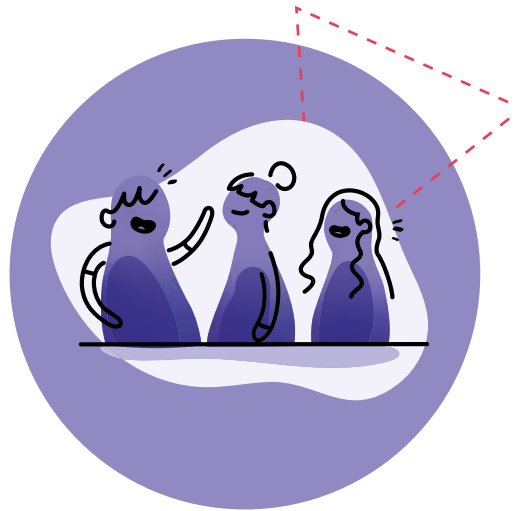


ESG report Community



Community

Equipping our communities with
future-proof skills

We have kickstarted over one thousand careers, investing both our time and money in activities which are equipping our communities with the skills they need to contribute to, and benefit from, the fourth industrial revolution.

We believe that everyone should have equal opportunities to participate in the world that we're helping to create. The tech sector is growing at an exciting pace and we need to make sure that we are making opportunities accessible to talent from all backgrounds. That is why we donate 1% of our time and 1% of our profits to invest in our local communities.

CHARITIES SUPPORTED

114 charities

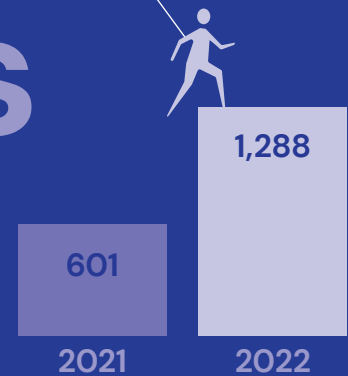


50
2021

SKILLS

686 careers

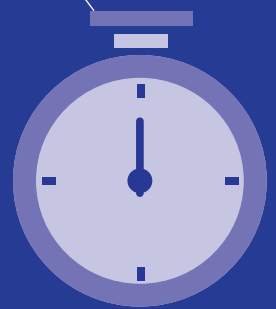
kickstarted with future-proof skills



HOURS DONATED

1,970 hours

donated to community action this year



FUTURE LEADERS PROGRAMME

10 entrepreneurs

supported through our Future Leaders programme



ESG report

Community continued



Community investment

Our philanthropic giving keeps pace with our commercial growth through our 1% pledge.

This year, we donated £59,368 to charities through our community investment and employee-led giving programmes. We understand that a large part of the value that we can offer to beneficiaries comes from our expertise, services and time, which is why we try to leverage all of our investments with additional non-financial support. This year we are proud to have supported 114 charities. Our key community investment partnerships year include;

Ada College – This year we ran not one but two Future Leaders programmes in partnership with ADA College, supporting 10 digital entrepreneurs from underrepresented backgrounds. You can read more about Future Leaders on page 68.

Arkwright Scholars – We continued our partnership with Arkwright Scholars to sponsor diverse students looking to get into engineering. We currently fund two scholarships and complement the grants with work experience and mentoring.

In2Science – We sponsored In2Science for the first time this year. They work to promote social mobility and diversity in science, technology, engineering and maths. Specifically we supported a cohort of students through a work experience programme in the summer and hosted a Robotic Process Automation workshop that was attended and viewed by over 200 young people.

Telerik School Academy – Telerik School Academy is the largest free IT education initiative for children in Bulgaria. We are delighted to have sponsored the educational activities for 1 academy for the 2021/2022 school year and supported the digital education of more than 20 children in the small town of Montana.



