

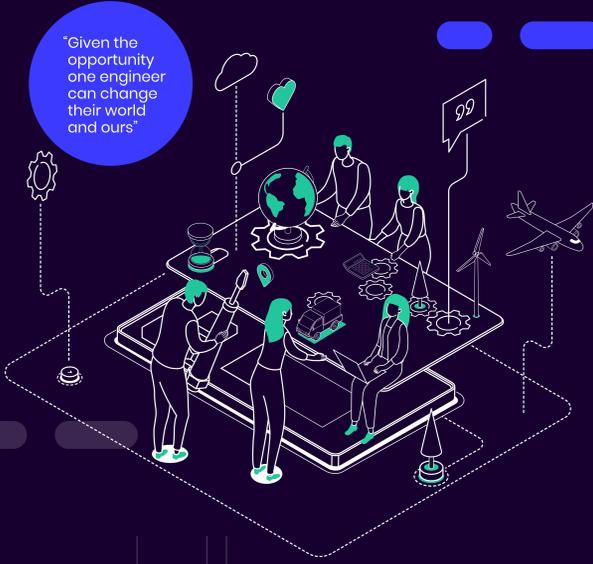
## Sustainability

Allowing engineers to make the world a better place has sustainability at its core be it reducing the impact of climate change and sustainable foods to tackle food poverty or driving the circular economy and delivering economic growth via a strong and successful UK engineering and manufacturing sector.

This is what Enginuity Group seeks to facilitate through our charitable activities.

We are putting sustainability at the heart of what we do. As a charitable group it helps us to deliver more public benefit, allows our people to deliver their very best to our beneficiaries in a supportive and inclusive environment underpinned by our corporate values, high standards or governance and the desire to be part of the change to a more sustainable world for all.

"Given the opportunity one engineer can change their world and ours"



## The Enginuity Approach



Enginuity seeks to embed sustainability into everything we do. We have recently mapped our activities against the UN Sustainable Development Goals with the support of Watford County Council and created an action plan. This action plan helped us to identify areas where we had activities in place to meet one or more of these goals, actions we had in progress and identified actions that we were not currently addressing but needed to start.

Enginuity Group will now ensure that everything we do is mapped against the UN Sustainable Development Goals and we will use this framework to challenge ourselves to increase the number of goals that a particular activity or product can meet.



We will measure our progress and report this in our annual report

## United Nations Sustainable Development Goals

The United Nations created a number of Sustainable Development Goals ("SDGs") in 2015 focused on achieving a better and more sustainable future for all. The goals address numerous global issues such as fighting inequality, helping to end poverty and tackling climate change. Aligned with our sustainability pillars, we contribute to several of the SDGs through our work across the Group.



Communications materials - United Nations Sustainable Development

## Our Beneficiaries and Customers

Enginuity Group puts its beneficiaries and customers at the heart of everything we do. Our charitable objects determine that everything we do is for the benefit of individual engineers, future engineers or the engineering and manufacturing sector. We regularly seek the views of our beneficiaries and customers to help guide our strategy and ensure that we are delivering high quality products and services.

As the engineering and manufacturing sector take a pivotal role in reducing our effect on the planet Enginuity Group will ensure that our engineers can develop the skills they need to create a greener world.



## Our People

Our People are the most important element of Enginuity allowing us to deliver increased public benefit and high-quality products and services.

We aim to create an inclusive working environment where everybody feels valued, respected, treated fairly, safe and comfortable being themselves at work.

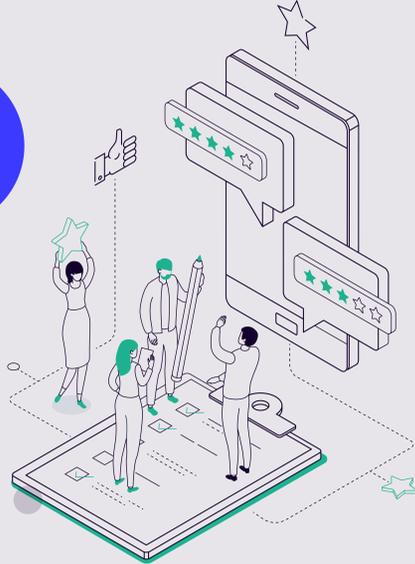
We want our leaders role model inclusivity, challenge the status quo and ensure all of our people have a great employee experience. We aim to be recognised by the Engineering sector

as leading in inclusive practices and work hard to attract people from diverse backgrounds and with diverse skills to help us deliver our business plan and innovate for the future of the sector.

Since 2020, we have a diversity and inclusion strategy in place and have committed to continuing accreditation of the Clear Assured Framework.

In March 2022, we achieved the bronze standard and are now working towards silver.

"Our People are the most important element of Enginuity."



## Our Sector

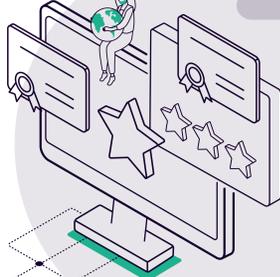
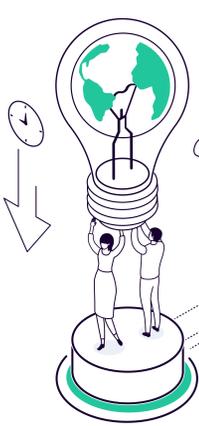
Enginuity Group is committed to supporting the engineering and manufacturing sector and we do this in a number of ways. Everyone working within Enginuity Group has the opportunity to volunteer within the sector for one day a year. This could be delivering a talk on STEM at a local school or using engineering skills to support a charitable steam railway as recent examples.

Enginuity has also developed Minecraft games to open the eyes of 11-13 year olds to the fantastic opportunities that a STEM career can bring. These games are mapped to the UN Sustainable Development Goals and educate our young people on subjects such as sustainable fuels and how to make their home 'greener'.



## Our planet

Enginuity Group is committed to reducing our impact on the planet. Covid 19 gave us the opportunity to optimise our technology and moved to a more virtual organisation which has seen us significantly reduce our travel and as a result our carbon footprint. Our subsidiary company, EAL, is actively investigating how to reduce its paper and printing footprint and offer digital rather than paper certificates of achievement.



"We've significantly reduced our travel and as a result our carbon footprint."

## Our Governance

As a group we are highly regulated. Enginuity must meet all the requirements of the Charity Commission and EAL must demonstrate its compliance to the regulatory criteria of the education regulators across the UK. As a result Enginuity Group takes governance extremely seriously and this is overseen by the Audit Committee on behalf of the group board.

As a charity we have audited our activities against the Charity Governance Code and use this as a benchmark for continuous improvement. Although a voluntary code, Enginuity believes that it is important that we constantly strive for better governance.

EAL annually undertakes a comprehensive self-assessment to demonstrate its compliance to its regulators alongside a plan of identified improvements.

