



Shaping Cloud Ltd

Social Value Statement

**STATEMENT FOR FINANCIAL  
YEAR 2021**

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## Introduction

This statement is made on behalf of Shaping Cloud Ltd for the purpose of summarising the company's social value as it is relevant to its customers and investors, as well as its wider impact on society.

## Our Business

Founded in 2010, we are an IT Consultancy, providing advisory, migrations and managed services to UK based clients focusing on Digital Transformation and Cloud based technologies. Most of our clients are UK Public Sector (Local and Central Government, NHS) and a few private sector clients.

The majority of our employees are home based, but we maintain a shared office space in Manchester City Centre.

## Diversity and Equal Opportunities

Inclusivity is one of our five core values. We define that further with the following behaviours, that are embedded in our culture and performance management framework:

<b>WHAT THIS LOOKS LIKE:</b>	<b>AS A RESULT:</b>
<ul style="list-style-type: none"><li>• We value every person</li><li>• We celebrate diversity</li><li>• We encourage participation</li><li>• We consider our impact on others, especially those that are different to ourselves</li><li>• We ensure our outputs are accessible to all</li><li>• We pro-actively seek to ensure everyone feels welcome</li></ul>	<ul style="list-style-type: none"><li>• Everyone enjoys working with us</li><li>• Everyone is set up to succeed</li><li>• Everyone can benefit from what we do</li><li>• We are better and do better because we have diversity of input</li><li>• We have common goals</li><li>• We trust each other</li></ul>

We aim to keep our female / male staff ratio at a 50% mix and have a diverse workforce generally. We have a single business unit providing all our services.

Our male to female ratios for FY 2021 are:

Whole workforce	2:1 (33.3% female)
Management	2:7 (71.4% female)
Senior Leadership	1:2 (66.6% female)
Board	1:2 (66.6% female)

People of colour make up 14% of our workforce.

People with English as their second language make up 22.7% of our workforce.

Our recruitment practices value each person according to their experience as well as their potential and do not discriminate in any way on the grounds of race, colour, religion, gender, or sexual orientation.

## Modern Slavery

Though our organisation isn't covered by the Modern Slavery Act, as a socially-conscious organisation we're committed to adhering to it. We choose to publish a Modern Slavery and Human Trafficking statement each year. This sets out our commitment to improving our practices to combat slavery and human trafficking.

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-Slavery and Human Trafficking Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our business and in our supply chain.

As part of our initiative to identify, monitor and mitigate against industry and business transaction risk, we have in place policies and systems across our business; our trading partners; and our supply chains to:

- Identify inappropriate employment practices.
- Identify, assess and monitor other potential risk areas.
- Mitigate the risk of slavery and human trafficking occurring.
- Protect whistle-blowers.
- Investigate reports of Modern Slavery.

We have zero tolerance to slavery and human trafficking. To ensure all those in our supply chain and contractors comply with our values, we operate in line with principles of responsible sourcing, including paying employees at the prevailing minimum wage applicable within their relevant country of operations. We have in place a Supplier Code of Conduct which outlines our expectations. The relevant account managers monitor and enforce compliance with the Supplier Code of Conduct.

## Environmental Sustainability

We are one of the UK's leading cloud experts. We specialise in creating the platforms upon which public sector organisations can deliver their digital transformation strategy, which includes promoting environmental sustainability. Our own systems are 100% in the cloud with cloud providers that are committed to environmental sustainability and who evidence their progression toward that aim.

Shaping Cloud has an Environmental Management System (EMS). Our EMS has been developed to provide a structured approach to environmental management across the organisation and is designed to reflect the requirements of ISO 14001.

Our Environmental Policy covers employees, contractors, suppliers, and all activities across the organisation. As a company we recognise and acknowledge that we have an impact on the environment. As such we:

- Have signed the Green Growth Pledge and published and adopted an Environmental Policy to raise awareness;
- Stay up to date with environmental regulations and are committed to complying with these and the protection of the environment;
- Consider the impact of our purchases and are committed to prioritising materials from a sustainable source where possible;

- Make efficient use of office paper preferring electronic documents and only printing when absolutely necessary, recycling all waste paper;
- Switch off all our non-essential electrical equipment when it's not needed, use reusable products, use tap water instead of bottles, minimise water losses, and reduce energy use by controlling heating/cooling;
- Have reviewed our waste contract and are committed to identifying and quantifying all waste being produced to determine if we can reduce this and identify what can be reused and what must be recycled;
- Offer a cycle to work scheme for employees and champion remote working, online meetings and are committed to continuing to reduce unnecessary business travel.

Shaping Cloud is committed to continual improvement therefore, as part of the annual review, the business will review not just what is included in the policy, but its progress towards actions/targets. It will be available on our website; displayed in our office on noticeboards; in our staff handbook, induction pack and intranet; or upon request. We will communicate to staff through training and consultations on change.

## Localisation of Delivery of Services

All our employees are resident within the UK and eligible to work in the UK.

Our supply chains include outplacement of certain routine administrative tasks that are commoditised in nature, including:

- Outplacement of HR services (including recruitment)
- Outplacement of Finance services
- Subcontracting of IT services for skillsets outside our own

All outplacement and subcontracting services are with onshore (UK) organisations.

We recognise the importance of local communities and value contributing to a spread of wealth across the UK. Our office base is in Manchester City Centre, but we actively encourage remote working and therefore our employees are based all over the UK.

As a company, we support a charity close to our office base, but we also actively encourage our employees to volunteer in their own local communities including offering 2 paid charity days per year per employee.

When working with a localised organisation, such as a Local Authority or NHS Trust, we try to use local resources as much as possible. This increases the likelihood of the client benefiting from a resource with good knowledge of the local area, provides additional social value to that local organisation, and reduces travel expenses and environmental impact. If we need to hire for a specific contract, then we prefer candidates that are local to that organisation.

When developing a strategy for an organisation, we include consideration of the local impact of decisions about workforce and subcontracting service delivery choices.

## Job Creation

Shaping Cloud are recipients of the Northern Powerhouse Investment Fund, which aims to grow employment opportunities across the North West of England. As such, we provide statistics with relation to job creation to that fund on a quarterly basis.

So far, 17 jobs have been created as a result of this investment.

## Training

We provide training and certification opportunity for all our employees, which includes funding training and exams, as well as providing paid time off to learn. In the last 12 months, 57% of our workforce has gained new certifications.

## Volunteering

Shaping Cloud is committed to supporting and encouraging volunteering and recognises the important value this provides in society.

Every employee at Shaping Cloud is provided with two paid volunteer days to contribute to any charitable cause.

As a company, we actively encourage participation in fundraising for charities throughout the year.

## Statement

Signed by Helen Gerling, Chief Executive Officer

A handwritten signature in black ink, appearing to read 'H. Gerling'.

For and on behalf of  
Shaping Cloud Ltd