

SUSTAINABILITY CONTINUED

SOCIAL CONTINUED

A key element of our community engagement is inspiring the future green workforce and encouraging social mobility to overcome disparity in the STEM sector. We are setting out to inspire the next generation of problem-solvers from all backgrounds into careers in the clean energy, environment and sustainability sector and support young people's knowledge of topical issues in the sector. In the last financial year, we have engaged with more than 20 schools and colleges through careers events, talks, workshops and work experience placements.

We have developed a number of interactive workshops within our sustainable transport and climate action planning and transparency teams, to connect topics learned in the classroom with real-time projects being delivered to clients. Our air quality team developed its existing links with the University of the West of England, to host MSc placements.

In Manchester, we are working with State Talking to connect Manchester state schools with relatable role models. We are looking at other ways to support social mobility in the UK through virtual mentorship from our people. This mentoring opportunity will enable undergraduates to receive one-to-one mentoring to help prepare for the transition from being a student into the world of work.

Charitable donations

Financial contributions to charities in the financial year were £16,069 (FY 2021/22: £10,469). There was no dominant donation.

We will measure the success of our partnerships, the number of people we support, our social value impact and report on this next year. The Ricardo Board has set aside a charity budget to match funds raised by employees for outstanding achievements, and we will celebrate these individual successes across the Ricardo Group, both informally and formally, through the introduction of awards for volunteers.

CASE STUDY

SUPPORTING THE GREEN SCHOOLS PROJECT

We have shared our professional expertise through skills-based volunteering to the Green Schools Project to improve its carbon calculator tool which estimates the total greenhouse gas emissions arising from schools. This tool is used to benchmark schools against comparable counterparts, and acts as the starting point for the Green Schools Project's Zero Carbon Schools programme, that educates pupils on sustainability and helps them to make change at school and at home.

Henry Greenwood, the CEO of the Green Schools Project, commented: "Ricardo's help could be a 'game changer' considering that our hope that our carbon calculator will be the first such tool to reach the wider UK market and become the Department for Education's chosen platform for schools to assess their greenhouse gas emissions. Ricardo's expertise was welcome in giving us the confidence to distribute our programme more widely, while the move to online data collection can allow us to scale faster and increase the uptake of our programme nationwide."