Careers Kickstarted

Some companies excuse poor diversity on a lack of representation in the wider market. We don't. We recognise and embrace our responsibility to help diversify talent pipelines much earlier on. That is why we are committed to kickstarting 5,000 digital careers by 2025. We do this through a range of interventions that focus on both scale and depth of impact; from long-term transformative programmes to light-touch educational events that might just inspire somebody to get started in STEM. Our programme of activities touches young people between the ages of 11 to 30 and we break them down into Inspire, Upskill, Experience and Accelerate.

This year, we kick-started 686 careers, taking our total beneficiaries to date to 1,288.



Diverse Talent Pipelines

Brief but powerful engagements to whet the appetite of potential future talent.

Example Activities

Careers talks, workshops, panel discussions.

Opportunities to build and explore technical engineering and entrepreneurial skills.

Example Activities

Coding clubs, bootcamps.

Real life work experience which gives a taste of what life is like within the tech industry.

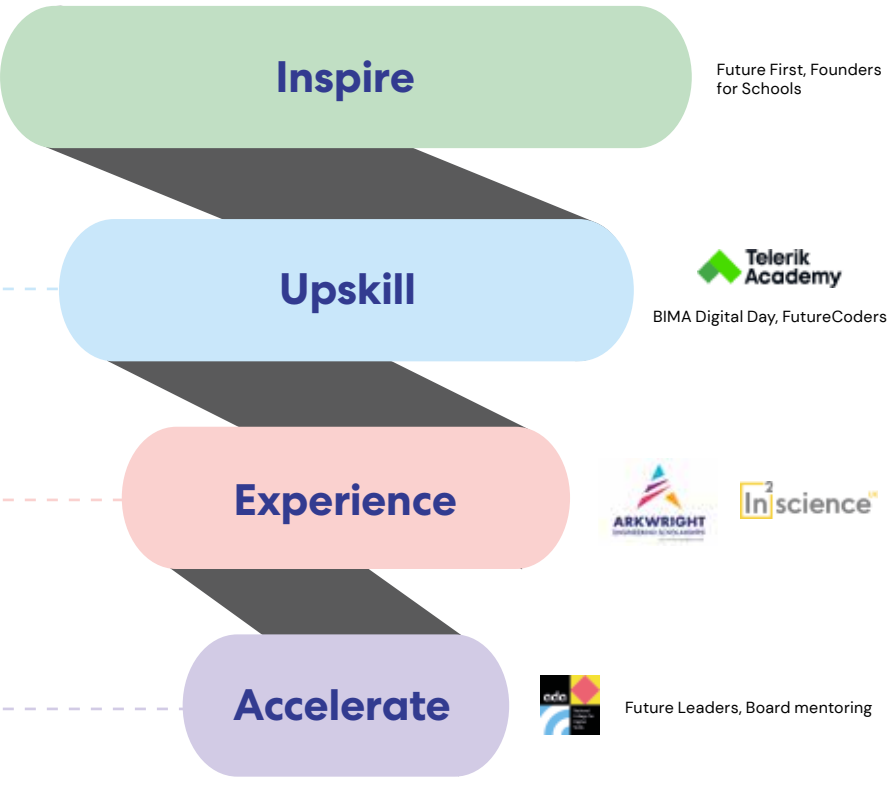
Example Activities

Placements, live briefs.

Bespoke and substantial support to champion high potential upcoming talent.

Example Activities

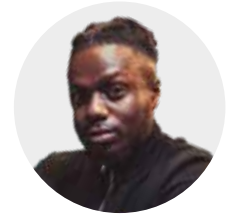
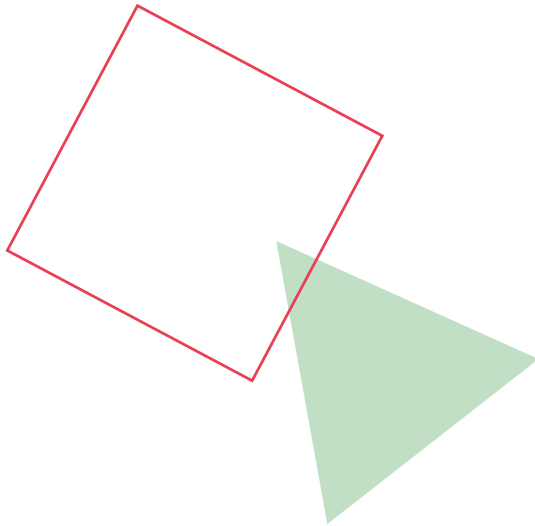
Accelerators, grants, board mentoring programmes.



