

Stakeholder	Impact topic summary and intro:	Update on current commitments		2 year commitments (aligned to New Standards) for recertification in 2027
		2025 commitments	Progress	
People 	Fair work We take wellbeing seriously. Our goal is to create a supportive and progressive working environment that helps all our people achieve their personal objectives. In the last year, we have made a lot of progress against our objectives but we know that there will be areas where we can improve. Over the next couple of years we want to take things a step further...	We will extend our L&D offering to learn about financial services (>50% of new hires have no background in this)	Historically our focus has been on improving our L&D offering to all staff. We have made great progress, a highlight being we now have mandatory neuro-diversity training for all managers, Linked In Learning for all permanent employees as well as continuous feedback, review and updating of development and learning offered – to meet business and personal, professional needs.	We already pay the Living Wage and will continue to ensure that our pay and reward practices meet and exceed these standards moving forwards.
		We commit to continue to achieve a score of >85% employee satisfaction for L&D opportunities and to improve how we measure learning effectiveness.		We pride ourselves on our fair and just practices, so we will review our hiring processes to ensure there are no biases in how we offer wages. For us this means not using previous or expected wages to prevent anyone being unjustly compensated due to the anchoring effect.
		We aim for >80% of employees taking part in the anonymous engagement survey.	We continue to have a high participation rate of our engagement survey.	We will have a holistic employee engagement strategy, to ensure consistent employee voice and share back outcomes with the organisation.
		We commit to extending the Springboard initiative to offer three month secondments into Ventures portfolio companies.	Last year we backed two new companies, Groundswell Sustainability and Nexum, and three employees were seconded into our venture companies.	-
		We want >20% of new roles to be internal moves	24% of all hires were filled by internal candidates (current employees)	We will work towards an internal mobility strategy as well as role and succession planning, to identify opportunities and career paths for existing employees – to enable growth at Octopus.
People 	Justice, equity, diversity & inclusion We hold justice, equity, diversity and inclusion at the centre of how we operate at Octopus; diversity in all forms drives good decisions and ultimately good business. We have set ourselves clear targets and are proud to say we are on track to achieve them. We have created new goals to ensure we are creating an inclusive and diverse workplace.	By 2030, we want to have a gender balanced workforce with at least 50% of Managing Directors and Heads of being women, and at least 15% of our managers from ethnic minority backgrounds.	40% of Managing Directors and Heads of being women and 12% of our managers are from ethnic minority backgrounds. While we understand that it's important to set targets to move the dial, our focus moving forwards will be to build an inclusive and equitable culture to ensure everyone can thrive.	While we already have DEI policies in place, we will develop and publish a more robust framework that outlines what JEDI means to us and why we're shifting our focus to inclusion. Within this we will create JEDI linked objectives for our senior management and track them continuously. We will make sure we publish our developments each year.
		By 2025 we want to have >90% for all DEI data collection points.	We are very near our target and currently have 86% of DEI data.	

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Planet 	Climate action Sustainability is central to all we do; we are the first generation to feel the effect of climate change, and the last to be able to do something about it. From our renewable energy investments to the design of our new office, we consider the planet as a key stakeholder and are striving to protect it. While sustainability has framed so much of our business we want to ensure we continue to drive change and innovation in the space. We feel our aims for the next 2 years will help us achieve that...	We will set our near-term targets to be validated by SBTi.	We are in the validation process for our near-term 2030 targets, and committing to Net Zero by 2040 or sooner (it's taking longer we thought!)	Once our targets are validated, we will develop and publish our climate transition plan, setting out how we will hit our targets - focussing on our supply chain, business travel, and our investments.
		We will get 100% emissions coverage across our investments	We have collected actual emissions data from our quoted companies, x% of ventures portfolio and private equity companies, all of our equity real estate portfolio, our renewable energy assets, and we have estimated our real estate lending portfolio due to difficulties gathering data.	We will get 100% emissions coverage across our in-scope investments, and we will work to improve our data across our purchased goods and services by engaging with our top 20 suppliers.

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Community 	Government affairs & collective action At Octopus, we know we can't create an inclusive, equitable, and regenerative economy alone; it takes collective action. We're committed to doing our part by supporting the causes we believe in, the companies we invest in, and the charities we give to. We've already made good progress since our previous goals were set, but there's more to do. That's why we've set ourselves new targets to ensure we continue with our work in a responsible and effective way to continue to be a catalyst for change...	-	We continue to drive change through the B Corp movement by chairing their B Finance and Investment Working Group. This brings together key actors from across the industry to be a catalyst for change. It ensures we are working towards a more equitable and impactful industry all together.	As part of our policy and advocacy strategy, we will build in causes that we really care about and that align with our mission to make the world a better place. We will also make a commitment to responsible lobbying.
	Human rights We always want to protect the rights of people connected to our work. The commitments we're making ensure that there's a formal process where human rights are considered across our business.	We planned to go further and build out our offering to startup charities that need real life advice, and our Octopus employees will give their time and specialist skills. We committed to donate £300,000 to our charity partners volunteer 13,500 hours volunteer across our charity partners.	In 2025, all shareholders have been invited to volunteer with our charity patterns, and all portfolio companies have been offered advice, guidance and support with their charitable impact and matched giving for any fundraising they do. We continue to donate £300,000 annually, and volunteer 13,500 hours to our charity partners.	We plan to develop a new programme of wrap-around support for small, impactful charities in addition to our charity partner programme. We already assess our suppliers' impacts on human rights in our onboarding process using a tool called Risk Ledger. The next step is to set a strategy to address salient human rights issues. We will also develop and publish a policy that states our commitment to upholding human rights.

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Customers 	Purpose and stakeholder At Octopus, we make decisions with purpose and keep all our stakeholders in mind; from our people and customers, to the planet. We're proud of the progress we've made since first becoming a B Corp in 2021 but we know we can go further. That's why we've set new goals to strengthen our impact and keep purpose at the heart of everything we do...	By 2030 we commit to having 75% of our AUM aligned with our three themes.	By the end of 2024/25 financial year, we have invested £5.6 billion (61% of our AUM) into our three themes (building a sustainable planet, empowering people and revitalising healthcare).	We continue to build and back mission-aligned products. By 2030 we commit to having 75% of our AUM aligned with our three themes; building a sustainable planet, empowering people and revitalising healthcare.
Governance 		We want to align impact metrics with staff objectives	Every employee has an objective to volunteer two days a year of their time. Employees are also assessed on how they behave (as well as what they do) to ensure they are aligned with the company values and mission.	ExCo will bake B Corp principles into ExCo objectives. Groundswell will hold them to account for these commitments, making sure they support the change required, to take us to B Corp recertification. The Board will review progress against these social and environmental commitments twice a year.
		-	-	When it comes to our marketing, we must comply with Consumer Duty and FCA regulation. We will publish a formal policy outlining our commitment to responsible marketing and public relations.