



SDG PROGRESS REPORT

20

24

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INTRODUCTION

The Sustainable Development Goals (SDGs), also known as Global Goals, are a set of 17 integrated and interrelated goals to end poverty, protect the planet and ensure that humanity enjoys peace and prosperity by 2030.

Reporting on the SDGs is important in communicating to stakeholders Lightrise's ongoing and increasing commitment to contributing to the Global Goals; claiming accountability and responsibility to take the necessary actions; and measuring progress over time.

PRIORITY SDGS

There are 17 UN SDGs and 169 targets in total. While they are all important and interrelated, we can't do everything at once, even if we dream to do so. Lightrise have concentrated on areas we feel we can have a positive impact the quickest.



04 — Quality Education

Time waits for no person, and talent succession starts with quality education. We firmly believe in growth mindsets at Lightrise, but this is no more important than in equipping people with relevant skills for financial success. A goal we have approached by setting up the Lightrise Foundation which is establishing a Microsoft and Lightrise digital skills learning programme for graduate level students from widening participation backgrounds. Target 4.4



05 — Gender Equality

By creating an environment that values gender equality and work-life balance, we have not only enhanced employee satisfaction and retention but also fostered a culture of inclusivity and productivity. Target 5.8



08 — Decent Work and Economic Growth

We are committed to paying the National Living Wage, ensuring fair compensation that supports our employees' livelihoods and promotes a sustainable, inclusive workplace for all. We are Living Wage employer Target 8.8



12 — Responsible consumption and production

Migrating to an eco-cloud is a rapid way to reduce Carbon, and we've set up a company to assist others in the use of technology to achieve their ESG goals using low carbon tech. Target 12.6



13 — Climate Action

Action is encouraged, we're channelling ours in a numbers of ways, but most measurably through our Climate Action partners at Ecologi. Target 13.1



17 — Partnerships for the Goals

To find the most competent humans on this planet to bring success to our clients, it is important to look everywhere on the planet. We've established partnerships in Central Europe, India, Phillipines, Australia and the USA, in pursuit of those suppliers that align with our values and can support you on your businesses journey. Target 17.6

MEASURING PROGRESS

When we established Lightrise Consulting in Dec 2021 we did so with the intent of creating a business as a force for good. Our mission at Lightrise is simple, to contribute a scaling % of our success to all the UN Sustainable Goals over our strategy leading up to 2030. Through our success of helping clients with business solutions we will help others, on our journey to be the most trusted Microsoft HR and ESG services partner.

We've a long way to go, but as with any challenge consistency and applied progress over a period of time produces results, and that is exactly the approach the world needs.

We're at the start of our monitoring and evaluation story and intend to improve these indicators on an annual basis in line with our stakeholders. These will be driven forward by our 2030 Transition Collective.

4 Quality Education

KEY INDICATOR	ACTIVITY / PROJECT	DATA / OUTCOME
Number of Internships	Increase internships year on year	<ul style="list-style-type: none">Increased from 1 to 2 from 2023 to 2024. 2025 target 4.
Hours provided to Lightrise Foundation	Establish working principals and governance with Lightrise Foundation	<ul style="list-style-type: none">Equivalent of £20k in Services provided to the Lightrise foundation by May 2025

5 Gender Equality

Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women

Improve, enable and empower with remote structures

Form alliances with International Female Led Technology and Cloud

- Continue contributing to the Women In Cloud (WIC) technology community
- Further develop networks with Women in Technology (WIT)
- Introduce members of Lightrise Foundation to both WIC and WIT as appropriate to enable and empower them further

JOLANTA MONIEWSKA



It's comforting to be part of a culture that values family life and encourages our growth as both professionals and parents. When I joined the company during the later stages of my pregnancy, I felt genuinely supported right from the start. Now, as a parent of two little ones under two, the flexibility offered allows me to care for my children while thriving at work. The understanding and kindness from the team make it possible for me to be there for my children while pursuing my goals. I'm so grateful to work for a company that makes navigating the challenges of new parenthood a little easier while celebrating our successes together!

ADESEWA HASSAN



The flexibility of my workplace has transformed my parenting experience, allowing me to blend my professional responsibilities with family life seamlessly. Working from home fosters a sense of ownership and innovation, empowering me to approach both my career and parenting with creativity and resilience, ultimately enriching my role as a parent.

