Mobysoft Social Value Strategy

Delivering a sustainable social impact

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HOUSING INTELLIGENCE

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We are working towards a world in which intelligent technology significantly improves the quality of life for people who live in social housing.

Mobysoft is dedicated to keeping people in safe, well-maintained homes. We utilise technology to improve resident welfare, prioritising safety, comfort and overall well-being.

However, our responsibility goes beyond just business. We're committed to doing things that help communities and the world in the long run and we aim to use our technology in a way that's good for people and the planet.

Our Social Value Strategy outlines key milestones for delivering in that commitment over the next 3 years. It includes initiatives that we hope will impact our customers, partners, employees and local community positively and in a sustainable way.

Recognising the need for flexibility, we see these targets as our initial efforts to shape a business that is more environmentally and socially conscious in the coming years. Our commitment to adapt reflects our dedication to building a sustainable enterprise.

Celebrate and encourage all types of diversity

Reduce environmental footprint

Create a welcoming and supportive work environment

Promote equality and inclusion

Ensure ethical practices underpin all business decisions

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01

Create a welcoming and supportive work environment

Mobysoft is dedicated to creating a workplace where teams feel valued and supported. We are committed to meeting the primary needs of our employees through fair compensation and continuous improvements to parental and bereavement leave. We understand that our teams' needs vary, which is why we are committed to conducting biannual surveys to ensure our business grows with its people and high staff engagement is sustained. Through quarterly "Time to Talk" sessions, we aim to put employee well-being at the core of our business.

Pillar	Target	Deadline			
		Ongoing	2024	2025	2026
1 Create a welcoming & supportive work environment	Pay minimum national living wage to all employees	✓			
	Hold quarterly "Time to Talk" sessions to encourage open conversations about wellbeing and mental health	✓			
	Achieve and maintain an eNPS of 30+ through twice annual staff survey	✓			
	Explore improvements to parental and bereavement leave policies		H2		

02

Celebrate and encourage all types of diversity

We believe diverse businesses make better decisions and we are committed to creating an environment where people of all backgrounds feel empowered. This starts by improving our recruitment practices through blind first-round CV screening and reviewing our internal and external apprenticeship program. This is just the first step to ensuring Mobysoft can attract and retain talent from a range of backgrounds. To foster a culture of inclusion, we are enrolling all senior management and HR staff in D&I training, with plans to extend annual training to all employees. As our business grows, we plan to build out supportive networks for underrepresented groups in the workplace, creating spaces for celebration and empowerment.

Pillar	Target		Deadline		
		Ongoing	2024	2025	2026
2 **Celebrate and encourage all types of diversity**	Enrol all staff in comprehensive D&I training		H2		
	Establish networks to support and celebrate under-represented groups in the workplace			H1	
	Encourage a more diverse intake of employees through "blind" first round CV screening		H2		
	Review our internal and external apprenticeship programme		H1		

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Promote equality and inclusion

Mobysoft is committed to promoting equality and fostering inclusion through purposeful initiatives. In collaboration with our partners Beam and Mustard Tree, we are dedicated to addressing the systemic causes of homelessness and supporting those returning to work. We will also dedicate 850 staff hours for a broader range of initiatives, including working with local schools and universities, and establish a charity fund to support causes that hold significance for Mobysoft's people. These endeavors collectively reflect our dedication to supporting the local community and making a positive difference beyond our products.

Pillar	Target	Deadline			
		Ongoing	2024	2025	2026
3 **Promote equality and inclusion**	Support return to employment through local & national Beam partnership	✓			
	Tackle the primary and secondary impacts of homelessness through Mustard Tree partnership	✓			
	Dedicate 850 staff hours annually to community outreach, including local schools and universities		H2		
	Establish staff charity fund to support causes voted for by Mobysoft staff			H1	

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Reduce environmental footprint

Mobysoft is actively pursuing a reduction in its environmental footprint through strategic initiatives. We are taking transparency seriously by calculating and publicly sharing our scope 1 and 2 emissions and building a comprehensive roadmap to reduce these and reaching Net Zero status by 2030. As part of our commitment to sustainable operations, we are also in the process of transitioning to an office space that will reduce the business' carbon footprint and align with the evolving needs of flexible working. To reduce carbon emissions associated with transportation, we are exploring electric car leasing schemes for our staff.

Pillar	Target	Ongoing	2024	2025	2026
4 **Reduce environmental footprint**	Calculate and publish scope 1 and 2 emissions	✓			
	Build detailed roadmap for reaching Net Zero by 2030		H1		
	Explore Electric Car Leasing schemes for all employees			H2	
	Explore moving to a greener office space better suited to flexible working		H2		

Deadline (column header above Ongoing/2024/2025/2026)

05

Ensure ethical practices underpin all business decisions

Mobysoft is steadfast in its commitment to ensuring that ethical practices guide every business decision. To uphold this principle, we are committed to measuring and tracking the impact our products have on tenant welfare, prioritizing the well-being of those affected by our solutions. Recognizing the importance of unbiased decision-making, we strive to enhance industry awareness by working closely with our partners and engaging the public via webinars and educational events. Internally, we are reinforcing our dedication to ethical practices by establishing an ESG committee with representation across all teams, including the board. These initiatives aim to increase awareness of key tenant risks and share strategies for mitigating them, reflecting our commitment to transparency, responsibility, and ethical conduct in all aspects of our business.

Pillar	Target	Deadline			
		Ongoing	2024	2025	2026
5 Ensure ethical practices underpin all business decisions	Measure and track the impact our products have on tenant welfare	✓			
	Ensure industry-wide awareness of the pitfalls of unconscious biases in key decision-making processes				H2
	Establish an internal ESG committee with broad representation across teams		H1		
	Host 30 public events and webinars annually to increase awareness of key tenant risks and strategies for mitigating them	✓			

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Our pledges for a better future

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