

## Highlights

Scottish team leads a global green team of 450 'One Earth' champions; developing and implementing carbon management plans across their worldwide locations

Staff are encouraged to reduce their carbon footprint via the Carbon Challenge portal and submit ideas to 'Project Change'

Achieved a 50% reduction in scope 1, 2 & 3 emissions to 50% of 2019 levels

Reduced their water consumption by 5 million litres at their Falkirk site between 2013-2023, saving £100k



# Concentrix

Concentrix, based in Dunoon, is an integrated technology and services company that powers the world's best brands. The Scottish team leads a global green team of 450 'One Earth' champions; developing, cascading and implementing carbon management plans across their worldwide office locations.

Concentrix were early adopters of the Energy Management ISO 5001 in 2010. Their initial focus was on energy management, but they now have extensive policies, strategies and management systems in place, focusing on several areas of sustainability. They have aligned their ESG strategy to the Paris Agreement and carbon targets are Science Based Targets initiative (SBTi) approved.

The community of One Earth Champions work together to improve the environmental management of their site. The 'Project Change' ESG programme allows winning candidates to design, build and run their own ESG-related project, aligned to the overall strategy, which is funded by the business. Concentrix also run an annual Carbon Challenge programme for all staff to encourage them to make changes to reduce their own carbon footprint. One example of a successful idea is their employee car share app, which was suggested by an employee at their Falkirk site.

### Category description: Best Large Business

The Vision in Business Scotland Award recognises organisations that best demonstrate "what's good for the environment is also good for business". This sub-category is for Best Large Business (more than 250 employees).

Concentrix' commitment and efforts have significantly reduced Scope 1, 2 & 3 emissions to 50% of their 2019 levels, and they are on track to meet the overarching goal of achieving Net Zero by 2050. By installing waterless urinals, low flush cisterns and automatic shut off taps at their Falkirk site, they saved 5 million litres of water between 2013 and 2023. This resulted in significant economic savings of £100k.

Through demonstrating leadership around sustainability, Concentrix have won new business. Globally, their revenue has risen from \$4billion in 2019 to \$7.8billion in 2024, which can be attributed to growth with new and existing clients, as well as savings made through reductions in energy and water consumption. Since 2019, the business estimates that energy saving measures such as condensing boilers, energy management systems, low energy lighting and network improvements have saved around £300k.

Savings made through resource efficiency are used to reinvest in the Concentrix workforce, providing local employment for staff in the communities they operate in.



Concentrix offer training to all staff and have developed further Health, Safety and Environment roles, which have seen call centre agents progress to full time Environment Manager and Co-ordinator roles. The business also engages extensively with local and global communities. They have a partnership with Dunoon Primary, working with them to support tree planting and litter picking initiatives, as well as welcoming them onto the site community garden. On a global level, they have established the Think Human Foundation (THF); a global non-profit organisation dedicated to giving access to quality education and building climate resilience for communities across the world. Through THF Concentrix aim to create a more inclusive, sustainable future for all.

Quote from the company:

*"We're absolutely thrilled to have won this environmental award. It's testament to the endeavours of our fantastic Game-changers, who every day strive to reduce our impact on the planet. A special mention to the other finalists who also showcased environmental leadership. The journey doesn't stop here as we all strive towards a more sustainable future."*

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