

2024 Sustainability Report

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1 CEO Message

I am delighted to introduce Gamma's third annual Sustainability Report. 2024 marked another fantastic year of achievements and I am pleased that Gamma continues to support work oriented towards sustainable outcomes and social value in the communities in which we operate.

We are committed to make sure the expectations of our stakeholders are reflected in our social value priorities. We are also guided in our efforts by a core business value, namely that we continue to "do the right thing". To this end, two examples of actions taken during 2024 come to mind:

Firstly, at the beginning of the year, we announced that our net-zero targets had been validated by the Science Based Targets initiative (SBTi). This important milestone assures stakeholders that our carbon reduction commitments are robust and aligned with global efforts to combat climate change.

Second, I was incredibly proud to see the commencement of Gamma's Scholarship Programme in September. This programme has given bursaries to four STEM students to support their studies at the University of Salford and Glasgow Caledonian University.



Committing to a sustainable future

We recognise that the telecoms sector has a role to play in addressing global climate issues through decarbonisation and the promotion of a circular economy. We are passionate about our industry and understand that our work touches almost every aspect of modern life. As a result, we believe that Gamma sits in a good position to drive significant positive change, both in our own operations and amongst our many partners and customers.

2024 marked a defining year in the development of our carbon reduction plan, supported by the appointment of a dedicated ESG Programme Manager. Thanks to our validated net-zero targets, we know what we need to do and where we need to act. For us, this will inevitably involve the removal of mains gas in our offices, transitioning our Company fleet to cleaner vehicles, procuring high quality renewable energy for electricity consumption, and improving the sustainability credentials of our dedicated datacentre. We will also need to take decisive action to decarbonise acquired businesses in support of our net-zero ambition.

We're good together

Part of our mission is to make business communications less complex and more human. In this pursuit, collaboration underpins everything we do and is core to how we operate.

As a trusted provider of communications technology, we support public sector organisations, thousands of small businesses (through our network of Channel Partners), and large enterprises across the UK and

Europe. We collaborate with industry peers, government bodies, and non-governmental organisations to share best practices and drive meaningful change.

Driving Inclusive Growth:

Sustainability means more to us than reducing our GHG emissions towards net-zero. Back in 2021, Gamma aligned its sustainability agenda to four of the UN Sustainable Development Goals.



These goals have guided us in our pursuit of social value by empowering communities and fostering inclusive growth.

In terms of social value, I was incredibly proud to see the launch of Gamma's Scholarship Programme in September. This programme has at first given four STEM students bursaries to support their studies at The University of Salford and Glasgow Caledonia University. We are delighted to learn of their progress at university, which you can read about in [section 6.5](#) of this report. We plan to expand the programme in 2025.

In addition, an office consolidation project towards the end of the year gave us the chance to work with one of our trusted recycling partners to bring about positive outcomes beyond our geographic operating boundaries. The project successfully donated 23 tonnes of office furniture, worth over £30,000, to support the Wonder Years Centre of Excellent in Gambia, all the while reducing our impact on the planet.

Looking Ahead

While it is important to recognise our achievements, we remain focused on maximising our future efforts to deliver more positive impacts.

With respect to GHG emissions, we now have clear and sufficiently ambitious net-zero targets, and I am keen to share progress towards our near-term ambition in this [\(see section 5.4\)](#) and subsequent reports. The SBTi validation and our future carbon reduction action underscores our role as a B2B communications provider with a conscious.

Looking ahead to 2025, we are putting more emphasis on the 'S' of our ESG strategy, designing programmes of work to help develop the communities and economies in which we operate, increase the diversity and improve health and wellbeing in our workforce and the technology sector. I look forward to sharing our progress and achievements in these areas next year.

I'm once more delighted to share the Gamma Sustainability Report, which updates readers on our priorities, commitments, and brings our ESG stories to life. We remain committed to working hard to embed sustainable thinking into the culture of our business, from reducing our own emissions and increasing the diversity of our workforce, to enabling our customers and partners to reduce their own emissions by using collaboration tools.

Our impact is driven by the dedication of our employees; from developing and supporting our services and products, to championing charitable causes, and underpinning the governance and operations of our business. All of this work supports Gamma's aim, namely, to support a better-connected world in which we can all work smarter for the benefit of business, people, and the planet. I believe we can amplify our positive impact even further, and I look forward to seeing progress being made during 2025.

A handwritten signature in black ink, appearing to read 'Andrew Belshaw'.

Andrew Belshaw
CEO

2 Who We Are

Our vision and purpose Gamma has long envisaged a more connected world, one where businesses, people, and the planet all benefit from smarter, more efficient ways of working. As a B2B communications provider focused on empowering businesses for good, we are here to support teams across the UK and Europe with simple, intuitive solutions in an increasingly complex landscape.

Our purpose

to empower the people at the heart of good business.

Our mission

to make communications more human.

We are a dynamic, fast-growing organisation that puts people and customers at the heart of everything we do. This approach has positioned us as the premium choice for business communications. We consider ourselves to be a genuinely distinct service provider, with the following five aspects setting us apart:

Authentic and approachable

Intuitive technology

Our people and ethics

Complete product set

Embrace simplicity

Who We Are

Gamma is a leading provider of technology-based communication services across Europe. We're here to empower the people at the heart of good business. We want a better-connected world in which we can work

smarter for the benefit of business, people and the planet. Gamma helps organisations connect and collaborate through solutions including Unified Communications, voice enablement, connectivity, mobile and security.

Our Four Core Pillars

Flexible Solutions: Our products, pricing, and services adapt to the evolving needs of our partners and customers.

Collaborative Culture: We work side-by-side with clients, bringing specialist expertise and ongoing support to ensure the best outcomes.

Connected Communications: Our solutions are sophisticated, secure, and reliable built to help businesses thrive.

End-to-End Control: We manage our own network infrastructure, providing seamless, always-on communications that empower people to work anytime, anywhere.

We collaborate with best-in-class technology partners, and we are recognised for our ability to simplify and deliver impactful solutions tailored to our customers' goals.

Our product categories

A developer and provider of UCaaS, CCaaS, voice, data and mobile communication services for businesses of all sizes.



Cloud Communications

Gamma provides Unified Communications as a Service ("UCaaS") to allow businesses to bring together multiple communication types in one service and, by deploying in the cloud, ensure they can be accessed wherever they are needed. Increasingly, businesses look to improve customer experience ("CX"), and Gamma provides solutions at a range of scale and complexity.



Voice Enablement

Gamma enables other application providers such as Microsoft Teams to make and receive telephone calls using phone numbers utilising our core voice network.



Connectivity

Modern day voice services require data connectivity to operate. Gamma provides a full suite of connectivity connections and services across fixed and mobile telephony.

How we sell

We supply a broad range of simplified communications and software services to small, medium and large-sized organisations, both through our large network of Channel partners and directly.



Gamma business

Our primary route to market, the channel is at the heart of what we do. We provide market-leading products to 1000+ Channel Partners, with an exceptional service wrap



Gamma Enterprise

Our Enterprise business supports the requirements of Enterprises and Public Sector organisations looking to contact directly with the network operator.



Europe

Our European businesses sell both directly and through the channel consisting of sales primarily in Germany, the Netherlands and Spain.

2.1 Sustainability at Gamma

Our third annual Sustainability Report is designed to supplement our Annual Report and other public disclosures, recognising the ever-growing need for transparency and reporting in all areas of environmental, social, and governance (ESG).

At Gamma, we believe that connectivity is not just about technology, but about people. Our business solutions are built around people, fostering authentic relationships rooted in the belief that meaningful communication drives stronger customer experiences and long-term business success.

We are committed to supporting our employees with a healthy work-life balance, while actively protecting the planet and minimising our environmental impact. Honesty, transparency, and integrity guide all of our interactions, both internally and externally.

As expectations around environmental, social, and governance (ESG) issues remain, we are staying focused on meeting and exceeding standards. Our ambition goes further: to inspire sustainable practices across our network of peers, customers, partners, and employees.

We are proud to have maintained an 'AA' ESG rating from MSCI. MSCI is a provider of critical decision support tools and services for the global investment community and uses a 'AAA' to 'CCC' ratings scale to measure thousands of companies based on their exposure to industry-specific and financially material ESG risks.



The organisations' ability to manage those risks relative to peers is also considered when measuring and scoring so MSCI's ESG ratings reports help institutional investors identify companies' ESG risks and opportunities.

Embedding Sustainability

We have established a robust governance framework to drive our social value efforts. Our ESG strategy is guided by a dedicated Board Committee and was shaped by a materiality assessment conducted in the summer of 2021. Key members of our management team actively participate alongside the Board in ESG Committee meetings - held three times in 2024.

Our Sustainability Team, focuses on raising awareness about environment and governance while shaping our long-term strategy, including an emissions reduction plan to support net-zero ambition.

Through the ESG Committee, the Board ensures that Gamma's environmental & social policies and governance structures are aligned with the Company's commitments.

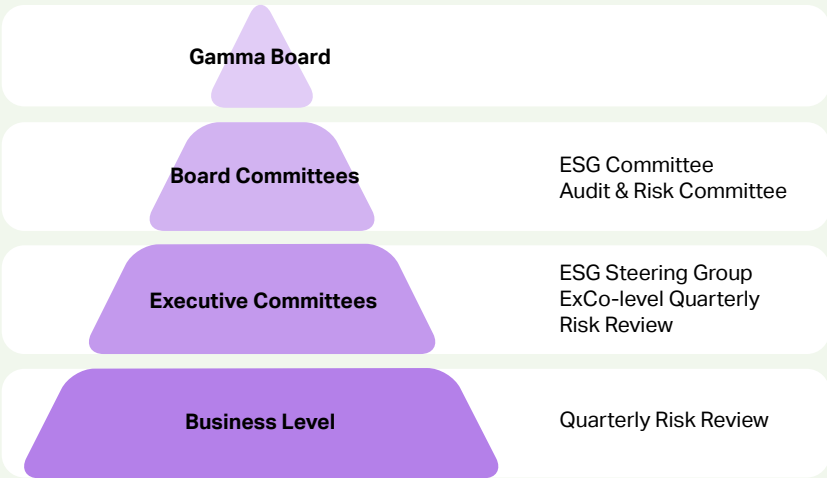
The Board also ensures that Gamma:

- Tracks and evaluates current and emerging ESG trends, along with relevant international standards and regulatory requirements.
- Assesses climate-related risks and opportunities to inform strategic planning.
- Analyses the potential impact of ESG factors on the Company's strategy, operations, and reputation.
- Guides the integration of ESG considerations into corporate policies and strategic objectives.

Our governance framework, comprising the ESG Committee and ESG Steering Group, spans all levels and regions of the business. This structure, supported by ongoing communication efforts through newsletters, vlogs, and surveys, plays a key role in enhancing awareness and engagement across the organisation.

We consistently publish ESG updates on our website, ensuring that our stakeholders are informed about our initiatives, progress, and strategic plans. Our commitment to transparency is reflected in our annual reporting cycle, which includes disclosures through CDP and incorporates TCFD guidelines in our [2024 Annual Report \(pages 54-69\)](#).

Each of our Executive Committee (ExCo) members has ESG objectives embedded in their remuneration packages.



