



# **Environment & Social Responsibility Policy**



## 1. Introduction

Accelerate is a UK-based provider of consultancy, system integration, software development, and managed services for clients across EMEA. We work primarily with products and solutions provided by market-leading cloud platform providers, including Zoom Video Communications, Amazon Web Services, Microsoft, and Google.

Our vision is to build relationships that last: A commitment which transcends relationships with our staff, our partners, our clients, and our communities.

Accelerate is committed to operating a business that is cognisant of its impact on the environment, and its responsibility towards creating positive social impact. As the company continues to grow, we are committed to raising the awareness of environmental and social responsibilities to all employees through communication, training, and strategic initiatives.

A core tenet of Accelerate's social responsibility strategy is through the operation of our own charitable Foundation (the Founded Foundation) which provides bursaries for students from disadvantaged and under-represented groups to access targeted educational courses. The Founded Foundation is a shareholder of Accelerate and aims to complement traditional/state-provided education with the specific knowledge and skills that all businesses need, reducing barriers to entry for under-represented groups.

## 2. Our commitments

Accelerate strives to:

- Respect the environment in which we operate, whilst maintaining commercial and operational viability.
- Conduct all operations in a manner which wherever possible prevents any harmful environmental effects that result from our activities.
- Ensure that the technologies and partners that we work with support our environmental and social goals.



- Promote the efficient use of resources and working patterns to reduce the production of greenhouse gas emissions.
- Meet and, if possible, exceed relevant legislative and industry standards.
- Train and educate all employees on environmental responsibilities.
- Scale the Founded Foundation financially and operationally. Encourage our employees to take an active role in the Foundation.

### 3. The policy in practice

This Environment & Social Responsibility Policy is fully supported by senior management. The contents of the policy will be communicated to all staff through induction training and ongoing communication through specific initiatives, and the operation of our charitable Foundation.

Accelerate adopts a policy of continuous improvement across all areas of its business operations. This policy is therefore reviewed at least annually and updated accordingly.

A handwritten signature in black ink, appearing to read 'James Wilson'.

James Wilson  
Director

A handwritten signature in black ink, appearing to read 'Matt Cowell'.

Matt Cowell  
Director

A handwritten signature in black ink, appearing to read 'Ben Jemison'.

Ben Jemison  
Director

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## Document Classification

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