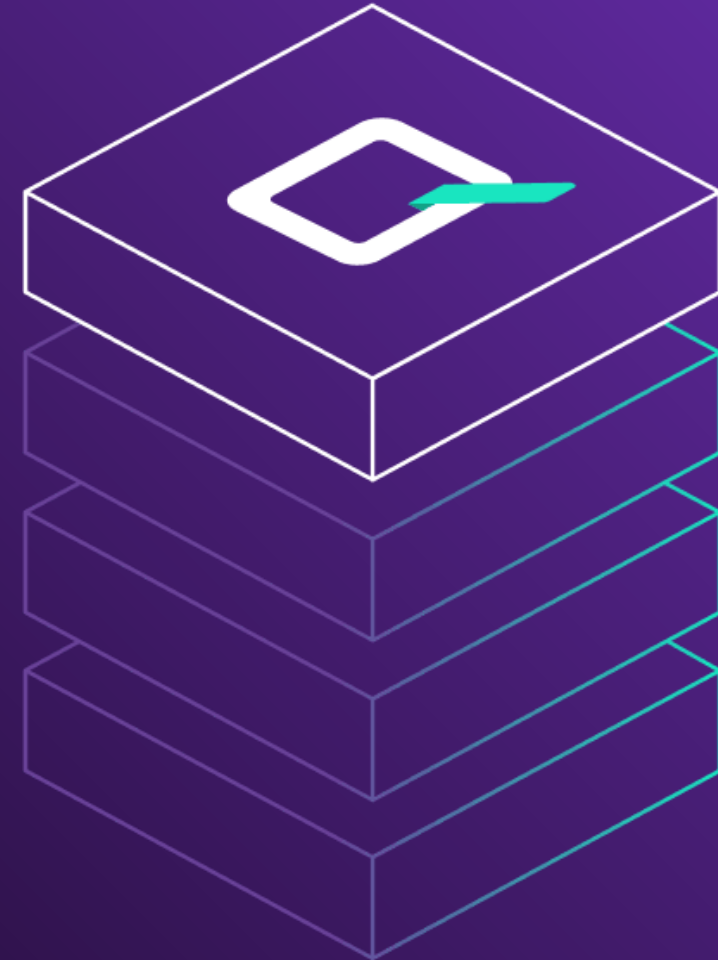
AI is continuing to evolve, and the principles we have adopted also enable us to address new ethical risks or situations as they occur:

**Accountable:** AI and ML programs should have a clear owner and a governance process covering all stages in the program lifecycle, i.e., design, build, testing, deployment, and ongoing running. This should ensure all relevant legal, regulatory, and ethical guidelines are demonstrably adhered to; with any ethical risks or issues identified, tracked, and mitigated.

**Fair and Justifiable:** AI-driven processes should be fair for all individuals and groups impacted by decisions. Model output, decisions, and process outcomes must be fully justifiable for achieving valid (business) objectives.

**Transparent and Explainable:** AI-driven processes and models should have the appropriate level of transparency, explainability, and interpretability. Programs should be transparent about their use of AI to appropriate stakeholders. Both the data and models, which input into AI-driven decisions, should be explainable and interpretable. The risks associated with critical machine-made decisions are best addressed by transparent models. Individuals assessing output of AI systems must understand the evidence which produced that output.

**Robust and Secure:** AI systems must provide reliable and stable results. Software and confidential data must be secure.



# Cybersecurity / Data Privacy

Information and systems are considered valuable Quantexa assets, which require protection against various types of internal and external security risks. These risks have the potential to threaten the confidentiality, integrity, and availability of Quantexa assets.

Quantexa is committed to promoting effective controls across the full range of security information - technical, personnel, and physical - to maintain the confidentiality of our employees' and our client's data. We maintain and protect all the information we use or store in a manner that is consistent with our relevant professional, ethical, legal, regulatory, and contractual requirements.

The Quantexa Board and the senior management team, who are represented by the head of information security and the information security steering group, fully endorse, and support all information security policies, standards, guidelines, processes, and procedures. Prescribed controls are implemented throughout the organization supporting the continuous review and improvement of the information security management system.

