




Stakeholder	Topic	2021 > 2022	2023 > 2024	2024 and beyond
 People	Diversity, Equity and Inclusion (DEI)	<p>We began to track gender and ethnicity metrics.</p> <p>We produced our first gender pay gap report.</p> <p>We set targets - 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.</p> <p>Gender and ethnicity results September 2022: 37% female representation in senior management and 8% of our managers were from ethnic minority backgrounds.</p>	<p>We put measures in place to hit our targets:</p> <p>Unconscious bias training, gender decoder, commitment to the Women in Finance Charter, members of the Diversity Project, offered work experience and internships through 10,000 black interns and investment 2020.</p> <p>Gender and ethnicity results September 2023: 48% female representation in the organisation, 38% female representation in senior management, and 8.64% of our managers were from ethnic minority backgrounds.</p> <p>We made a commitment to build out our targets to include social mobility.</p>	<p>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.</p> <p>By 2025 we want to have >90% for all DEI data collection points.</p>
	Learning & development (L&D)	<p>We hired a new Head of L&D and built out the team.</p> <p>We built out a plan to improve our offering to be both career-specific and non-career specific.</p>	<p>We achieved a score of >85% employee satisfaction for L&D opportunities.</p> <p>We rolled out neurodiversity and unconscious bias training to all managers and offered it to all staff.</p> <p>100% of new managers have taken part in neurodiversity and unconscious bias training, and 70% of all existing managers have.</p> <p>In 2024 we will create a Pitch Academy to help our employees build confidence when pitching.</p>	<p>We will extend our L&D offering to learn about financial services (>50% of new hires have no background in this).</p> <p>We commit to continue to achieve a score of >85% employee satisfaction for L&D opportunities.</p> <p>We commit to improve how we measure learning effectiveness.</p> <p>(We won't set targets on how many people attend our sessions because that drives the wrong behaviours.</p>

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 People	Empowering employees	<p>We had three people join our Springboard programme, an internal programme that encourages employees to leave their jobs to start a business which Octopus funds. If it doesn't work, they get their jobs back.</p>	<p>>80% of employees took part in the anonymous engagement survey.</p> <p>Seven people left to start their own businesses through Springboard.</p>	<p>We aim for >80% of employees taking part in the anonymous engagement survey.</p> <p>We commit to extending the Springboard initiative to offer three month secondments into Ventures portfolio companies.</p>
	Career development	<p>We put in place a programme to encourage internal movers.</p> <p>We began career surgeries where employees could speak to our CEO and Chief Investment Officer about careers.</p>	<p>We created a Future Senior Leaders Programme to ensure we help our people thrive.</p> <p>19% of new roles were internal moves.</p>	<p>We want >20% of new roles to be internal moves.</p>
 Planet	Emissions reduction	<p>We measured and reported on our operational emissions for the first time, set a net zero target for our Scope 1,2 and business travel and supply chain.</p> <p>30% emissions reduction by 2025.</p> <p>90% emissions reduction by 2030.</p> <p>We reduced supply chain emissions by c.20% in 2022.</p>	<p>We rolled out a platform to help collect emissions data across all portfolio companies so that we have 100% emissions coverage across investments.</p> <p>We took part in the SBTi pilot for Financial Institutions and committed to setting near-term targets.</p> <p>We worked with our top suppliers to improve data accuracy.</p>	<p>We will set our near-term targets to be validated by SBTi.</p> <p>We will get 100% emissions coverage across our investments.</p> <p>We will offset our emissions using reliable carbon credits that sequester carbon through nature based solutions.</p>

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 Community	Hours volunteered	In 2022 we pledged to volunteer 5,000 hours.	In 2023, we volunteered 13,500 hours.	We plan 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.
	£ donated	£300,000 donated to our charity partners.	£300,000 donated to our charity partners.	£300,000 donated to our charity partners.
 Governance	Management of material social and environmental factors	<p>In 2022 we identified our material social and environmental factors.</p> <p>In 2021 we changed our Articles of Association to state we consider our wider stakeholders and not only our shareholders.</p>	<p>In 2023 the Board began tracking KPIs on an annual basis (carbon emissions and DEI).</p> <p>We integrated sustainability within our risk management framework.</p> <p>We assess our stakeholders on a monthly basis in All Company meetings.</p>	<p>We want to align impact metrics with staff objectives.</p> <p>We want to align remuneration with impact outcomes.</p>
	Mission aligned investments	We began tracking our impact across three themes, building a sustainable planet, empowering people and revitalising healthcare. In 2021 we invested £6.8bn into these themes.	<p>In 2022 we invested 9.7bn into our three themes, and in 2023 we invested £7.2bn into our three themes (because we didn't include Octopus Energy).</p> <p>We launched new products that contribute to people and the planet such as affordable housing and sustainable infrastructure.</p>	By 2030 we commit to having 90% of our AUM aligned with our three themes.
 Customers				