



From Ground to Cloud™

DSP Group
ESG Strategy 2026-2030

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1. From Ground to Cloud - Responsibly

At DSP Group, our purpose is to help organisations move confidently from ground to cloud. We believe that how we do so matters as much as the outcomes we deliver; for our people, our clients, the communities we operate in, and the environment we share.

This document sets out DSP Group's ESG Strategy for 2026–2030: what we want to achieve, where we will focus, and how we will get there. It covers all three DSP Group entities: DSP UK, DSP Eclipsys (Canada), and our Global Capability Centre in Bangalore (India).

We are setting clear, quantitative commitments and making them public. We intend to be held to account against them and to review performance against our commitments on an annual basis

May 2026

2. Our ESG Strategy at a glance

ENVIRONMENT Measure, reduce and report our environmental footprint — and help clients do the same	SOCIAL Build an inclusive, high-growth organisation where every Colleague can develop a meaningful career in technology, and where our presence creates lasting value for the communities around us.	GOVERNANCE Build the transparent, accountable structures that give our ESG commitments lasting credibility.
1. Know our footprint <ul style="list-style-type: none"> Calculate Scope 1 & 2 baseline by Q4 2026. Measure: <i>Yes or No by Q4 2026</i> Calculate Scope 3 (incl. cloud) by end 2027. Measure: <i>Yes or No by end 2027</i> Publish carbon footprint annually from 2027 	1. Invest in our people <ul style="list-style-type: none"> Launch structured training & dev programme by end Q3 2026 Measure: <i>average of 15 hours per annum per technical resources</i> Conduct annual Group-wide engagement survey Measure: <i>target to be confirmed post 2026 survey</i> Extend all formal HR processes to Bangalore GCC Measure: <i>Yes or No</i> 	1. Govern ESG formally <ul style="list-style-type: none"> Board-level ESG reporting quarterly from Q3 2026 Measure: <i>Yes or No from Q3 2026</i> Publish ESG strategy & KPIs externally by end 2026 Independent third-party review by 2028 Measure: <i>ESG roadmap action completion rate (%)</i>
2. Use clean energy <ul style="list-style-type: none"> 100% renewable electricity at DSP UK by end 2026. Measure: <i>100% UK by end 2026, 100% Group by end 2027</i> 100% renewables at Canada & India sites by end 2027 Embed cloud providers' net-zero commitments in procurement 	2. Champion diversity & inclusion <ul style="list-style-type: none"> DEI training for all employees within 12 months Measure: <i>Yes or No</i> Set quantitative DEI targets at Group level by end 2026 Measure: <i>Yes or No. Gender balance % by seniority level; Gender pay gap %</i> Set Board & leadership diversity objectives by Q3 2026 Measure: <i>Yes or No.</i> 	2. Uphold ethical standards <ul style="list-style-type: none"> Finalise & publish Group Code of Conduct by Q4 2026 Measure: <i>Yes or No</i> Mandatory AB&C training rolled out by Q4 2026 Measure: <i>Mandatory training completion rate 70%</i> Independent whistleblowing channel by end 2027 Measure: <i>Whistleblowing cases raised / resolved</i>
3. Decarbonise by 2030 <ul style="list-style-type: none"> 46% reduction in Scope 1 & 2 vs 2026 baseline by 2030. Measure: <i>-46% by 2030</i> 	3. Make a community impact <ul style="list-style-type: none"> One paid Charity Day per employee per year Nominated charity partner in each geography 	3. Manage ESG risk <ul style="list-style-type: none"> Formal ESG risk process established by end 2026 Measure: <i>Yes or No by end 2026</i>

<ul style="list-style-type: none"> • 25% reduction in Scope 3 vs 2027 baseline by 2035. Measure: <i>-25% by 2035</i> • Net Zero across all scopes by 2050 	<ul style="list-style-type: none"> • Report community impact data annually from 2027 Measure: <i>Charity Days taken as % of entitlement; Funds raised (£/\$/₹) matched; Volunteer hours logged</i> 	<ul style="list-style-type: none"> • TCFD-aligned climate risk assessment by end 2050 • Annual ESG benchmarking against peers Measure: <i>Yes or No</i>
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3. Environmental

As a cloud technology business, our direct environmental footprint is modest. However, as a company that specialises in Cloud migrations from on-premises infrastructure to hyperscale providers (Microsoft Azure, AWS, Google Cloud), we can positively influence against reduced energy consumption, typically in the range of 65–80% per workload, according to published studies by Microsoft, Google, and the IEA.

Commitment 1 - Know our footprint

- Calculate our Scope 1 & 2 carbon baseline by Q4 2026.
- Calculate Scope 3 emissions (including cloud infrastructure and business travel) by end of 2027.
- Publish our carbon footprint on dsp.co.uk annually from 2027, with third-party review by 2028.

Commitment 2 - Use clean energy

- Transition DSP UK electricity to 100% certified renewable sources in line with evolving market practice by end of 2026.
- Identify and transition DSP Eclipsys (Canada) and our Bangalore GCC to equivalent renewable options by end of 2027.
- Factor cloud providers' net-zero commitments into infrastructure procurement decisions from 2027.