*1 career kickstarted = 1 unique beneficiary from our community action or community investment programmes who has benefited from at least 1 hour of skills development training.

ESG report

Community continued



“There is a huge need for programmes like this because it reaches to hard to reach entrepreneurs that just need that guidance and help to take their business to the next level – that be financially or in helping a young person build knowledge about how they are going to achieve their goals.”

Daniel, founder of Talk2Dan

Future leaders

Future Leaders is TPXimpact’s flagship programme supporting young entrepreneurs from underrepresented backgrounds through funding, coaching, professional development training and networking. In 2021 we delivered our third and fourth programme with a new charity partner – Ada National College for Digital Skills.

This year, we ran an open programme for all underrepresented communities and one specifically for Black entrepreneurs to acknowledge the unique challenges that they face when starting out.

Between the two programmes we received 107 applications. Of those who disclosed 95% were from minority ethnic, 74% were from low income backgrounds and 33% had a disability.

To reflect the changing context of the last year, we ran one programme fully remote and another as a hybrid. The programme is largely delivered by experts within the business with 56 volunteers donating a total of 285 hours to support the entrepreneurs last year. We continue to improve the programme every time we deliver it and are attracting a high calibre of applicants that have real potential to diversify boardrooms of the future. As we come together as TPXimpact we will continue to deliver the Future Leaders programme, and invest more in championing our brilliant entrepreneurs and our alumni.

“



“This programme is a life changing experience where you will get all the support you need to follow your passion with a business mindset.”

Camille, founder of The Black Wellbeing Collective

“



“It aided in rounding up my vision and plans for the future and I am now more motivated than ever that the hard work put in now will fall into place.”

Jennifer, founder of Woo App

“



“The programme gives young entrepreneurs more opportunity than just help them exist a business and acknowledges the unique challenges entrepreneurs from underrepresented backgrounds face in business.”

Jesse, co-founder of CORD

“



“All the workshops were relevant and the mentors were specifically assigned for each of us. I got the opportunity to meet amazing people that were able to share all their knowledge and give me a helping hand. Thanks to this programme I am not only a better entrepreneur but also a better person.”

Alvaro, founder of OnBoard

“



“Programmes like this are so important because entrepreneurship is fundamentally about finding ways to solve some of our most pressing problems as a society. So if the voices, ideas and efforts of those who are often marginalised are not supported and given more space and opportunity, we will never be able to truly improve society– both for ourselves and for future generations.”

Zachi, founder of Dopo

“



“Future Leaders was incredible, truly honed my focus. Goal setting for startups can be kinda overwhelming. The initial challenge (for me) was figuring out how to grow a niche comms agency within such a competitive landscape. What the programme helped do was allow us to break those goals down into smaller, achievable targets. Meeting everyone was pretty inspiring also – both my programme mates and the speakers/wider company network.”

Seyi, founder of CHL

ESG report

Community continued

Employee-led giving

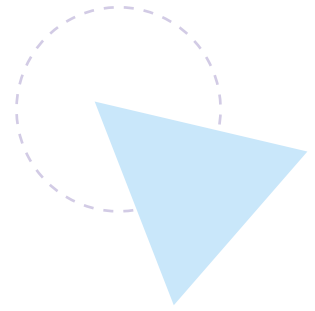
Each year, we reserve a significant amount of our community investment budget for employee-led giving. This is through our headline campaigns such as our community action grants and annual Christmas Give, and also through smaller challenges and prizes throughout the year. The reason we do this is because we believe in the power of people to transform their communities. TPXimpact is made up of people who want to make a difference. They have different passions and priorities, but they all care deeply about improving the world around them. We encourage and empower our people to be change makers through our employee led giving programmes and also through our community action policy.



