Enginuity

Sustainability Statement

Our Commitment

At Enginuity Group, sustainability is fundamental to our purpose of supporting the people, skills and industries that will create a more prosperous, inclusive and sustainable future.

We recognise that engineering and manufacturing are critical to addressing some of society's greatest challenges, from achieving decarbonisation and advancing clean technologies to driving economic growth, productivity and social mobility.

Through our charitable activities, workforce development programmes, qualifications, research and industry partnerships, we seek to generate positive environmental, social and economic impact while maintaining the highest standards of governance and accountability.

As a charity, we measure success not only by organisational performance but by the positive impact we create for learners, employers, educators, engineers and the wider engineering and manufacturing community.

Our sustainability approach is built around three pillars: Environmental, Social and Governance (ESG). These pillars guide how we operate, how we support our people and stakeholders, and how we create lasting value for the engineering and manufacturing sector.

Our Sustainability Principles

We are committed to:

- Creating positive social impact through our charitable activities.
- Supporting a diverse, inclusive and future-ready engineering and manufacturing workforce.
- Reducing the environmental impact of our operations.
- Acting responsibly, ethically and transparently.
- Continuously improving how we measure, evaluate and report our impact.

Environmental

Supporting a Greener Future

We are committed to reducing the environmental impact of our operations while supporting the transition to a more sustainable economy.

How We Influence

Engineering and manufacturing will play a critical role in delivering a greener future. Through our qualifications, workforce development programmes, research and employer engagement activities, we help develop the skills required to support the transition to a low-carbon economy.

We also align our activities with relevant United Nations Sustainable Development Goals and seek opportunities to increase our contribution to a more sustainable future.

How We Operate

We aim to:

- Minimise unnecessary travel and promote sustainable ways of working.
- Use digital solutions to minimise paper consumption and waste.
- Consider environmental impacts when making operational and strategic decisions.
- Continually identify opportunities to reduce our environmental footprint.

Social

People, Communities and Industry

Our people, beneficiaries, customers and partners are at the heart of everything we do.

We seek to create positive social value by improving access to opportunities, supporting workforce development, promoting inclusion and helping individuals build rewarding careers within engineering and manufacturing.

Our People

We are committed to creating an inclusive workplace culture where every colleague can thrive, perform at their best and feel proud to contribute to our shared success.

We aim to:

- Create an inclusive working environment and embed diversity, equity and inclusion into all we do.
- Support colleague wellbeing and continued professional and personal development.
- Encourage collaboration, innovation and continuous learning.
- Enable our people to make meaningful contributions to the communities and sectors we serve.

Our Beneficiaries and Customers

We regularly engage with learners, employers, educators, industry partners, government and other stakeholders to understand their needs and maximise the impact of our work.

By listening and responding to feedback, we continuously improve our products, services and programmes to ensure they deliver meaningful value and public benefit.

Our Sector

We help create a stronger engineering and manufacturing workforce through research, workforce intelligence, skills development, qualifications, careers engagement and industry collaboration.

We are committed to widening participation in engineering and manufacturing by supporting individuals from under-represented groups and helping to remove barriers to progression.

Our aim is to support a diverse, skilled and future-ready workforce capable of addressing economic, technological and environmental challenges.

Governance

Responsible and Accountable

Strong governance underpins everything we do.

As a charity, we operate within a robust framework of governance, risk management and regulatory compliance.

We are committed to:

- Acting with integrity, transparency and accountability.
- Maintaining strong standards of governance and regulatory compliance.
- Promoting ethical decision-making and responsible business practices.
- Protecting data and information responsibly.
- Regularly reviewing our governance arrangements and identifying opportunities for improvement.
- Managing risk effectively and safeguarding the interests of our beneficiaries, customers, colleagues and stakeholders.
- Listening to stakeholders and acting on feedback.
- Measuring and reporting on our sustainability progress and organisational impact.

Our Board and committees provide oversight of governance, assurance and risk management activities, helping to ensure we continue to fulfil our purpose responsibly and effectively.

Contributing to the United Nations Sustainable Development Goals

The United Nations Sustainable Development Goals (SDGs) provide a framework for addressing the environmental, social and economic challenges facing society.

Through our work, we contribute to a range of SDGs that align with our purpose and activities, particularly:

- Quality Education (SDG 4)
- Gender Equality (SDG 5)
- Decent Work and Economic Growth (SDG 8)
- Industry, Innovation and Infrastructure (SDG 9)
- Reduced Inequalities (SDG 10)
- Climate Action (SDG 13)

We use these goals to help inform decision-making, prioritise activity and strengthen the impact of our work.

Impact and Reporting

We recognise that sustainability is a continuous journey.

Over the coming years, we will:

- Continue to consider opportunities to reduce the environmental impact of our operations.
- Continue to support diversity, equity and inclusion across the Group.
- Build on the positive impact of our programmes, qualifications and research activities.
- Develop our understanding and measurement of our environmental, social and governance performance.
- Report openly on our progress and areas for improvement.

By embedding sustainability into our strategy, decision-making and day-to-day activities, we aim to maximise the positive contribution we make to individuals, communities, employers and the engineering and manufacturing sector.

We will regularly review our performance, seek feedback from our stakeholders and remain committed to learning, improving and creating lasting public benefit.