Our Policies

All of our policies are supported by a clear policy framework. The framework exists to ensure that Gamma policy is identified, owned, defined, implemented, and updated in an effective way. The policy framework also demands that a policy owner defines controls around their policy and understands how to report on the effectiveness of the policy. You can read more about our policies and training in the [Governance section](#) of this report.

Our Accreditations

Many of our customers, particularly in the public sector and industries where communications and information are mission critical, rightly demand that we have in place the appropriate certifications to recognised standards. These independently audited certifications demonstrate our commitment to driving for the highest quality of standards for our products, systems and underlying infrastructure.

Our accreditations are all listed on our [website](#).

2.2 Materiality at Gamma

We have worked with a specialist third-party consultancy to perform a wide-reaching materiality assessment, designed to help us identify sustainability priorities for our internal and external stakeholders.

The approach had the following aims:

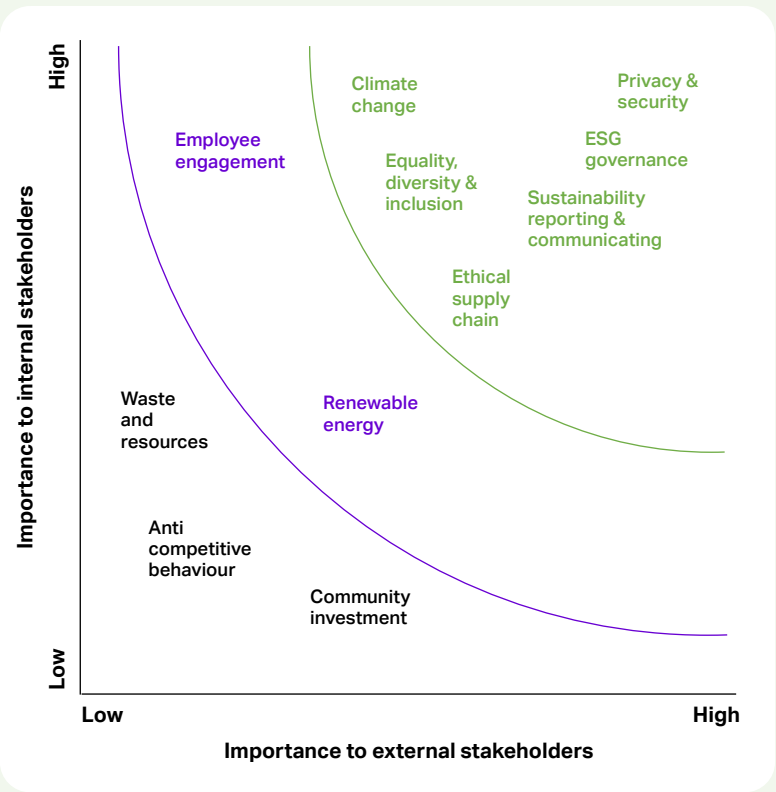
Using the Sustainability Accounting Standards Board (SASB) standard, complete a peer review for best practice and benchmarking.

Identify key sustainability priorities across employees, customers, partners, our Board, and our investors.

Review legislative and disclosure requirements, now and future.

Results

Our materiality matrix shows the issues identified as most material to our internal and external stakeholders and we have used these to shape our ESG programme of work, as well as a source to inform the business strategy.



2.3 Gamma and the UN Sustainable Development Goals

In 2015, the United Nations introduced 17 Sustainable Development Goals (SDGs) aimed at eradicating poverty, reducing inequality and injustice, and addressing climate change. We view the SDGs as a global call to action, not only for governments but also for businesses.

In January 2020, we formally adopted the SDGs, selecting four where we believe we can have the greatest impact. These goals, combined with insights from key stakeholders, form the foundation of our environmental, social, and ethical strategies and continue to guide our business practices.

To maintain our CarbonNeutral® status, we work closely with a leading provider in the Voluntary Carbon Market (VCM) to purchase verified carbon credits. Every supported project aligns with our chosen SDGs, see [Section 5.3](#)

Our focus SDGs



Goal 5: Gender Equality

We are dedicated to advancing gender equality through both formal policies and our Social Plan.

- **Equal Opportunities:**

Hiring, promotion, and remuneration are free from gender bias, and we promote gender diversity at all levels.

- **Women in Gamma Community:**

An internal network launched in 2023, designed to support women, foster open dialogue, drive initiatives, and build allyships.

- **Workplace Policies:**

We offer flexible working arrangements, inclusive parental leave, and childcare support.

- **Anti-Harassment:** We enforce a zero-tolerance policy for harassment, creating a safe and respectful workplace.

- **Gender Pay Gap Reporting:** Since 2017, our mean gender pay gap has decreased by over 20 percentage points, driven by improved female representation in senior roles. Learn more in [Section 6.1](#) of this report.

- **STEM Advocacy:** We promote STEM careers among women and girls through scholarships, apprenticeships, and school outreach.



Goal 8: Decent Work and Economic Growth

We are committed to fair, inclusive, and sustainable economic growth across our business.

- **Fair Pay:**

All employees receive at least a living wage, with annual reviews.

- **Safe Workplaces:**

A robust Health & Safety Policy, supported by training and regular reviews, protects employee well-being.

- **Career Development:**

We invest in training, technical education, and professional development.

- **Inclusive Hiring:**

Our recruitment practices are designed to ensure diversity and equal opportunity.

- **Flexible Work:**

Flexible schedules and remote work options help support work-life balance.

- **Youth Employment:**

We run a graduate training programme for early-career talent, as well as providing financial support for STEM students through the Gamma Scholarships Programme.

- **Transparent Reporting:**

We regularly disclose our economic, social, and environmental performance, ensuring accountability.



Goal 10: Reduced Inequalities

Inclusion and well-being are fundamental to our culture and values.

• Employee Engagement:

Biannual anonymous surveys inform our social and reward strategies. We joined the Employers Network for Equality and Inclusion in 2022 to strengthen our inclusive culture.

• Support for Disadvantaged Communities:

We are a Disability Confident employer and signatory to the Armed Forces Covenant. Our Scholarship Programme supports four students from underrepresented backgrounds.

• Charity Partnerships:

We support Action Through Enterprise (ATE) through our annual Gamma Ball Rally and fundraising efforts. These charities have delivered long-term, sustainable impact for communities in Ghana and the UK.



Goal 13: Climate Action

We are committed to reducing our environmental impact and addressing climate change.

• Carbon Reduction:

We track our energy and GHG emissions annually and are targeting net-zero by 2042. Our targets are validated by the Science Based Targets initiative (SBTi).

• Renewable Energy:

As of 2024, ~95% of our electricity consumption is sourced from renewables.

• **Sustainable Supply Chain:** Through our Ethical Procurement Policy and third-party risk assessments, we ensure suppliers adopt sustainable practices.

• Green Facilities:

Office consolidation and efficiency upgrades - such as LED lighting and modern HVAC systems - reduce our environmental footprint.

• Employee Education:

We engage employees through sustainability training, including webinars, podcasts and "Lunch and Learn" sessions.

• Eco-Friendly Transport:

We promote sustainable commuting via EV salary sacrifice schemes and our Cycle to Work programme.

• Carbon Offsetting:

As part of our beyond-the-value-chain approach, we invest in carbon offset projects like reforestation, renewable energy, and clean cooking technologies.

• Climate Risk Planning:

We use scenario analysis to assess climate risks and integrate them into our Risk Management Framework. These are reported annually via our TCFD disclosures.

• Transparency:

We publish annual disclosures through the CDP, TCFD, and SECR frameworks, reinforcing our commitment to accountability in climate reporting.

3 Highlights 2024

AA

Gamma retained an MSCI score of AA

1.5°C 

We achieved SBTi validation of our near- and long-term targets in March 2024 – in doing so, committing to align with 1.5°C and net-zero through the Business Ambition for 1.5°C campaign


Discloser
2024

Gamma scored a B in our Carbon Disclosure Project response

Within the field engineer fleet, we got our first electric vehicle on the road

We were delighted to welcome our first entrants into Gamma's Scholarship Programme, supporting STEM students through their studies



Supporting careers through creation of Armed Forces Work Experience programme and internal apprenticeships

Chairty Forum helped raise over £200,000 in part due to the inaugural Gamma Games bringing our suppliers and partners together to compete in fun sporting activity



Donation of over £30,000 worth of office furniture to support the Wonder Years Centre of Excellent in Gambia

3.1 Performance against targets and goals

Pillar	Theme	Metric	Response	Status
Governance	Governing purpose	Setting purpose The company's stated purpose, as the expression of the means by which a business proposes solutions to economic, environmental and social issues. Corporate purpose should create value for all stakeholders, including shareholders.	Consistently outlined in our [2024] Annual Report and Investor hub .	
	Quality of governing body	Governance body composition Composition of the highest governance body and its committees by: competencies relating to economic, environmental and social topics; executive or non-executive; independence; tenure on the governance body; number of each individual's other significant positions and commitments, and the nature of the commitments; gender; membership of under-represented social groups; stakeholder representation.	The Board comprises of eight members. Two members are executive, the CEO and the CFO. The Company Secretary also sits on the Board. All other directors are independent, non-executive. Full biographies of all the Gamma Board members can be found here . As of end-of-year 2024, women represent 38% of the Gamma Board, men represent 62%.	
	Stakeholder engagement	Material issues impacting stakeholders A list of the topics that are material to key stakeholders and the company, how the topics were identified and how the stakeholders were engaged.	A materiality exercise was conducted in 2021, with an explanation of the engagement process and outcomes discussed in section 2.2 of this report.	
	Ethical behaviour	Anti-corruption 1. Total percentage of governance body members, employees and business partners who have received training on the organization's anti-corruption policies and procedures, broken down by region. 2. a) Total number and nature of incidents of corruption confirmed during the current year but related to previous years b) Total number and nature of incidents of corruption confirmed during the current year, related to this year. 3. Discussion of initiatives and stakeholder engagement to improve the broader operating environment and culture, in order to combat corruption.	1) 71% of employees across the group UK = 75% Europe = 60% 2. a) 0 2. b) 0 3) Engagement plans to raise training rates and employee awareness around corruption and bribery	
		Protected ethics advice and reporting mechanisms A description of internal and external mechanisms for: 1. Seeking advice about ethical and lawful behaviour and organizational integrity; and 2. Reporting concerns about unethical or unlawful behaviour and lack of organisational integrity	In response, Gamma has implemented a full Whistleblowing policy and process, overseen by the Gamma Board.	

