

Transparency

We've moving offices...



Internal assessment to evaluate prior space status.



Clear and transparent communication of business requirements.



Evaluation of floor plans for internal and external perspectives, considering client needs.



Transparent reviews of space viability based on ownership and alignment with values.



Engagement with EOT and advisory board in the decision-making process.

Steps taken

1



Advisory board consulted on office ownership decision.

2



Exclusion of Russian ownership due to Ukraine war context.

3



Emphasis on transparency and trust in conducting due diligence.

4



Healthy debate within the advisory board, including personal opinions.

5



Consulted individuals from LGBTQ+ community for input.

6



Management team decided to move forward based on outcomes of discussion.

Outcomes



Open and honest dialogue and discussion.



Identification of values-aligned and functional space requirements.



Visibility and transparency in decision-making process, seeking input from others.



Thorough due diligence in decision-making, understanding the reasoning behind choices.

Other examples

Financials: Every single member of staff has access to our full financial information. This allows full visibility of our company's performance. During Covid, we had weekly meetings with the whole business to clearly highlight the company's financial position during difficult times.

Client qualification: People before profits. We always look at every opportunity through the Clarasys triangle (People, Client, Business) and ensure an open dialogue about opportunities and type of work we want to do.