Commitment 3 - Decarbonise by 2030

Commitment / Target	Metric	By
46% reduction in Scope 1 & 2 emissions vs 2026 baseline	tCO2e	2030
25% reduction in Scope 3 emissions vs 2027 baseline	tCO2e	2035
Net Zero across all scopes	tCO2e	2050
100% renewable electricity at all Group sites	% renewable	End 2027

4. Social

Our people are our greatest asset. Social performance is already our strongest ESG dimension, with established HR practices, strong wellbeing programmes and sustainability considerations integrated into supply chain management. We will build on these foundations by extending them across all Group entities and closing identified gaps in training, diversity data and community impact.

Commitment 1 - Invest in our people

- Launch a structured training and development programme covering technical skills, professional development and leadership by end of 2026, and begin reporting training hours per employee annually from 2027.
- Conduct a formal Group-wide employee engagement survey at least annually; share results and publish action plans.
- Extend all formal HR processes (engagement surveys, grievance, performance, turnover/absenteeism monitoring, parental leave) to the Bangalore GCC as it scales.

Commitment 2 - Champion diversity, equity & inclusion

- Deliver mandatory DEI training to all employees across all Group entities within 12 months of this strategy's adoption.
- Set quantitative DEI targets at Group and entity level, covering gender balance, ethnic representation and social diversity, by end of 2026, in accordance with the local laws and jurisdictions of the Countries we operate in, and report progress annually.
- Set explicit Board and senior leadership diversity objectives by Q3 2026. Monitor Gender Pay parity annually.

Commitment 3 - Make a community impact

- Provide all employees with one paid Charity Day per year for voluntary or fundraising activities.
- Select a nominated charity partner in each operating geography (UK, Canada, India) with employee involvement in selection, and match funds raised.
- Begin collecting community impact data, volunteer hours, funds raised, organisations supported, in 2026 and report annually from 2027.

5. Governance

DSP has an excellent track record, with no whistleblowing cases, no Code of Conduct breaches, and no anti-bribery incidents in the last three years. Our focus now is building the formal governance infrastructure that gives our ESG commitments lasting, externally verifiable credibility.

Commitment 1 - Govern ESG formally

- Move to formal quarterly ESG reporting to the Board from Q3 2026, covering all three pillars and all three Group entities.
- Publish our ESG strategy and KPI performance data externally on dsp.co.uk by end of 2026 and update annually thereafter.
- Engage an independent specialist to review and assure our ESG data by 2035.

Commitment 2 - Uphold ethical standards

- Finalise and adopt the Group Code of Conduct by Q4 2026, covering all employees across all entities. Publish externally.
- Implement Anti-Bribery & Corruption compliance controls with mandatory training on joining and annual refresh by Q4 2026.
- Introduce an independent, confidential whistleblowing reporting channel by end of 2027.

Commitment 3 - Manage ESG risk

- Establish a formal ESG risk identification and assessment process by end of 2026, integrated with our broader business risk framework.
- Formalise our climate risk assessment (physical and transition risks, using the TCFD framework) by end of 2027, and include ESG risks in the annual Board risk review.
- Conduct annual ESG benchmarking against peers to calibrate our maturity and set improvement priorities.

6. Accountability & Reporting

Who is responsible

ESG Area	Accountable Owner	Scope
Overall ESG Strategy	DSP Group Board	Group-wide
ESG Lead (day-to-day)	People Director	Group-wide
Environment	Chief Operations Officer	Group-wide
Social / People	Chief People Director	Group-wide
Governance & Ethics	Chief Finance Officer	Group-wide

How we will report progress

- Quarterly ESG reporting to the DSP Group Board from Q3 2026, covering all three pillars and all Group entities.
- Annual external ESG report published on dsp.co.uk from 2027, including progress against this strategy.
- Carbon footprint published annually from 2027.
- This strategy will be formally reviewed and updated by the Board each year.
- Independent third-party assurance of ESG data to be in place by 2035.

Key Performance Indicators

The following KPIs will be used to track progress against this strategy and published as part of our annual external ESG report.

KPI	Pillar	First External Report
Scope 1 & 2 carbon emissions (tCO2e)	Environment	2027 (2026 baseline)
% electricity from renewable sources	Environment	2026
Scope 3 emissions (tCO2e)	Environment	2028 (2027 baseline)
Business travel emissions (tCO2e)	Environment	2027
Employee turnover rate (%)	Social	2026
Training hours per employee	Social	2027
Gender balance (by seniority level)	Social	2026
Gender pay gap (%)	Social	2026
Community volunteer hours	Social	2027
H&S incidents / LTIFR	Social	2026
ESG roadmap action completion rate (%)	Governance	2026
Mandatory training completion rate (%)	Governance	2027
Board & senior leadership gender diversity (%)	Governance	2026
Whistleblowing cases raised and resolved	Governance	2026

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