Pillar	Theme	Metric	Response	Status
Governance	Risk and Opportunity Oversight	Integrating risk and opportunity into business process Company risk factor and opportunity disclosures that clearly identify the principal material risks and opportunities facing the company specifically (as opposed to generic sector risks), the company appetite in respect of these risks, how these risks and opportunities have moved over time and the response to those changes. These opportunities and risks should integrate material economic, environmental and social issues, including climate change and data stewardship.	Outlined in our 2024 Annual Report A Risk Management Policy is approved. Other than climate-related opportunities, Gamma has yet to integrate opportunities into business process.	
Planet	Climate Change	Greenhouse gas (GHG) emissions For all relevant greenhouse gases (e.g. carbon dioxide, methane, nitrous oxide, F-gases etc.), report in metric tonnes of carbon dioxide equivalent (tCO2e) GHG Protocol Scope 1 and Scope 2 emissions. Estimate and report material upstream and downstream (GHG Protocol Scope 3) emissions where appropriate.	Disclosed in our 2024 Annual Report Further details are found in our separate energy and emissions report . An Environmental Management Policy is approved.	
		TCFD implementation Fully implement the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD).	Disclosed response to TCFD in 2024 Annual Report Response is consistent with 11/11 recommendations	
	Nature Loss	Land use and ecological sensitivity Report the number and area (in hectares) of sites owned, leased or managed in or adjacent to protected areas and/or key biodiversity areas (KBA).	No direct disturbance. 4 sites within 1km of key biodiversity areas (KBAs), totalling 2,006 m2 = 0.2006 ha	
	Freshwater Availability	Water consumption and withdrawal in water-stressed areas Report for operations where material: megalitres of water withdrawn, megalitres of water consumed and the percentage of each in regions with high or extremely high baseline water stress, according to WRI Aqueduct water risk atlas tool.	No direct withdrawal Estimated 1-2 megalitres of water consumed in a given reporting year. 8.03% of operation takes place in regions with high or extremely high baseline water stress = approximately 0.12 megalitres	

Pillar	Theme	Metric	Response	Status																
People	Dignity and Equality	Diversity and inclusion (%) Percentage of employees per employee category, by gender and age.	Gender Disclosed in our 2024 Annual Report : <table><tr><td>Male</td><td>67.03%</td></tr><tr><td>Female</td><td>32.97%</td></tr></table> Age Gamma UK only at present. Gamma is working towards increasing its data and measurements across all geographies. <table><tr><td>18-24</td><td>6%</td></tr><tr><td>25-34</td><td>35%</td></tr><tr><td>35-44</td><td>31%</td></tr><tr><td>45-54</td><td>19%</td></tr><tr><td>55-64</td><td>8%</td></tr><tr><td>65+</td><td>1%</td></tr></table>	Male	67.03%	Female	32.97%	18-24	6%	25-34	35%	35-44	31%	45-54	19%	55-64	8%	65+	1%	
		Male	67.03%																	
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35-44	31%																			
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55-64	8%																			
65+	1%																			
		Pay equality (%) Ratio of the basic salary and remuneration by gender.	Information in our Disclosed 2024 Annual Report: and in the 2024 Gender Pay Gap report Gender Pay Gap <table><tr><td>Mean Pay Gap</td><td>16%</td></tr><tr><td>Median Pay Gap</td><td>20%</td></tr><tr><td>Mean Bonus Gap</td><td>48%</td></tr><tr><td>Median Bonus Gap -</td><td>20%</td></tr></table> Proportion of Males/Females receiving bonus: <table><tr><td>Male</td><td>95%</td></tr><tr><td>Female</td><td>91%</td></tr></table>	Mean Pay Gap	16%	Median Pay Gap	20%	Mean Bonus Gap	48%	Median Bonus Gap -	20%	Male	95%	Female	91%					
Mean Pay Gap	16%																			
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Female	91%																			

Pillar	Theme	Metric	Response	Status
People	Dignity and Equality	Wage level (%) 1. Ratios of standard entry level wage by gender compared to local minimum wage. 2. Ratio of the annual total compensation of the CEO to the median of the annual total compensation of all its employees, except the CEO.	1. UK National Living Wage 2024 = £22,308 Gamma UK standard entry level wage (male and female) = £25,590. 2. Outlined in full in our 2024 Annual Report Gamma is working towards increasing its data and measurements across all geographies.	
		Risk for incidents of child, forced or compulsory labour An explanation of the operations and suppliers considered to have significant risk for incidents of child labour, forced or compulsory labour. Such risks could emerge in relation to: a) type of operation (such as manufacturing plant) and type of supplier b) countries or geographic areas with operations and suppliers considered at risk.	Top 100 suppliers have been evaluated and no significant risk has been identified. More about this can be found in section 4.5 of the Sustainability Report. Gamma has an Ethical Procurement Policy and Modern Slavery Report .	
	Health and Wellbeing	Health and safety (%) The number and rate of fatalities as a result of work-related injury; high-consequence work-related injuries (excluding fatalities); recordable work-related injuries; main types of work-related injury; and the number of hours worked. An explanation of how the organization facilitates workers' access to non-occupational medical and healthcare services, and the scope of access provided for employees and workers.	0 fatalities 0 high consequence work-related injuries 15 recordable work-related incidents such as: • minor employee injuries, e.g. cuts and bruises • employees becoming unwell at office • office incidents, no injury • near-miss hazard, no injury All information on H&S can be found in section 4.1 of this report.	

Pillar	Theme	Metric	Response	Status																																																								
Prosperity	Employment & Wealth Generation	Absolute number and rate of employment 1. Total number and rate of new employee hires during the reporting period, by age group, gender, other indicators of diversity and region. 2. Total number and rate of employee turnover during the reporting period, by age group, gender, other indicators of diversity and region.	Gamma UK only at present. Gamma is working towards increasing its data and measurements across all geographies. 1. Total number and rate of new employee hires during the reporting period, by age group and gender <table><tr><td colspan="4">Joiners / New hires for 2024:</td></tr><tr><td colspan="4">By age group</td></tr><tr><td>18-24</td><td>23.40%</td><td>45-54</td><td>11.70%</td></tr><tr><td>25-34</td><td>34.04%</td><td>55-64</td><td>3.19%</td></tr><tr><td>35-44</td><td>27.13%</td><td>65+</td><td>0.53%</td></tr><tr><td colspan="4">By gender</td></tr><tr><td>Female</td><td>36.70%</td><td>Male</td><td>63.30%</td></tr></table> 2. Total number and rate of employee turnover during the reporting period, by age group and gender <table><tr><td colspan="4">Leavers for 2024:</td></tr><tr><td colspan="4">By age group</td></tr><tr><td>18-24</td><td>6.90%</td><td>45-54</td><td>19.54%</td></tr><tr><td>25-34</td><td>40.61%</td><td>55-64</td><td>11.11%</td></tr><tr><td>35-44</td><td>20.31%</td><td>65+</td><td>1.53%</td></tr><tr><td colspan="4">By gender</td></tr><tr><td>Female</td><td>23.75%</td><td>Male</td><td>76.25%</td></tr></table>	Joiners / New hires for 2024:				By age group				18-24	23.40%	45-54	11.70%	25-34	34.04%	55-64	3.19%	35-44	27.13%	65+	0.53%	By gender				Female	36.70%	Male	63.30%	Leavers for 2024:				By age group				18-24	6.90%	45-54	19.54%	25-34	40.61%	55-64	11.11%	35-44	20.31%	65+	1.53%	By gender				Female	23.75%	Male	76.25%	
	Joiners / New hires for 2024:																																																											
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35-44	27.13%	65+	0.53%																																																									
By gender																																																												
Female	36.70%	Male	63.30%																																																									
Leavers for 2024:																																																												
By age group																																																												
18-24	6.90%	45-54	19.54%																																																									
25-34	40.61%	55-64	11.11%																																																									
35-44	20.31%	65+	1.53%																																																									
By gender																																																												
Female	23.75%	Male	76.25%																																																									
	Employment & Wealth Generation	Economic contribution 1. Direct economic value generated and distributed (EVG&D), on an accruals basis, covering the basic components for the organization’s global operations, ideally split out by: • Revenues • Employee wages and benefits • Payments to government • Operating costs • Payments to providers of capital • Community investment 2. Financial assistance received from the government: total monetary value of financial assistance received by the organization from any government during the reporting period.	1. Contained in full in our 2024 Annual Report 2. No government assistance received.																																																									

Pillar	Theme	Metric	2022 Progress	Status
Prosperity	Employment & Wealth Generation	Financial investment contribution 1. Total capital expenditures (CapEx) minus depreciation, supported by narrative to describe the company's investment strategy. 2. Share buybacks plus dividend payments, supported by narrative to describe the company's strategy for returns of capital to shareholders.	Contained in full in our 2024 Annual Report Purchase of treasury shares under the 2024 £27.3m share buyback and under a SIP scheme	
	Innovation of better products and services	Total R&D expenses (\$) Total costs related to research and development.	£19.7m (+14% on 2023) Details included in 2024 Annual Report	
	Community and social vitality	Total tax paid The total global tax borne by the company, including corporate income taxes, property taxes, non-creditable VAT and other sales taxes, employer-paid payroll taxes, and other taxes that constitute costs to the company, by category of taxes.	£38.5m (+36% on 2023) Due to increase in corporation tax payable and employer social security costs.	

4 ESG Governance

As a Company, Gamma has a strong background in doing business with honesty, integrity, and respect for others. As such, we remain committed to maintaining high standards of conduct throughout our operations, which we feel is evident in our culture, values, policies, and procedures.

Responsibility

Gamma's Board delegates ESG matters to the ESG Committee, chaired by a Non-executive Director, and attended by other Board members, including the Chief Executive Officer (CEO) Chief Financial Officer (CFO). The ESG Committee met on three occasions in 2024. You can read our latest [ESG Committee Report here](#)

A key responsibility of the ESG Committee is to ensure that Gamma operates as a responsible and compliant business, in doing so monitoring applicable legislation and social standards.

On behalf of the Board, the Committee oversees the development of Gamma's ESG strategy and governance structure, and the establishment of related goals and policies. The ESG committee works with the Risk and Audit Committees, to identify and crucially mitigates ESG-related risks while identifying any relevant opportunities.

Our Conduct

[Gamma's policies](#) assists in maintaining high standards of conduct throughout the business. Within these policies we deliberately emphasize the important of honesty, respect for colleagues, customers, suppliers, and stakeholders. The disclosure of any conflicts of interest is also a key component of our ethical standards.

In more general terms, The Board aims for Gamma to be a positive contributor to society. We have a policy framework supporting several public-facing policies, reviewed annually, approved by the Board, and rolled out to Gamma employees.

In addition, Gamma has strong mechanisms in place to ensure that any concerns can be raised confidentially. A global anonymous reporting service is in place, supported by a Whistleblowing Policy and procedure, so that any concerns about aspects of our business operations, including modern slavery and any other form of unethical business conduct, can be reported without the fear of retaliation.

Our Stakeholders

We seek feedback from stakeholder groups that are potentially affected by our work. On ESG matters, we have formally consulted by way of [materiality assessment](#); this exercise has been instrumental in helping us prioritise and shape out a coherent ESG strategy.

On a more informal basis, we speak with our stakeholders in our day-to-day work, holding all feedback from our Channel Partners, customers, investors, and employees in high regard.

4.1 Health & Safety, and Wellbeing

Gamma promotes safe working practices alongside a healthy work-life balance. We have consistently considered health, safety and wellbeing with equal importance and continually work to develop our programme in conjunction with our social value strategy.

Health & Safety

As a business, Gamma has an expectation that our employees carry a duty of care for their own health and safety as well as that of others. We highlight the responsibilities of individuals when it comes to health and

safety, for example the requirement to report accidents, incidents or concerns regarding unsafe acts or conditions.