8 Decent Work and Economic Growth

Provide above the NLW National Living Wage

Always provide above or equal to the Living Wage

- 2021 - 2024 Living wage achieved.
- Sign up to Living Wage Scheme by December 2025

Provide Health Cover

Provide positive impact health cover

- Vitality health scheme for employees which rewards positive health improvements
- Seek alternative providers for improvement

Learning growth

Protect a minimum of 10% of week for learning. Target 25%.

- Wednesday afternoons protected for learning, increase to 25% by 2026

Disability Confident

Pursue Disability Confident Status and embed related activities in business

- 2024 Disability confident - Committed
- 2025- Disability confident - Employer

Supporting veterans

Commit to action

- Sign up to the UK Armed Forces Covenant by Dec 2024

12 Responsible consumption and production

Baseline Cloud SOC 1, SOC, SOC 3	Through Azure identify SOC1, SOC2 and SOC 3 baselines Create baseline CRC	<ul style="list-style-type: none"> • Create baseline Carbon reduction plan by December 2024 • Refresh Azure dashboard with live data by December 2024
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13 Climate Action

Increase financial charitable donations

Baseline small baseline for charitable donations to aligned charities

- 2022 - £ 250
- 2023 - £500
- 2024 - £750

Volunteer Hours	Establish volunteer scheme Establish volunteer baseline	<ul style="list-style-type: none"> • Volunteer scheme established • Establish micro volunteering opportunities with Lightrise Foundation
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Baseline early Ecologi performance

Positive impact contributions to Ecologi

- What results did you obtain from your project?
- Write them here.

17 Partnerships for the goals

KEY INDICATOR	ACTIVITY / PROJECT	DATA / OUTCOME
Improve Global Distribution of Partnerships	XRM for Partners. Increase the number of North-South partnerships from baseline	<p>2024</p> <ul style="list-style-type: none"> • 20 SME Partners • 12 Micro Partners <p>2025</p> <p>Increase 50% Americas and South</p>

Case Study - Rapid impact with Ecologi

Performance goals are a good way to monitor and measure progress.

When it comes to achieving rapid, transparent impact we've teamed with Ecologi so that we can track exactly how we are making an impact.



October 2024 In Just 6 months...

This breakdown shows how the trees we've funded are distributed across Ecologi projects. It's accurate for the UK, US, Australia and Brazil, and estimated for all other regions.

Mangrove planting at Kandrany, Madagascar
Number of trees funded
31

Forest restoration in Kenya
Number of trees funded
21

Reforestation in Mussuquelane, Mozambique
Number of trees funded
11

Planting forest gardens in Busoga, Uganda
Number of trees funded
3

Saving Endemic Moroccan Fruit Tree Species
Number of trees funded
1

Planting forest gardens in Tanzania
Number of trees funded
1

Planting forest gardens in Uganda
Number of trees funded
1

A flourishing future for Gewocha Forest, Ethiopia
Number of trees funded
1

REFLECTIONS

As we reflect on our journey at Lightrise Consulting, a pivotal question arises: How can we leverage our expertise to create a positive impact? This very question is at the heart of our mission. Lightrise was founded on the belief that there is a clear, technology-driven path to business success that aligns with a low-carbon future.

In these times, the purpose of the United Nations resonates more than ever. The call for unity among humanity is paramount, and the 17 UN Sustainable Development Goals (SDGs) provide a universal language through which businesses can achieve remarkable feats. No matter where we are in the world, the UN SDG framework allows us to report our contributions in a cohesive and meaningful way.

Personally, I have always felt a singular mission in life: to change the world. The UN SDG framework empowers Lightrise to do just that. It is a tool that enables us to magnify the good we can do, using our knowledge and skills to their fullest potential.

Remember, if you want to go fast, go alone. If you want to go far, go together. Let's continue to strive for greatness, together.

Gareth



I only felt as though I had one mission in life, and that was to change the world.

The UN SDG framework enables that

NEXT STEPS

2025 Improve governance - Structure, Scalability, Sustainability



01 — Action or Commitment

We will now establish a Transition Collective to help drive forward the focus of our Mission objectives under this framework as we transition sustainably and impactfully into 2030 and beyond. An interim report will be provided May 2025

THERE IS A PLANET B

**BUT EARTH IS
DIFFERENT TO MARS
AND VENUS**

FOR THE TIME BEING

**PROTECT EARTH
PROTECT IT'S PEOPLE**

LIGHTRISE