



SDG PROGRESS REPORT

20
25

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INTRODUCTION

The Sustainable Development Goals (SDGs), also known as the Global Goals, are a set of 17 integrated and interrelated objectives aimed at ending poverty, protecting the planet, and ensuring peace and prosperity for all by 2030.

This progress report reflects Lightrise's ongoing and deepening commitment to contributing to the SDGs. It serves to communicate our actions to stakeholders, demonstrate accountability and track our advancement over time. Through this report, we aim to provide a transparent view of where we stand, what we've achieved and where we're heading in our journey toward supporting the Global Goals.

PRIORITY SDGS

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



04 — Quality Education

Lightrise supports SDG 4 by investing in digital skills education through the Lightrise Foundation. In partnership with Microsoft, we've launched a learning programme for graduate-level students from widening participation backgrounds. This initiative directly contributes to targets that aim to increase the number of youth and adults with relevant skills for employment, decent jobs and entrepreneurship. Target 4.4



05 — Gender Equality

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



06 — Clean Water and Sanitation

Through our partnership with BIG1, Lightrise contributes to that goal by supporting projects that improve access to clean water and sanitation in vulnerable communities. These actions help promote health, dignity and sustainable development where it's needed most. Target 6.6



08 — Decent Work and Economic Growth

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



09 — Industry, Innovation and Infrastructure

Lightrise is driving innovation through the development and testing of its Lightrise eaderview App, set for commercial release via Microsoft. This bold step reflects our commitment to tech-enabled leadership, workplace transformation and a more inclusive digital economy, where innovation fuels growth and purpose. Target 9.5

PRIORITY SDGS

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10 — Reduced Inequalities

As a disability employer, Lightrise helps reduce systemic inequalities by promoting inclusive hiring and accessible workplaces. Our commitment ensures equal opportunities for people with disabilities and supports a more equitable society. Target 10.2



12 — Responsible consumption and production

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



13 — Climate Action

Action is encouraged, we're channelling ours in a numbers of ways, but most measurably through our Climate Action partners at Ecologi and B1g1. Target 13.1



17 — Partnerships for the Goals

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

MEASURING PROGRESS

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

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

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

4 Quality Education

KEY INDICATOR	ACTIVITY / PROJECT	DATA / OUTCOME
Number of Internships	Increase internships year on year	• Scaled from 1 to 3 from 2023 to 2025 and aiming for continued growth in 2026.
Hours provided to Lightrise Foundation	Establish working principals and governance with Lightrise Foundation	• Equivalent of £20k in Services provided to the Lightrise foundation by end of 2025

5 Gender Equality

KEY INDICATOR	ACTIVITY / PROJECT	DATA / OUTCOME
Enhance the use of enabling technology, in particular information and communications technology, to promote the empowerment of women	Support the empowerment of women in tech through remote-first structures and strategic collaboration with Tenth Revolution, a global organization committed to increasing gender diversity in digital and cloud careers.	• Continued contribution to the advancement of women in technology through the Tenth Revolution network. • Strengthened pathways for inclusive hiring and leadership development. • Introduced members of the Lightrise Foundation to Tenth Revolution's initiatives to further enable and empower women from widening participation backgrounds.

JOLANTA MONIEWSKA



Being part of a culture that truly values family life and personal growth has been transformative. I joined Lightrise during the final stages of my pregnancy and felt genuinely supported from day one. Now, as a parent of two little ones, the flexibility and empathy built into our workplace allow me to care for my children while continuing to grow professionally. The kindness and understanding of my team make it possible to navigate the challenges of early parenthood without compromising my career goals. I'm deeply grateful to work for a company that not only celebrates our successes but also makes the journey of balancing work and family feel possible and empowering.

ADESEWA HASSAN



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

6 Clean Water and Sanitation

KEY INDICATOR	ACTIVITY / PROJECT	DATA / OUTCOME
Improve access to clean water and sanitation in vulnerable communities through purpose-driven partnerships and measurable impact.	Supporting Global Access to Clean Water through our partnership with BIG1	We've provided 220 days of access to life-saving water were given through @BIG1. We believe that businesses with a real sense of purpose can make our world a better place



255
impacts created

Your Favorite Project Impacts

Give Again



You've provided 162 days of access to clean water in the world.