The majority of our workforce are based in low-risk environments, for example at home or in dedicated office spaces. A small number of workers, for example our field engineers are exposed to greater safety risk at work. These employees are provided with the necessary personal protective equipment (PPE) and are required to use a dynamic risk assessment tool to allow them to complete and assess risk on a site-by-site basis. Not only does this initiative reduce the likelihood of exposure to hazards on site but also improves management's understanding of unique challenges engineers may face which have potential to heighten risk factors.

Gamma is an accredited member of CHAS, the Contractors Health and Safety Assessment Scheme, which aims to help businesses work safer and more efficiently through a comprehensive review of H&S policy and procedures.

Gamma experiences very few workplace injuries and during 2024 had no fatalities or major injuries related to work. We will continue to work internally, and with third-party specialists, to ensure our employees are supported and environments are safe.

Wellbeing

Building on Gamma's work on the subject in recent years, we were delighted to appoint a dedicated Wellbeing Manager in 2024.

This role will help wellbeing play a more prominent role in the pillars of our Social Value strategy, described as:

We aim to:

Raise awareness of the importance of wellbeing and psychological safety at work.

Provide information and support to our employees as well as impact communities externally wherever possible.

Develop and implement a group wellbeing strategy.

Employee engagement on wellbeing has been ensured via communications being delivered through our intranet and internal collaboration sites.

Gamma has a wider wellbeing community, consisting of 18 qualified Mental Health First Aiders working across all office locations, providing initial support and signposting employees to both internal resources and external organisations where applicable.

In 2024, we were once more delighted to promote several wellbeing concepts to our staff during 'Wellbeing Week'. The aims for the week were to demonstrate our commitment to Wellbeing, promote a healthy mind and

body, create an open and supportive culture, raise awareness of important topics such as Mental Health and connect with employees.

Gamma held a week of activities focused on five key themes: Healthy Minds, Physical Health, Mental Health, Financial Wellbeing and Feeling Good. Activities included daily webinars, challenges and signposting to the support Gamma provides to demonstrate the importance of good mental health, how to support colleagues, identifying poor mental health and self-care strategies.

Health and Wellbeing Services

There is a range of options offered to our employees for non-occupational medical and healthcare services.

In 2023 we launched a private medical insurance scheme. This insurance policy is open to all UK employees and entirely voluntary. We are actively considering routes to expand this healthcare provision to group level. The private medical insurance that is offered takes a holistic approach to health insurance by incentivising positive health choices, facilitating access to care using digital tools and provides comprehensive cover.

Gamma offers all employees access to an Employee Assistance Programme (EAP) service which offers free confidential advice 24/7. The EAP offers advice on a range of topics, included mental and physical health, and the service can also arrange counselling online or face-to-face. There is also an app providing information on the go.

Also available to Gamma UK employees is access to a remote GP and second medical opinion service 24/7, 365 days a year.

All Gamma employees can request an annual eyecare examination voucher, and there is a Health Care Cash Plan scheme for those wishing to purchase cover to claim cash back on routine medical or dental costs.

4.2 Ethical Conduct

Gamma expects all employees and suppliers to respect the Company's Group Ethical Conduct Policy and our Ethical Procurement Policy in the UK.

The [Group Ethical Conduct policy](#) outlines responsibilities and proper practices of our employees when working for Gamma, including requirements to comply with the law in each jurisdiction of operation; in doing so maintaining high ethical standards. The policy defines the principles and policies of business ethics that Gamma and its employees must conform to and is reviewed and approved by the Board.

At present, The UK Ethical Procurement Policy is limited in scope to our UK business. This policy outlines our expectations and requirements with regards suppliers complying with local laws, and upholding and maintaining high ethical standards. This applies to labour standards, environmental standards, data protection and information security, and ethical policies and controls.

Suppliers of Gamma are encouraged to report any potential or actual breaches of the UK Ethical Procurement Policy directly to us.

We always aim to work collaboratively with suppliers to improve ethical, social and environmental standards across the supply chain.

4.3 Risk & Opportunity Management

Risk management is fundamental to Gamma's business strategy. It allows us to maintain agility, innovate confidently, and sustain rapid growth without introducing unnecessary risk. To support long-term, sustainable growth, we aim to strike a careful balance between seizing opportunities and managing risk.

Gamma has a robust risk management structure embedded across all areas of the business. Our integrated risk management process provides company-wide visibility of risks over a five-year horizon, enabling consistent, data-driven decision-making. This process operates within a centrally managed framework, supported by dedicated professionals who apply consistent risk assessments and implement proportionate controls.

Environmental, Social, and Governance (ESG) risks are fully integrated into our company-wide risk register. Both principal and emerging risks are disclosed in our Annual Report.

The Board is ultimately responsible for establishing and overseeing the Group's risk management framework. It ensures an appropriate risk culture is embedded throughout the organisation and that risks are effectively identified, assessed, and managed.

To support this oversight, the Board has established a Group Audit and Risk Committee. In relation to risk management, the Committee is responsible for:

Determining the nature and extent of the principal risks faced by the business, including new and emerging risks, and advising the Board on the organisation's risk appetite in the context of strategic objectives.

Promoting a strong risk culture at all levels of the organisation, ensuring risk assessment and control are integral to decision-making.

Monitoring and reviewing the effectiveness of the risk management and internal control systems, and ensuring corrective actions are taken when necessary.

As part of our risk assessment approach, we consider both threats and opportunities that may arise should a risk materialise. Specifically, in relation to climate change and environmental issues, we identify and report opportunities in line with the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD).

4.4 Cyber & Security

As a B2B organisation serving telecommunications products to SMB, Enterprise and Public Sector across Europe, cyber security expectations are high. Expectations are driven by customers, investors and at Board level. We have a low tolerance to cyber risk and invest appropriately to manage it.

Cyber Risk and Governance

Cyber threat is a principal risk and is incorporated into our Enterprise Risk Management structure. The risk appetite is reviewed annually and is set as averse with the risk score set as high.

As a Tier 2 telecommunications operator the UK we are regulated under the Telecommunications (Security) Act 2022 and the Communications Act 2003. In Europe our Group entities will be regulated under the Network and Information Security Directive (NIS2) as it comes into force.

Gamma UK and many of our Group subsidiaries are ISO27001 certified, with the remainder moving to the ISO27001 governance framework in 2026.

Gamma UK's corporate environment is Cyber Essential Plus Certified.

Board Responsibilities and Structure

Cyber security is embedded within Gamma's corporate governance structure, with the Board receiving annual briefings on cyber risk.

The Audit and Risk Committee oversee Cyber risk. They instructed PWC to carry out an Internal Audit of the Cyber Internal Controls in H2 2023, with all identified actions completed in 2024. The Committee received regular progress reports throughout.

The Board take part in an annual simulated exercise as part of the crisis management framework. This framework outlines our response to a cyber-attack at Board level.

Strategy and Integration

Gamma's cyber security strategy is owned by the CTO and is aligned to business objectives. The CTO delegates the cyber security responsibility to the Group Network & Security Director who enacts the strategy and manages cyber governance on behalf of the Group.

The CTO receives a report on cyber risk as part of the Technology Governance structure at least monthly. Examples of the Key Performance Indicators (KPI) are:

Incidents occurring, including post incident actions to manage reoccurrence

Engagement with the internal behaviours programme

Coverage of security tooling

Compliance of security controls

Red KPI require an action plan to improve the security risk.

Gamma run regular cyber readiness exercises as well as managing live incidents, ensuring everyone understands their role.

Gamma has increased annual investment in cyber to facilitate deployment of new tooling and technology.

Outcomes and Future Roadmap

As well as keeping abreast of current threats through various industry relationships Gamma horizon scans for upcoming regulation and legislation that may impact them in the future, an example of which is the expected Cyber Security and Resilience Bill requirements.

Cyber security and its related risk are structured and managed in an appropriate and proportionate way within Gamma. With strong oversight from both the Board and regulators. Details of our risk mitigation actions can be found in our [2024 Annual Report](#).

4.5 Modern Slavery

Gamma fully supports and complies with the United Kingdom Modern Slavery Act 2015. We remain committed to identifying, assessing, and addressing any potential risks of modern slavery or human trafficking within our operations and supply chains. Our aim is to ensure that these practices have no place in our business or among those with whom we work.

We have published a Modern Slavery and Human Trafficking Statement covering our UK operating entities. While this statement does not directly apply to our non-UK entities, we are committed to ensuring that all entities across the Group uphold the same high standards. The statement includes an annex that outlines how our non-UK operations align with these expectations.

Human Rights and Due Diligence

Gamma has processes across the business to identify, mitigate, and address both actual and potential human rights impacts.

Employees

Our employee policies and [Ethical Code of Conduct](#) clearly set out the standards of behaviour expected from all staff. We work exclusively with reputable, approved employment agencies to source labour, ensuring ethical practices are maintained throughout.

We also operate a [Whistleblowing Policy](#), providing employees and other stakeholders with a transparent, confidential mechanism for raising concerns — including those related to modern slavery or human trafficking. Further details can be found in [Section 4.7](#) of this report.

Suppliers

As a business we conduct risk assessments across our supply chains to identify and address areas where the risk of modern slavery or human trafficking may be higher. Assessments continuously find that while general operational procurement is considered low risk, upstream supply of materials and components by third-party suppliers is potentially higher risk.

To support responsible sourcing, we maintain an Ethical Procurement Policy (covering UK-based procurement), which sets out the minimum standards we expect from all suppliers. These include compliance with local laws and regulations, respect for internationally recognised human and labour rights, and the prevention of modern slavery.

We require all suppliers to complete an Ethical Procurement Policy Supplier Questionnaire, confirming their compliance with our standards. For higher-risk supply chains, we ask suppliers to carry out further due diligence, including audits and deeper investigation, particularly in areas such as:

- Child labour
- Modern slavery
- Anti-bribery and corruption
- Discrimination
- Disciplinary practices

Where appropriate, suppliers may be asked to provide evidence of these audits and actions taken to mitigate risks within their own supply chains.

4.6 Anti-corruption & bribery

Gamma maintains a zero-tolerance approach to corruption, bribery, and fraud in all forms. We are fully committed to complying with all applicable anti-corruption laws and ensuring integrity in every aspect of our operations.

Our [Anti-Bribery and Corruption Policy](#) sets out clear expectations for all individuals working with us or on behalf of the Company. It outlines our position on bribery and corruption, including procedures for reporting any breaches.

We are clear that non-compliance with this policy by employees can expose the Company to significant legal and reputational risks. Employees are also made aware that violations of certain anti-corruption laws may result in severe consequences, including criminal prosecution, imprisonment, and civil liability.

Gamma is committed to maintaining a culture of transparency and accountability. In 2024, we received no reports of corruption or bribery.

4.7 Whistleblowing

Accountability and transparency are central to Gamma's values, and we recognise the importance of providing a safe and effective mechanism for employees and others to raise concerns in a timely and responsible manner.

We operate a confidential whistleblowing service that allows individuals to report suspected malpractice or wrongdoing internally and at a senior level. This service is managed by an independent third-party provider and is available 24/7, 365 days a year across all our UK and European entities.

Employees can report any concerns that may breach our Code of Conduct — including issues related to bribery, corruption, health and safety, human rights violations, modern slavery, bullying, or harassment.