Christmas Give

Every December, TPXimpact makes a donation on behalf of each employee to a charity of their choice. Last year the initiative raised £12,350 which we donated to charities close to where our employees live and work. The Christmas Give helps to ensure that our community investment funds are being directed towards charities and causes that our people really care about.





Community action

As part of our 1% pledge, we target every employee to donate 1% of their time each year to community action, helping to build sustainable futures for people in the areas in which they live and work. As the world has started to open up again, we have seen our employees quickly return to face-to-face volunteering. Together, 115 unique volunteers donated 1,970 hours to 63 unique causes.

Case studies

BIMA digital day

In October, volunteers spent the whole day at Ark Burlington Danes Academy giving year 9 students an insight into the digital industry and the amazing roles and careers available. With the help of the volunteers, the students worked on an exciting brief from WWF to create breakthrough digital ideas to measure and reduce the UK's carbon footprint. They were encouraged to think about how they can use technology and digital solutions to make it easier for people to understand the true environmental footprint of products and services, allowing households, schools, universities and businesses to make choices that are good for the planet.



Blood drive

In October we started an awareness campaign on the importance of regular blood donation due to lack of resources in the NHS and their need to increase the number of donors in order to meet the growing demand for better-matched blood. Collectively, we donated 9,400 ml of blood from 19 volunteers, which could save up to 60 lives.

"I started giving blood six years ago when my then two year old god son was diagnosed with leukaemia. He is now 8 and completely cured!"

David Pierce, Dfrent

Lighthouse children's home

In November a couple of volunteers took the opportunity to go and help the Light House Children's Home, a charity that is rethinking the way children's housing is provided. They believe that children in care have the right to the same opportunities as everyone else – at home, school and in their communities.

The volunteers helped the team renovate their first children's home in Sutton, London. Putting together furniture for some of the carers and children's rooms.



Ukrainian refugee centre Varna

TPXquesters organised a goods collection campaign at their office in Sofia, Bulgaria for the Ukrainian Refugee Centre in Varna. Together with the biggest volunteering platform in Bulgaria – Timeheroes, they turned the office into a donation station for a day & collected donations for the refugee centre in Northern Bulgaria that was running out of supplies.

They managed to collect about 700 kilograms of food, clothes, medicines, baby products & other necessities donated by 200+ people which were then carefully sorted & packed by 50+ volunteers (TPXquesters staff, ex-staff members & external people). The donations were transported to Varna and were distributed to the refugees in need.



Your generosity makes such a difference to an organisation like ours. Thanks to your support, we will continue working on the frontline across England and Wales to do everything we can to support people facing huge challenges, which have been made more acute in the wake of the Covid-19 Pandemic as living costs spiral. This generous donation will help us to support even more young men to build stable, rewarding lives that they can be proud of. We are immensely grateful for your support which will help us restore nature. It is very valuable for us, especially at a time when we have additional financial difficulties for even basic needs.

Community action grants

This year Neal Gandhi, CEO of TPXimpact, pledged £100,000 to support our employee’s community action activities. He did this because he wanted to make clear to our employees that we are serious about investing in our communities and wanted people to utilise their paid volunteering hours. The first 100 volunteers to complete their target of 16 hours community action were given a £1,000 grant to donate to a charity of their choice. We distributed 51 of those grants last year, supporting 48 unique charities in the UK, Bulgaria and Norway, in areas like diversity and inclusion, education, health, environmental sustainability, animals and more.

Some of the organisations we are proud to have supported this year.