- Health
- Global

8 Decent Work and Economic Growth

KEY INDICATOR	ACTIVITY / PROJECT	DATA / OUTCOME
Provide above the NLW National Living Wage	Always provide above or equal to the Living Wage	• Living wage accreditation achieved.
Promote wellbeing through accessible and preventive health related benefits	Workplace Wellness and financial security	• Pension scheme for long-term financial well-being and eye test reimbursements to support preventive care in a digital work environment
Learning growth	Protect a minimum of 10% of week for learning. Target 25%.	• Wednesday afternoons protected for learning, increase to 25% by 2026
Supporting Veterans	Commit to action	• Sign up to the UK Armed Forces Covenant by Dec 2025

9 Industry, Innovation and Infrastructure

KEY INDICATOR	ACTIVITY / PROJECT	DATA / OUTCOME
Development and commercial release of a proprietary digital leadership application	Launch the Lightrise Leaderview App	Lightrise's commitment to innovation as a driver of growth, transformation and social impact

10 Reduced Inequalities

KEY INDICATOR	ACTIVITY / PROJECT	DATA / OUTCOME
Disability Confident	Pursue Disability Confident Status and embed related activities in business	• 2025- Disability confident - Employer • 2026 - Disability confident - Leader
Initiatives that promote equitable access to employment and development opportunities for underrepresented groups	Inclusive Career Accelerator for Neurodiverse Talent	• Partner with neurodiversity-focused organizations and universities to identify candidates.

12 Responsible consumption and production

KEY INDICATOR	ACTIVITY / PROJECT	DATA / OUTCOME
Baseline Cloud SOC 1, SOC, SOC 3	Through Azure identify SOC1, SOC2 and SOC 3 baselines Create baseline CRC	- Created baseline Carbon reduction plan. - Refreshed Azure dashboard with live data through the Emissions Impact Dashboard

13 Climate Action

KEY INDICATOR	ACTIVITY / PROJECT	DATA / OUTCOME
Increase financial charitable donations	Baseline small baseline for charitable donations to aligned charities	2024 - £750 2025 - £1000
Volunteer Hours	Establish volunteer scheme Establish volunteer baseline	- Volunteer scheme established - Establish micro volunteering opportunities with Lightrise Foundation by Q1 2026
Baseline early Ecologi performance	Positive impact contributions to Ecologi	- What results did you obtain from your project? - Write them here.

17 Partnerships for the goals

KEY INDICATOR	ACTIVITY / PROJECT	DATA / OUTCOME
Improve Global Distribution of Partnerships	XRM for Partners. Increase the number of North-South partnerships from baseline	2025 Target - Certified B Corporation 5 affiliate partners by end of 2025 2026 Target 12 affiliate partners

CASE STUDY

Lightrise becoming a Certified B Corporation

When we founded Lightrise Consulting, our mission was clear: to build a business that acts as a force for good. In 2025, we took a major step forward by becoming a certified B Corporation, joining a global movement of companies committed to balancing purpose and profit.

We are in the application process for this. This certification will reflect our dedication to high standards of social and environmental performance, transparency and accountability. It will validate the work we have done to embed sustainability, equity and ethical governance into every layer of our business, from how we treat our people to how we choose our partners.



Why it matters?

While our B Corp certification is still pending, the process itself has already begun shaping how we operate. For Lightrise, B Corp status isn't just a badge, it's a framework that guides our decisions and helps us stay true to our values. It strengthens our credibility with clients, partners, and employees, and ensures that our growth is aligned with long-term impact.

What's next?

We're embedding B Corp principles into our XRM for Partners initiative, ensuring that all affiliate partnerships reflect the same commitment to responsible business. By the end of 2025, we aim to onboard 3 B Corp-aligned affiliate partners, growing to 6 by 2026. This approach will help us build a purpose-driven partner ecosystem that amplifies our impact across industries.

"Personally, I have always felt a singular mission in life: to change the world. Having an opportunity to become a B Corp empowers Lightrise to do just that, magnifying the good we can do through responsible business practices."

— Gareth Jones, CEO

REFLECTIONS

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

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

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

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

Gareth



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

**The UN SDG
framework enables
that**

NEXT STEPS

2026 Improve governance - Structure, Scalability, Sustainability



01 — Action or Commitment

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

**PROTECT EARTH
PROTECT IT'S PEOPLE**

**THERE IS NO BETTER
PLACE TO BE**