Where they are to occur, reports are initially reviewed by our independent Non-Executive Directors, after which investigations are conducted by a cross-functional team of trained senior leaders. This process ensures that each case is handled thoroughly, confidentially, and with the appropriate level of oversight.

We have a [Group-wide Whistleblowing Policy](#), which outlines the full process and protections in place.

4.8 Tax Strategy

The Company's approach to tax planning and risk management is disclosed in the [Tax Strategy Statement](#).

The approach laid out is based on three principles:

Integrity and Transparency:

We conduct our tax affairs with honesty and openness, maintaining transparent relationships with all relevant stakeholders, including tax authorities in the countries where we operate.

Compliance:

We are committed to meeting all of our tax obligations by submitting accurate returns and paying our tax liabilities on time.

Efficiency:

We seek to manage our tax position responsibly by making use of available and appropriate tax reliefs, where legally permissible and commercially appropriate, to reduce the overall cost of doing business.

Gamma's CFO is responsible for the delivery of the tax strategy and for managing the tax risks that arise in the countries where Gamma operates.

4.9 Accreditations

Many of our customers, particularly those in the public sector and industries where communications and information are mission critical, rightly demand that we have appropriate certifications to recognised standards in place.

These independently audited certifications are not only valued but also demonstrate our commitment to aspire towards the highest quality of standards for our products, systems and underlying infrastructure.

Our accreditations are all listed on our [website](#), where you can find information about individual accreditations along with a copy of the relevant certificate.

5 Environmental

Through numerous historic disclosures and action taken on carbon reduction to date, stakeholders can have assurance that Gamma is aware of the potential impacts of climate change on our planet. We believe that as a Company, we have a responsibility to act, with our overarching goal to ensure that no harm is done to communities and natural environments in which we operate.

Environment

Gamma has a proud history in acting for the good of the planet. Almost 20 years ago in 2006, we invested in the efficiency of our IP-based network and other assets, alongside an active offset management programme. Our network was the first in its sector to achieve carbon neutrality. We have since expanded our offset program to encompass all business operations, including office premises and our fleet, in accordance with The CarbonNeutral Protocol.

The Board and ESG Committee have supported the strengthening of commitment including the development of sustainability goals and the allocation of resource to commence net-zero transitioning.

In 2022, we pledged to transition from a CarbonNeutral® business to a carbon **net-zero** business by 2042. This commitment aligns with the Paris Agreement’s goal to limit global temperature increase to 1.5°C and the UN Sustainable Development Goal 13: Climate Action.

In this Sustainability Report, we are pleased to confirm that we have had our net-zero targets validated by the Science-based Targets initiative (SBTi).



SCIENCE BASED TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

In addition, by utilising frameworks such as the Taskforce for Climate-related Financial Disclosures (TCFD) and the Carbon Disclosure Project (CDP) we have gained a deeper understanding of our holistic environmental impact.

Our materiality assessment highlighted that climate change and Gamma’s environmental impact are priorities for our employees. Since then, we have felt this strongly, having received support and engagement from our workforce through participation in events from environmental surveys to quizzes, to litter picks and tree planting, and participation in webinars hosted by subject matter experts.

In presenting our environmental programme in this section of the report, we are confident that our work to date and plans align to stakeholder interest and that we are responding at pace to the rapid demands being placed upon businesses like ours to promote environmental stewardship.

5.1 Energy and Carbon Emissions

We report and disclose our energy and emissions data in a number of ways, including but not limited to our annual report, emissions summary, Carbon Reduction Plan (CRP) and Carbon Disclosure Project (CDP).

The below captures the year-on-year trend we have seen with respect to energy consumption and Scope 1 & 2 emissions:

Once more energy consumption fell year-on-year (-2.3%) from 7,466,878 in 2023 to 7,294,097 in 2024. This is reflective of the positive work we take to improve efficiency at key locations.



Scope 1 and Scope 2 Data:

Scope	Aspect	2023		2024	
		UK	Global*	UK	Global
1.	Gas	149,781	271,946	137,409	220,153
	Vehicles	335,391	1,008,110	347,664	862,024
	Fuels	24,047	0	20,842	0
2.	Electricity	5,166,771	510,832	5,108,849	597,156
Total kWh		5,675,990	1,790,888	5,614,764	1,679,333

* Non-UK

Using the location-based method, Scope 1 & 2 emissions increased (+3.7%) from 1,633 tCO₂e in 2023 to 1,694 in 2024.

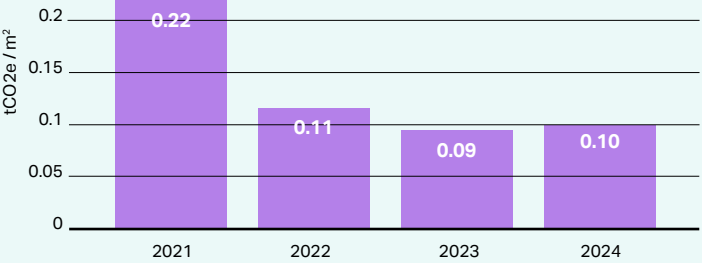
As below, this was due to a spike in refrigerant gas emissions that have not been captured in the above energy consumption table. The increase in this result was due to “top-ups” of air conditioning units that took place before completion of a major office consolidation project.

Scope	Aspect	2023		2024	
		UK	Global	UK	Global
1.	Emissions from combustion of gas	27.38	49.72	27.38	49.72
	Emissions from combustion of fuel for travel purposes	74.53	176.47	74.53	176.47
	Emissions from diesel consumed	6.10	0.00	5.00	0.00
	Refrigerant gas emissions	43.56	11.44	125.15	23.84
Total Scope 1 Emissions		151.57	237.63	217.19	227.80
2.	Emissions from electricity (location)	1,068.49	175.51	1,057.91	190.09
	Emissions from electricity (market)	52.59	45.41	141.35	44.65
Total Scope 2 Emissions (location)		1,068.49	175.51	1,057.91	190.09
Total Scope 1 & 2 Emissions (location)		1,220.06	413.14	1,275.10	418.70

As a growth business, we feel it is most appropriate to report our Scope 1 & 2 emissions against floorspace, when using the location-based method. This helps to communicate emissions intensity within the context of acquisitions made in the group.

Positively, we have seen a downward trend since the 2021 reporting [baseline] year.

IR (tCO₂e / m²) Scope 1 & 2 (l) Emissions

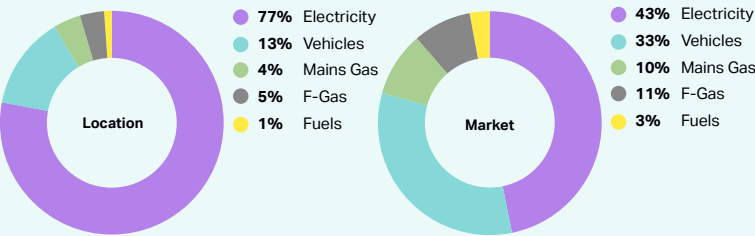


Utilising the market-based method, even more positive trends would be realised. This is because the market-based method accounts for our strong renewable energy purchase record, supporting Gamma’s journey to [net-zero](#)

To ensure these positive trends are sustained we are delighted to announce that a dedicated ESG programme manager joined the Sustainability Team in 2024.

This resource will be committing time to further energy efficiency and carbon reduction projects aligned to our ambition.

Since our baseline year of 2021, our average Scope 1 & 2 emission source contribution using both Scope 2 methodologies is as follows:



With respect to Scope 1 & 2 abatement action in the near-term, our ESG programme manager will focus on emissions sources and action with the greatest potential for abatement. You can read more about our targeted action relating to these emissions sources in our [Carbon Reduction Plan](#).

In addition to the results discussed in this report, it is important for Gamma to monitor the breakdown of its GHG Scope 1 & 2 emissions due to the Global Warming Potential (GWP) of constituent gases in tonnes of carbon equivalent (tCO2e) calculations. In 2024, results are as follows:

GHG breakdown (tonnes CO2e)

Greenhouse Gas GWP		CO2 1		CH4 25		N2O 298		HFCs Variable	
Scope	Aspect	UK	Global	UK	Global	UK	Global	UK	Global
1	Gas	24.91	39.94	0.03	0.07	0.01	0.02	0.00	0.00
	Vehicles	61.51	162.45	0.07	0.15	0.49	1.33	0.00	0.00
	Diesel	4.93	0.00	0.01	0.00	0.6	0.00	0.00	0.00
	F-Gas	0.00	0.00	0.00	0.00	0.00	0.00	125.15	23.84
2	Electricity	1,047.12	188.15	4.23	0.76	5.29	0.95	0.00	0.00
	Total	1,138.47	390.54	4.34	0.98	5.85	2.30	125.15	23.84
		1,529.01		5.32		8.15		149.00	

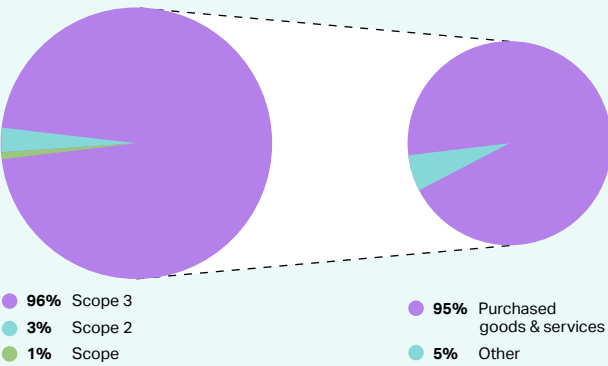
5.2 Suppliers & Scope 3

Since 2021, we have tried to understand our indirect environmental impact through our supply chain, in doing so continuously improving work that goes into refining emissions estimates through the purchased goods and services category.

In line with our overarching goal of achieving net-zero emissions through a science-based approach, we have come to increasingly value this work.

We have consistently seen that Scope 3 emissions account for around 95% of Gamma's value chain emissions. Within Scope 3, supplier emissions or 'purchased goods and services' dominate as the single largest source; this is consistent with other companies in our sector.

Value chain emissions profile



Scope 3 Category	Emissions (tCO2e)	% of Scope 3 emissions
Purchased goods and services	34,102	95.33
Capital goods	133	0.37
Fuel and energy related activity	485	1.36
Transportation and distribution	110	0.31
Waste	31	0.09
Business Travel	493	1.38
Employee Commuting	415	1.16

These figures highlight the value of business collaboration and informed procurement decision-making in reducing the holistic environmental impact of our business and the broader sector over time.

Positively, we are in a position where we are able to assess the sustainability trajectory of our supply chain in supporting environmental goals.

As of 2024, we know that:

- Around 75% of our spend is covered by supplier responses to CDP. This is useful as we have the potential to extract granular levels of emissions data from our suppliers' disclosures.
- Around 80% of spend is covered by a commitment to reach net-zero, mostly using a science-based target. This helps to demonstrate that suppliers are committed to reduce emissions in line with a best-in-class framework.
- The majority of spend is covered by a response to TCFD recommendations. These suppliers are able to describe their assessment of climate related risks and opportunities.

Using our Ethical Procurement Policy, we also hope to play a positive role in encouraging others to act more sustainably and consider environmental impacts in procurement activities for the benefit of our planet.