Information security is at the core of our culture. We ensure that we educate our people and regularly refresh their knowledge so they each have a clear understanding of our expectations, and of the changing nature of the threats to the security of our information.

Quantexa places paramount importance on data privacy, adhering to stringent measures to safeguard the confidentiality and integrity of information. We implement robust encryption protocols and access controls to ensure that only authorized personnel can access sensitive data. Our data management practices prioritize transparency and compliance with relevant regulations, such as GDPR, to safeguard the privacy rights of individuals. At Quantexa, we recognize that protecting data privacy is not just a legal obligation but a fundamental aspect of ethical business conduct.



- ISO/IEC 27001 (BSI)
- ISO/IEC 27017 (BSI)
- SOC 2 Type 1 (Coalfire)
- SOC for Supply Chain (Coalfire)
- Cyber Essentials +
- Attested to NIST SP 800-53r5
- Attested to IRAP (ACSC)

As an independent software vendor (ISV), our software is built to modern security industry standards to meet our client's needs and most requirements covering global geographic and regulatory jurisdictions. Our security approach focuses on security by design, security governance, risk management, and compliance. Our software is developed within secure-build environments to protect the integrity of the products supplied to our clients. Where possible, we adopt industry best practices across all our own cloud environments, including encryption for data at rest and in transit, network security and hardening, enhanced access control, system monitoring, logging, alerting, and more.

The Information Security Management System (ISMS) was achieved using various controls that are set out within the other policies, standards, guidelines, processes, and procedures. Conforming with these controls is critical in ensuring that Quantexa meets all its obligations to its stakeholders and clients.

These controls are continually monitored, reviewed, and improved upon to ensure that security and business objectives are met. This is operated in conjunction with other business management processes and incorporates the applicable statutory and contractual requirements.

Quantexa is fully committed to maintaining the highest levels of information security for our clients. We exceed the requirements of ISO/IEC 27001:2013, ISO/IEC 27017:2015 and that of SOC 2. Our security framework is regularly audited by independent external parties to ensure the utmost compliance.

In 2024, Quantexa successfully achieved recertification to the ISO/IEC 27001 standard for a further three years, with BSI as the audit body.

# Our commitment to diversity, equity & inclusion

Quantexa is made up of over 700 curious, caring, and authentic people from around the world who use their unique perspectives to shape our success. We believe that inclusion happens when people can bring their authentic selves to work. That's why we've created a culture based on values and fairness, and we'll never stop building on that. 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.

Over the last 12 months, we've developed our employee value proposition (EVP), our core people promise. It has been created by our people, for our people and cements our commitment to creating an inclusive place to work. From what we do and how we do it, to our values, culture, and environment – our EVP communicates what it's like being a Quantexan. It's the future of Quantexa, and how we represent our unique culture, internally and externally.

For the second year in a row, Quantexa has been certified as a Top 100 Most Loved Workplace for 2023. This recognition reaffirms our commitment to creating an exceptional work environment where our colleagues thrive and feel valued. It also reflects our core values and the extraordinary efforts of our dedicated colleagues.

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 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.

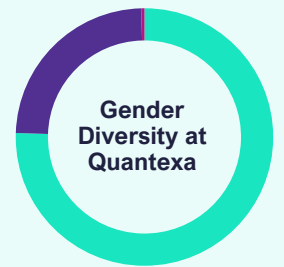
**Quantexa Reviews**  
4.8 ★★★★★



Recommend to a Friend



Approve of CEO



Male 73.7%  
Female 25.8%  
Non-Binary 0.1%  
Prefer not to say 0.5%

**Nationalities**  
50 nationalities in 15 Countries

**Employee Engagement**  
Score: 8.1/10

eNPS:45



"Throughout this year, we've been collaborating extensively across Quantexa to discover what makes us unique and how we enable everybody to belong and do their best work. Developing our global EVP has enabled us to take our culture and values to a whole new level, cementing our promises to our people as we continue to expand rapidly. With our EVP as our North Star, we'll continue to prioritize our colleagues' well-being, fostering inclusivity and pushing the boundaries of innovation."

**Lorraine Metcalf**  
Chief People Officer, Quantexa



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The information in this report is accurate as of the date of May 2024.