5.3 Carbon Neutrality

Gamma has been a certified CarbonNeutral® company since 2006 and was the first telecommunications company in the UK to operate a carbon-neutral network. We have since expanded our offset program to encompass all business operations, including office premises and our fleet, in accordance with The CarbonNeutral Protocol.

Our current focus is on reducing our carbon emissions in line with [our net-zero ambition](#).

However during the transition to net-zero we remain committed to offsetting any remaining unabated emissions by purchasing and retiring independently verified carbon credits on the voluntary carbon market. To do this we work with a carbon market specialist to independently validate our data and ensure our purchases meet our selection criteria.

We endeavour to ensure that our purchase of carbon credits aligns to the UN Sustainable Development Goals (UN SDGs) that we have chosen to support. We feel that we can make the most impact within these areas.

Our current chosen projects aligned to each of our UN SDGs are;

	Project type	Standard	5 Gender	8 Decent work and economic growth	10 Reduced inequalities	13 Climate action
Bondhu Chula Stoves, Bangladesh	Clean Cooking	Gold Standard VER	✓	✓		✓
Guatemala Water Filtration and Improved Cookstoves, Guatemala	Clean Water	Gold Standard	✓	✓	✓	✓
Kulera REDD+ and Cookstoves, Malawi	Forest Conservation (REDD+)	CCB, VCS	✓	✓	✓	✓

All carbon credits purchased and retired by Gamma are independently verified against leading voluntary standards, including Gold Standard, Verified Carbon Standard (VCS), and Climate, Community, and Biodiversity (CCB).

The Kulera REDD+ project in Malawi, described on the following page is a fantastic illustration of positive impact that is supporting our select UNSDGs:



Carbon revenues have been used to purchase 100 bicycles for the community. This is enhancing community mobility (very few vehicles in Malawi) and allows villagers to monitor activities across the project area.



The project has introduced a bee keeping programme within the village forests to provide an alternative source of income for community members.

The village forest is providing a sustainable source of fuelwood for cooking. Previously women would have to travel eight hours to collect wood from the game reserve. Now they can walk just a short distance to collect fuel, leaving them more time to spend with family, tend to vegetable gardens and participate in village activities.



To reduce the pressure of wildlife poaching, the project has introduced a livestock programme – the goat club. Community members are given a goat for a period of time. Once the goat has produced offspring, a goat is then passed to another community member, and so on. The idea is to provide a sustainable source of protein.



The local community at Bamba village - The blue outfit is the uniform of the goat club.

Case Study:

Kulera REDD+ / Malawi

Overview: Bondhu Chula means “friendly stove” and is an improved cookstove designed with a chimney to burn fuel more efficiently and direct harmful smoke and pollutants out of the house.

Challenge Addressed: Only 1 in 5 people in Bangladesh have access to clean cooking technology. Traditional cooking is mostly done over open firepits, causing significant indoor air pollution leading to lung and eye infections.

Impact:
Reduces fuel use by up to 50%, saving money for families.

Cuts over 250,000 tons of CO2 equivalent emissions annually.

Supports 7 of the 17 UN Sustainable Development Goals (SDGs), including poverty reduction, health improvement, gender equality, clean energy, economic growth, responsible consumption, and climate action.

Millions of stoves installed, creating a market for efficient stoves and involving thousands of local entrepreneurs in manufacturing and distribution.

Design & Materials: Made from local materials such as cement, brick chips, sand, and a few metal components. Manufacturing is labour-intensive but not energy-intensive.

Carbon Finance Role: Carbon finance subsidizes about half the cost of the stove (~\$7 total cost) to make it affordable, funds training for local entrepreneurs, and supports maintenance visits.

Health & Environmental Benefits:
Chimney reduces exposure to harmful particulate pollutants.

Less wood burned eases pressure on forests, improving biodiversity and carbon sequestration.

Reduces time spent collecting wood, benefiting women and girls who primarily perform this task.

Implementation:
Distributed across multiple districts including Brahminbaria, Patuakhali, Khulna, and Narail.

Supported by a large network of over 5,000 micro-entrepreneurs.

Robust monitoring system with unique stove IDs, mobile tracking app, and field officers ensuring proper usage and maintenance.

Governance & Integrity:
Managed by Bangladesh Bondhu Foundation (BBF), a well-regarded organization.

Verified under the Gold Standard with high scores for additionality, permanence, and ESG safeguards.

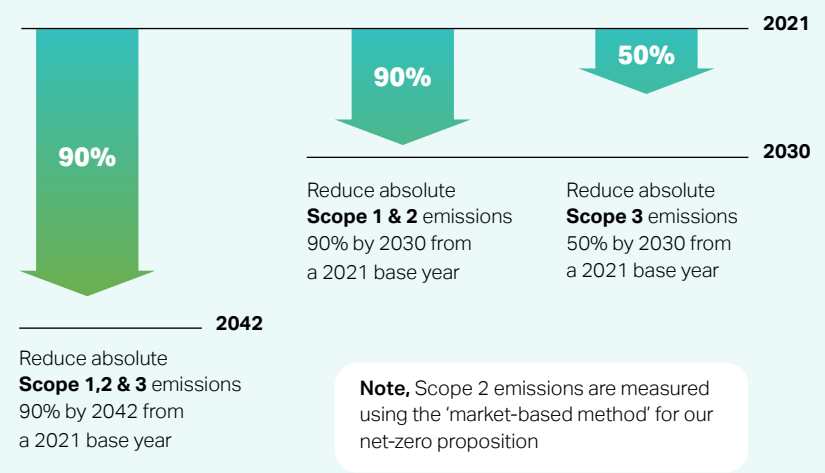
Carbon rights are contractually transferred to BBF upon stove installation.

5.4 Net Zero and SBTi

Science Based Target Initiative (SBTi)

We are delighted to report our emissions targets were validated by the SBTi in March 2024, making Gamma, at the time, one of around 5,000 firms to reach this sustainability milestone.

The group's overarching net-zero target is to reach net-zero GHG emissions across the value chain by 2042. **This incurs the following absolute reduction targets:**

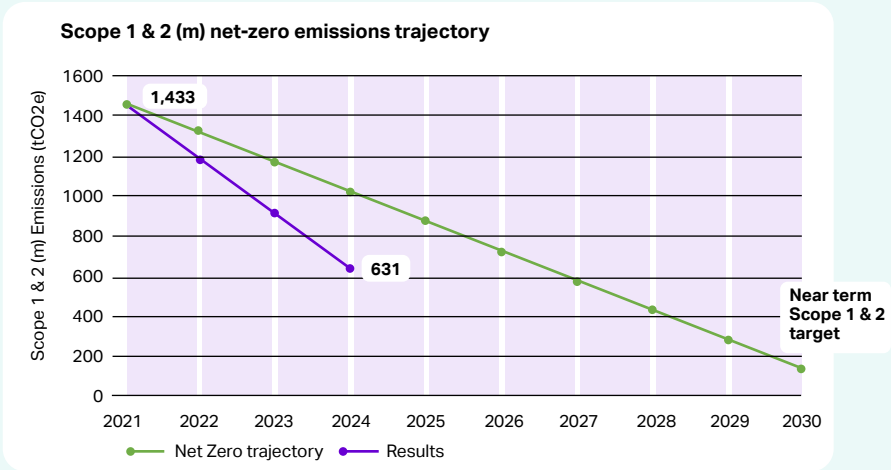


Near-term science-based target

Gamma will continue to report environmental data with supporting narrative annually in various forms. By undertaking a number of disclosures our hope is that stakeholders will become familiar with our intentions and progress towards stated targets.

Should it be required, we will be able to communicate areas where we are falling back from our original targets. In doing so, we will be able to explain factors that may be holding us back and communicate potential ways forward, whether they be organisational, sectoral, or from external factors such as supply chain, market trends etc.

Positively, as of 2024, we are ahead of our required near-term trajectory for Scope 1 and Scope 2 emission sources.



This is predominantly due to action taken to improve renewable energy coverage across our offices and dedicated datacentre, however removal of mains gas and transitioning to a hybrid fleet have also contributed to this trend.

Long-term science-based target

Gamma’s long-term science-based target is to reach net-zero emissions by 2042.

In pursuing this long-term target, we believe that we will be playing our small but important part in contributing to the global effort that aims to limit warming to 1.5C at worst.

Scope 3 emissions are dominant in the Company’s [value chain emissions profile](#). When assessing Scope 3 categories and their contributions, it becomes clear that procurement activities (purchased goods and services), constitute Gamma’s major emission source.

Collaboration and partnering with our value chain will therefore be important in achieving our long-term goals. Gamma’s Ethical Procurement Policy is already helping to influence positive behaviour and in the long-run will partly influence the suppliers we work with.

Similarly, we will engage with our Channel Partners and customers where possible to discuss progress towards improved environmental management and disclosures.

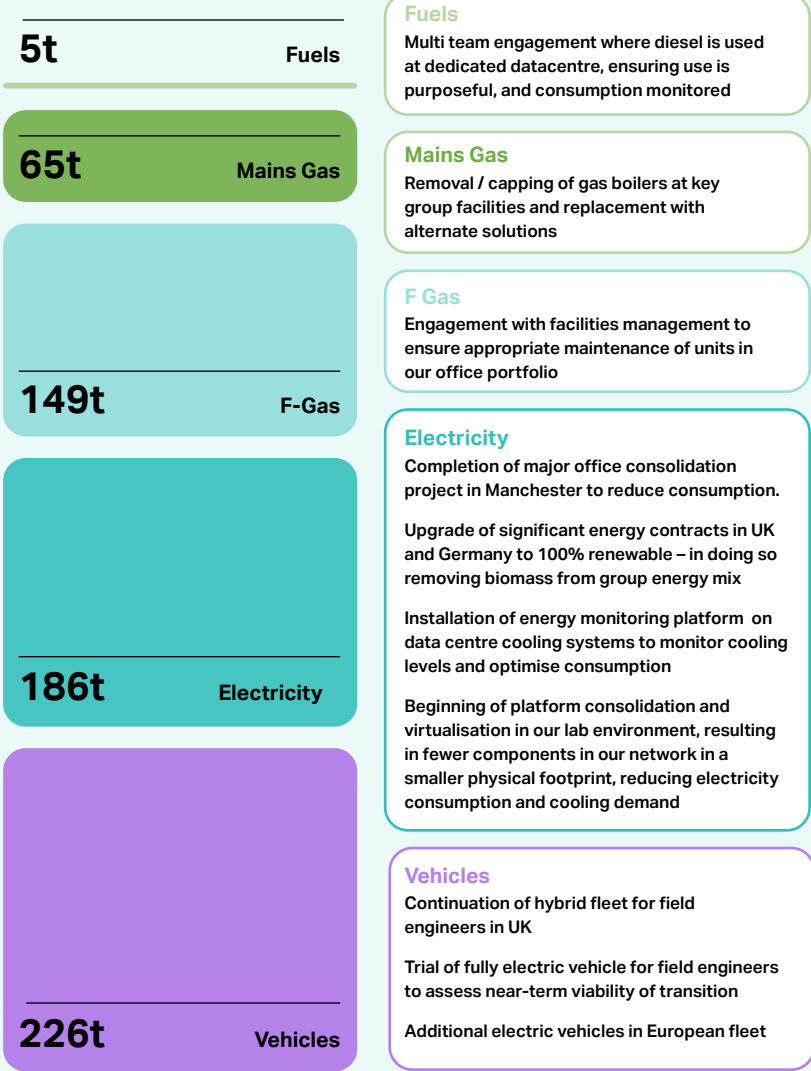
Neutralisation of residual emissions

We have had CarbonNeutral® business status since 2006 and maintain our commitment to maintain this certification in the transition to net-zero emissions. Similarly, we commit ourselves to invest in neutralisation of residual emissions once our long-term, science-based target has been achieved.

5.5 Carbon Reduction Initiatives

We feel it is important to share information about action taken to tackle direct carbon emissions in 2024. Given that these actions were taken in the 2024 reporting year, the full effect will not be realised until 2025 where we expect to see a further reduction in Scope 1 & 2 market-based emissions. Much of this action is preparation for future emissions reductions such as our EV trial, predicated our wider vehicle electrification plan and virtualising the platforms in our UK network. Careful planning is essential to eliminate any risk to our services and operations.

Scope 1 & 2 (m) Breakdown 2024



5.6 The Circular Economy and Electrical Waste (WEEE)

Aside from GHG Emissions, we recognise that Gamma has an important role to play in minimising electrical waste in support of an increasingly circular economy.

Providing hardware containing the latest technological advancements can differentiate us and our channel partners from our competitors. However, we acknowledge the environmental impact of continued raw material extraction associated with new technology, as well as the exponential impact on developing countries of irresponsible recycling practices through e-waste exportation.

We remain compliant with all UK Waste Electric and Electronic Equipment laws but additionally, this year have spent time expanding our recycling partnerships to work with organisations who specialise in extending the lifespan of IT and communications equipment to help us ensure we're giving all hardware under our control a second life elsewhere in the UK economy.

We are pleased to report increasing diligence around electrical waste through our deepening relationship with Cisco. Within this partnership, where network hardware is still supportable, we segregate this kit from 'truly' legacy equipment and return to Cisco for refurbishment through their 'Cisco Refresh' programme.

By improving the second-hand supply chain of one of our key trading partners, we have taken a first step in moving away from widely understood notions of "recycling" towards a deeper circular economy contribution.

In 2024:

500

routers were returned to Cisco

178

routers were returned to stock from unfulfilled orders

867

Reboxed routers and sold to specialist sustainable communications partner

68

Routers re-used internally for testing purposes.

3464

Responsibly recycled routers which had no viable second life.

Our partnerships allow us to process end of life hardware in accordance with the UK's waste hierarchy, reducing where we can the need for mining of raw materials and putting metals and rare earths back in to manufacturing of other products.

With a new recycling partner we're exploring how we can use our excess equipment to fund charitable contributions tackling the digital divide in the UK and internationally. A pilot is planned for 2025 using our legacy network hardware and following this we will aim to share these opportunities with our direct and indirect customers as soon as possible.



5.7 Waste, Water, Biodiversity

Gamma’s operation carries low environmental impact when considering additional environmental topics. This has been conferred by both environmental impact assessments and our materiality exercise.

General waste streams are limited to office spaces. While we are aware of the need to apply the waste hierarchy in these facilities, **electrical waste** is considered far more material, given our operation.

For general waste and recyclables, our environmental management policy and internal waste management procedure helps to promote a culture of continuous improvement as we aim to improve our recycling practices towards zero waste to landfill.

We were delighted to see the results of our waste impact report from the decision to consolidate a major office space in the UK in 2024. By prioritising strong waste management practice we were able to give 23,000kg of office furniture worth over £31,000 to Wonder Years Centre of Excellent (WYCE) – one of the most respected NGOs in Gambia. In ensuring reuse we were also responsible for limiting waste to landfill and associated GHG emissions.

In terms of due diligence, we also monitor the credentials of the waste management companies that we contract to deal with waste at our offices, as well as those companies who have been engaged by landlords / management companies in facilities that we share with others.

In the same vein, water consumption is also considered low impact. Gamma does not engage in water withdrawal activity and is estimated to consume over one megalitre per year.

We feel it is important to monitor water stress within the locations that we operate in order to refine our understanding of impact with respect to water.

Operating Country	Water Stress
Spain	High
Morocco	High
United Kingdom	Medium-High
Hungary	Low-Medium
Germany	Low-Medium
Netherlands	Low
Poland	Low

Spain and Morocco continue to be the areas in the group under the highest water stress according to the WRI Aqueduct water risk atlas tool, however we estimate that less than 10% of the group’s consumption takes place in these locations.

Climate scenario data gathered as part of work to respond to TCFD recommendations indicates that variations in average temperature and precipitation over time will add to water stress challenges in the Gamma Group, therefore we will continue to monitor and will plan for targeted action as appropriate.

Gamma’s operational impact on ecology and biodiversity is very low. At Group level there continues to be four premises, all offices, within 1km of Key Biodiversity Areas (KBAs).

Our work in close proximity to these areas do not impinge or disturb the KBAs in any way. As such, we consider the risk of the Company having a negative impact on biodiversity and the natural environment to be low.

We will however continue to assess proximity to KBAs in respect of staff premises and other facilities, particularly being mindful of new facilities and acquisitions.



6. Social

At Gamma we recognise the important contributions that businesses can make to society beyond economic value. As a company with offices around the UK and Europe, through a multi-faceted programme we have the opportunity deliver Social Value in many different ways

Using our UNSDG commitments as a guide we partake in a range of internal and external initiatives, from internal policy development to charitable partnerships and university scholarships. We are proud to support the development of sustainable and equitable communities across all the areas in which we operate.

In early 2023, we launched a refreshed set of values that reflect our continued European expansion, evolving work environments, and the flexibility today's workforce expects. At the heart of our purpose is empowering the people behind good business. Our social value programme underpins this ambition, reinforcing our role as a force for good. We believe that the journey toward responsible and sustainable business starts with our people.

Customer-centricity has always defined us. Our values are designed not only to meet the needs of the business, brand, and culture, but also to foster an environment where every employee feels a strong sense of belonging.

We invest in the future of our people through on-the-job training, apprenticeships, and graduate programmes, along with continuous learning opportunities across a range of technical, business, and personal development areas.

Creating a positive working environment across all our businesses is a top priority and one of our most important responsibilities as an employer. Our ongoing commitment to a fair, diverse, and inclusive workplace is reflected in our policies, programmes, and everyday practices.

Our social value programme directly supports our selected UN Sustainable Development Goals, while the Gamma Charity Forum continues to grow, making a meaningful impact in the communities where we live and work.

Our Social Value plan focuses on four key aims, linked to Gamma's chosen UN SDGs.

Our aims are to:

1. Develop employee communities, providing a sense of belonging internally and externally.

2. Bridge the digital divide and create opportunities to improve the lives of others.

3. Give back to communities through charity work, raising funds and supporting certain demographics.

4. Raise awareness of important topics such as mental health, as well as improving employees' wellbeing.

Gamma's Values



We're there, and we care



We love to grow



We step up and own it



We do the right thing

6.1 Gender Pay Gap

In 2023, we launched our 'You Belong' programme, bringing together EDI, employee experience, and engagement under a unified framework.

As part of this initiative, we established several employee communities across the Group, including the 'Women at Gamma' community, a platform where female employees and allies can connect, share knowledge, offer support, and empower one another.

We are proud to report progress in gender representation, with improved female presence in our upper pay quartile and a 19-percentage point reduction in our mean gender pay gap since we began reporting in 2017. A further positive is a year-on-year reduction in the median gender pay gap of 5%:

However, we recognise that closing the gender pay gap remains an ongoing challenge, particularly in an industry where men continue to occupy a majority of senior and specialist roles, especially those that are revenue-generating.

Gamma is focused on addressing these imbalances. Our support for women in technology is reinforced by the strength of our internal networks, and we are committed to fostering a workplace where all employees, regardless of gender, feel respected, valued, and able to thrive.

Over the past year, we have taken proactive steps to further close the gender pay gap. These include a thorough review of our promotions process, conducting an equal pay audit across comparable roles, and introducing EDI-linked objectives for our Executive Directors.

These objectives, which include maintaining diversity in senior-level recruitment, are directly tied to annual bonus outcomes, reflecting our accountability and commitment at the highest levels of the organisation.

The [gender pay gap report](#) for the snapshot date of 5 April 2024 shows 1,352 employees within the Gamma Telecoms Holdings Ltd UK workforce.

6.2 Employee Engagement

Gamma continues to foster an open and honest culture, guided by our purpose to empower the people at the heart of good business. This applies not only to our customers and partners but also to our employees. A cornerstone of this empowerment is championing employee engagement through active listening and timely response to feedback, which remains one of our highest priorities.

We view engagement as a powerful driver of belonging, motivation, and innovation. It is a reflection of how committed and enthusiastic our people are about their work, and we are dedicated to creating an environment where that energy can thrive.

To support this, we conduct biannual company-wide employee engagement surveys using the Workday Peakon Employee Voice platform. These surveys ensure full anonymity and explore critical areas such as values alignment, leadership, recognition, and career development.

In the September 2024 survey, 1,815 employees were invited to participate, achieving an 83% response rate and generating 9,675 comments. Managers and leaders can respond to comments while preserving the anonymity of contributors, helping employees feel safe and heard when sharing their honest thoughts and experiences. This approach provides us with valuable insights into our culture and operations.

The survey findings are reviewed and shared with our CEO, Executive Committee, Gamma People Business Partners, and the Board. They are also communicated to all employees via emails and quarterly company updates. Following each survey, our leadership team works closely with their teams to reflect on the feedback and co-create action plans tailored to local needs, an approach that continues to strengthen engagement across the organisation.

In 2024, the employee engagement surveys reinforced several key focus areas:

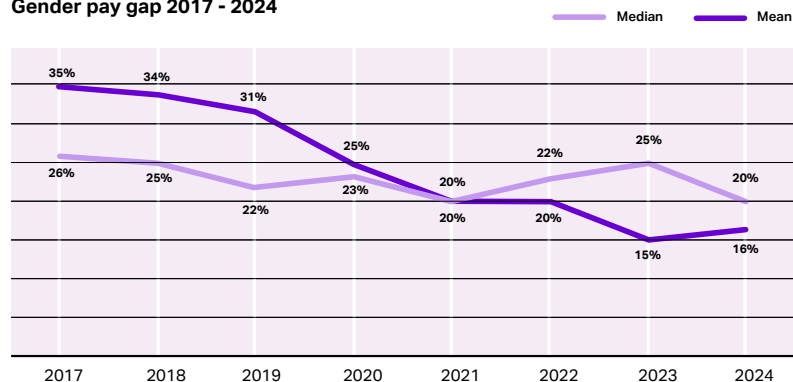
Connecting employees to strategy:

Roadshows and quarterly updates aligned agendas to strategic pillars, helping employees "join the dots" between their roles and Gamma's goals.

Visible development opportunities:

Creating clear opportunities for employee development and career progression through structured learning, skills sharing, and mentoring.

Gender pay gap 2017 - 2024



We also maintain our informal open-door policy, with Executive Committee members welcoming direct feedback from employees across the organisation. This is further supported by our face-to-face annual office roadshows, which take place across all our locations, to present Gamma's key financial results and progress against strategic goals.

Gamma's Workforce Engagement Director, is actively involved in a series of events throughout the year, including employee roundtables, focus groups and informal feedback sessions to ensure employee perspectives are represented at Board level. Additionally, in our European offices, we continue to support Works Councils, and within Gamma Business and Enterprise customer services, the Employee Forum remains a vital channel for employee voice.

6.3 Talent Development

Gamma is committed to attracting, retaining, and developing the critical capabilities needed to succeed today and drive our ongoing transformation for tomorrow.

Our people have access to a mix of online and in-person development opportunities, complemented by regular, meaningful development conversations with their managers.

All new employees take part in a structured induction program designed to give them a strong foundation in Gamma's business,

including our products, markets, customers, culture, and values. This core program is supported by role-specific onboarding activities across the business, such as interactive technical product training.

To further enhance the onboarding experience, we host Welcome Days, both in-person and virtual, approximately every six weeks. These sessions allow new joiners to engage directly with senior leaders and members of the Executive Team, reinforcing key messages and building early connection with the business.

Learning and development has further been supported by the launch of Grow@Gamma, a new programme which allows employees access to hundreds of live and on-demand courses through our partnership with SEEDL. Access is free, allowing staff the flexibility to choose courses which are most aligned to their personal and professional development goals.

We also have an online training platform supporting the roll out of governance policies and all UK employees are required to undertake a mandatory curriculum of training on compliance, anti-tax evasion, whistleblowing, sexual harassment awareness, modern slavery, EDI, health and safety, environmental awareness, anti-bribery and corruption, mental health awareness, information security and data protection (GDPR). Additionally, our field engineers are required to take additional training in relation to their job, e.g. ladder safety, electrical safety etc. Refresher training is required as per the policy.

Developing our Senior Leaders

Our Senior Leadership Team (SLT) includes representation from all business units, locations, and teams and meets twice a year face to face, and at a monthly virtual meeting. We believe that focusing on the development of our senior leadership team's skills is critical to our business strategy. Aligning closely to the Executive Committee, we know that effective leadership drives our commitment to growth and sustainability by ensuring that our strategy, objectives and initiatives are implemented with a shared understanding of the company's direction.

By enhancing the capabilities of our senior leaders, we are not only providing ongoing talent development, but we are also equipping them to navigate complex challenges and lead by example in adopting innovative practices. We have developed an ongoing learning and development programme aimed at driving greater insight of our business, collaboration and long-term strategy.

6.4 Social Value

Gamma is committed to creating lasting social value through meaningful engagement with our employees, customers, and the communities we serve. Social value underpins our belief that business can and should be a force for good, starting with people.

Our approach focuses on promoting inclusivity, education, and economic development, while integrating responsible and sustainable practices into our operations. We strive to support local communities, foster digital inclusion, and ensure equal opportunities for all.

By embedding social value into our core business strategy, we aim not only to deliver positive outcomes but to differentiate ourselves within our industry. We recognise the growing importance of social value to our stakeholders, and we remain focused on delivering tangible impact, because it's the right thing to do.

Our focus for 2024/25



Our 2024/25 plan continues to focus on four key aims, linked to the chosen UN SDGs.

Our aims are to:

Support our employee communities to create a sense of belonging both internally and externally.

Bridge the digital divide and create opportunities to improve lives through increased digital access.

Give back to communities through charity, volunteering, and youth initiatives, such as inspiring young people to explore careers in technology.

Raise awareness of key issues such as mental health and support employee wellbeing.

We began this journey in 2022, and we continue to develop our partnerships with various external stakeholders to support us.

Equality, Diversity, and Inclusion (EDI)

We are committed to fostering a collaborative and inclusive environment where everyone feels they belong and can thrive.

Our EDI priorities remain unchanged.

We aim to:

Build a diverse, inclusive workplace where everyone is valued.

Use demographic data to inform strategy and track progress.

Attract underrepresented groups to ensure our workforce reflects the communities we serve.

Develop, engage, and support all employees to grow and deliver their best work.

We recognise that diversity, across backgrounds, identities, and experiences drives creativity, innovation, and better outcomes for our business.

We continue to promote diversity across all dimensions, including age, disability, gender reassignment, marital and parental status, race, religion or belief, sex, sexual orientation, and caring responsibilities. We value different perspectives and believe they enable us to succeed together.

Our [scholarship programme](#) is a great example of how our values have led us to invest in young talent from diverse backgrounds, bringing social value to the communities we operate in.

'You Belong' EDI Programme

In 2023, we launched You Belong, our Group-wide EDI programme focused on building inclusive employee communities. Four employee networks were introduced:

Wellbeing

Women

Early Careers

Multicultural

Our EDI efforts are guided by a comprehensive Group EDI Policy, which sets out our commitments and zero-tolerance stance on discrimination, victimisation, or harassment.

We have also reviewed our recruitment practices to improve diversity at senior levels. All senior leadership roles are now evaluated for representation at both long-list and short-list stages. As of 2024, women represented 38% of our Board composition.

Digital Equity

As a company that delivers communications with a conscience, we believe that everyone should have access to connectivity and the tools to communicate effectively.

Our digital equity priorities include:

Redistributing unused equipment to communities in need.

Bridging the digital divide to ensure inclusive access to technology.

We regularly donate IT equipment to schools and charities and have introduced a mobile device recycling scheme.

Giving Back

Giving back is a core part of our social value agenda.

We aim to:

Increase charitable fundraising.

Expand volunteering in the communities where we operate.

Support young people entering the world of work and technology.

£200,000

In 2024, we raised over £200,000 for charity through employee-led initiatives and partnerships with our chosen charitable organisations. We are pleased to report that over an 11-year partnership for long-standing charity partners, we have now raised over £1,000,000 as a business.

The Charity Forum remains central to Gamma's fundraising efforts in the present and the future.

Gamma has continued to provide matched funding across a range of charitable events that its staff has completed during 2024. Events included a 1,000-mile virtual team walk, Royal Parks Half Marathon, Manchester Half Marathon, Tough Mudder, Manchester to Blackpool bike ride, London to Brighton bike ride, Great Manchester Run and Great Scottish Run.

In 2024 we held our first Gamma Games, where Gamma's supplier community joined us for a day of fun and sporting activities at University of Salford. The event was an enormous success and raised £60,000, which was split between Family Fund, Hideout and DEBRA.

60 of our Channel Partners joined our staff at The Warwickshire for our annual Golf Day and which raised £13,900 for Child Autism UK.

The Gamma Ball Rally, involving Channel Partners and the Gamma Channel Sales team, is now in its eleventh year, and raised over £80,000 for Gamma's long-standing charity partners, Action Through Enterprise and Special Effect. Since the Rally began Gamma and its Channel Partners have raised over £880,000 for the charities, supporting children into education in Ghana, and improving the lives of people with physical disabilities in the UK by adapting techno

Following the success of our inaugural Christmas raffle in 2023, we are delighted to share that our suppliers and employees together helped raise over £15,000 for Crisis at Christmas appeal in 2024. In similar fashion, our employees embraced the Christmas spirit and helped raise over £600 for Save the Children during Christmas Jumper Day.

Volunteering

At Gamma, we actively encourage all employees to take one paid workday each year to support a charitable cause of their choice. We believe volunteering is a powerful way to give back to society and the planet. By empowering individuals to support causes they care about, we foster a culture of social responsibility and collective impact, because together, we can make a difference.

Wellbeing

Employee wellbeing is a top priority for Gamma. Our engagement surveys consistently show that wellbeing, both mental and physical, is essential to our people.

While specific initiatives may vary across business units, we are committed to promoting a healthy working environment by prioritising mental health awareness, physical wellness, and overall work-life balance.

We continue to adapt and enhance our wellbeing programmes based on employee feedback, ensuring that we support the needs of our people at every stage of their journey with Gamma.

Benefits

We offer a comprehensive benefits package designed to support the financial, physical, and emotional wellbeing of our employees.

This includes, but is not limited to:

Family-friendly policies, access to hybrid working

Health and wellness benefits including private medical insurance and employee assistance programme

Support for financial wellbeing

Cycle to work and Electric Vehicle (EV) salary sacrifice scheme

Gamma rewards, giving employees access to retail discounts

Our dedicated Rewards team regularly reviews and enhances our benefits to ensure they remain competitive, relevant, and responsive to employee needs.

£80,000

The Gamma Ball Rally

£60,000

Gamma Games

£15,000

Gamma Christmas Raffle

£13,900

Gamma Golf Day

£600

Gamma Christmas Jumper Day

6.5 Gamma Scholarships

Investing in Future Talent: Gamma's STEM Scholarship Programme

We believe in the power of technology to transform lives and are committed to helping shape a more inclusive and innovative future.

As part of this commitment, Gamma's Scholarship Programme supports academic excellence and nurture innovation among students pursuing degrees in Science, Technology, Engineering, and Mathematics (STEM).

In late 2023, we partnered with the University of Salford and Glasgow Caledonian University (GCU) to provide bursaries for four undergraduate students across the two institutions.

These scholarships go beyond financial assistance. They offer holistic support, including mentoring, placements, industry exposure and project guidance.

Our approach is designed to give students the tools, experiences, and networks they need to thrive in their studies and future careers.

"It's made my first university experience fulfilling and enjoyable. My studies have been positively impacted, I have been able to study and attend lessons with no financial burdens on my shoulders"

First year
BSc (Hons) Digital Forensics and Security

"I wanted to express my gratitude to Gamma and the GCU Foundation for the incredible support I have received. It has made a big difference to my first year here at Glasgow Caledonian University. I never thought I was capable of university level education, I was so delighted to get a place on the Computing programme but to then receive a scholarship was the cherry on the top"

First year
BSc (Hons) Computing

Partnering with Purpose

University of Salford

The University of Salford is a champion of equity and access. Ranked highly in England for social mobility...

99%

of students are from state schools

40%

40% come from low-income households

56%

live in the most economically disadvantaged areas in England

... the University's mission closely aligns with our own values of diversity, inclusion, and opportunity.

Glasgow Caledonian University

GCU has a similar demographic profile to Salford. At GCU, over 20% of undergraduates come from disadvantaged backgrounds, far exceeding the sector average of 14%. GCU's School of Computing, Engineering and Built Environment (SCEBE) is one of the UK's leading institutions, delivering cutting-edge, accredited programmes.

Our Direct business is already collaborating with GCU on initiatives such as Graduate Internships, deepening the relationship between education and industry.



Supporting the UN Sustainable Development Goals (SDGs)

This initiative directly contributes to our commitment to the UN SDGs, particularly:

Gender Equality (SDG 5)

Reduced Inequalities (SDG 10)

Decent Work and Economic Growth (SDG 8)

By supporting students from underrepresented backgrounds, we're making a measurable impact in the communities where we operate, and building a legacy of opportunity and innovation.

Looking Ahead

The Scholarship Programme is a strategic step in our efforts to develop early careers and grow a diverse talent pipeline. As the programme evolves, we see potential to:

Expand its reach to more students and institutions

Strengthen our employer brand through university engagement, careers fairs, and industry events

Build long-term relationships that benefit students, universities, and our business

We believe deeply in the potential of these students. This is more than just a scholarship, it's an investment in the future of STEM, our industry, and the wider community.