

EKAL SOLUTIONS G-CLOUD 14 SERVICES

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Document Control

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Introduction to eKal Solutions

eKal Solutions are an Oracle Services Consultancy with a team of UK-based consultants and an average of over 15 years' experience working across UK Public Sector, Finance and Energy.

We provide Oracle E-Business and Oracle Cloud expertise enabling implementation, transformation, support, and upgrade.

We firmly believe in helping our partners achieve the best possible outcome and efficiencies from their Oracle investment. We encourage and help our partners to develop the principle of 'what-if' in the promotion of solutions creativity.

Our informal, no-jargon approach to collaborating with our partners is forged from wanting to keep it simple. Success at eKal means doing the right thing for its partners, people, communities, and the planet.

Cloud Hosting Solutions

Not applicable

Cloud Software Solutions

Not applicable

Cloud Support Solutions

Oracle Fusion Cloud (SaaS) Support Managed Service

eKal Solutions provides a comprehensive managed service wrapper for Oracle Fusion Cloud Customers.

Features

- Provision of a Managed Service providing support services for your Oracle Fusion investment which includes:
 - A single named point of contact for the service - Dedicated Customer Service Manager included as standard
 - Functional Support for all Fusion modules: (e.g. EPM, HR, Payroll and ERP)
 - Extension and integration Support
 - Critical Process Management
 - Available for core business hours and 24/7
 - Application End-user Support (often “how to” questions) – i.e. any question in relation to the use of the in-scope modules
 - Support for:
 - Scheduled Processes
 - Cyclical Events (Tax, HR, Year End)
 - Quarterly Activities
 - Quarterly review of service performance
 - Quarterly review of customer roadmap
 - Proactive plan to help you reduce process inefficiencies
 - Report Distribution
 - Requests
 - Free Payroll processing assessment
 - Comprehensive Upgrade Management Service including:
 - Quarterly Upgrade Plan
 - Ownership of all liaisons with Oracle
 - Structured outage planning with your business.
 - Patch analysis, review and execution, outage window planning, critical timings, environment management
 - Full Regression Testing in conjunction with your business.
 - Release Management
 - SR Management – Our teams will troubleshoot all service interruptions and will consult with:
 - Our subject matter expert teams
 - Oracle (when required)

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- Key business stakeholders
- Change Request Management - such as integrations, reports and additional configuration
- Monthly KPI Reporting / Review with you
- Advice and guidance on development roadmap.
- ServiceDesk – tickets raised via industry standard Service Portal (phone & email options included)
- Complimentary Training Needs Analysis
- Provision of initial service take-on training

Benefits

- Reduced total cost of support
- Highly competitive SLA
- Access to subject matter experts
- Bespoke services which meet your business requirements
- Oracle Certified Partner

Oracle E-Business Functional Support Managed Service

eKal Solutions provide a comprehensive managed service wrapper for Oracle E-Business Functional Support customers.

Features

- Provision of a Managed Service providing support services for your Oracle E-Business investment which includes:
 - A single named point of contact for the service - Dedicated Customer Service Manager included as standard
 - Functional Support for all E-Business modules in scope: (e.g EPM, HR, Payroll and ERP)
 - Cemli Support
 - Application End-user Support (often “how to” questions)
 - Scheduled Processes
 - Report Distribution
 - Cyclical Events Support (Tax, HR, Year End)
- Support service available for core business hours and 24/7
- Requests
- Change Management including provision of initial service take-on training.
- Triage and management to resolution of SRs on your behalf with 3rd Party Maintenance providers
- Proactive plan to help you reduce process inefficiencies
- Quarterly review of service performance
- Quarterly review of customer roadmap
- Monthly KPI Reporting / Review with you
- Advice and guidance on development roadmap
- ServiceDesk – tickets raised via industry standard Service Portal (phone & email options included)
- Complimentary Training Needs Analysis

Benefits

- Reduced total cost of support
- Highly competitive SLA
- Process efficiencies from access to subject matter experts
- Bespoke services which meet your business requirements
- Oracle MSP Certified Partner

Oracle E-Business Technical Support Managed Service

eKal Solutions provide a comprehensive managed service wrapper for Oracle E-Business Technical Support customers.

Features

Provision of a Managed Service providing support services for your Oracle E-Business investment which includes:

- A single named point of contact for the service - Dedicated Customer Service Manager included as standard
 - Technical Support for all E-Business modules in scope: (e.g EPM, HR, Payroll and ERP)
 - Cemli Support
 - Scheduled Processes
 - Report Distribution
 - Cyclical Events (Tax, HR, Year End)
- Support service available for core business hours and 24/7
- Requests
- Change Management
- Provision of initial service take-on training
- Triage and management to resolution of SRs on your behalf with 3rd Party Maintenance providers
- Proactive plan to help you reduce process inefficiencies.
- Quarterly review of service performance
- Quarterly review of customer roadmap
- Monthly KPI Reporting / Review with you
- Advice and guidance on development roadmap.
- ServiceDesk – tickets raised via industry standard Service Portal (phone & email options included).
- Complimentary Training Needs Analysis & Break/Fix support

Benefits

- Reduced total cost of support
- Highly competitive SLA
- Access to subject matter experts
- Technical assurance
- Bespoke services which meet your business requirements
- Oracle Certified Partner

Oracle E-Business Database Administration Support Managed Service

eKal Solutions provide a comprehensive managed service for Oracle E-Business Solutions Database Administration Support.

Features

- Support service available for core business hours and 24/7
- Provision of Oracle E-Business DBA Support:
 - DBA Support
 - Performance Monitoring & Tuning
 - DB Patching
 - Data Backup / Restore, Security Management, Reliability / Availability
 - Cloning
- Break/Fix support
- Requests
- Change Management
- Triage and management to resolution of SRs on your behalf with 3rd Party Maintenance providers
- Quarterly review of service performance
- Quarterly review of customer roadmap
- Dedicated Account Manager

Benefits

- Reduced total cost of support
- Highly competitive SLA
- Access to subject matter experts
- Technical assurance
- Bespoke services which meet your business requirements
- Oracle Certified Partner

Oracle E-Business Technical Support Managed Service

eKal Solutions provide a comprehensive managed service for Oracle E-Business solutions Technical Support.

Features

- Support service available for core business hours and 24/7
- Provision of Oracle E-Business O/S Support
- OS Support
- Performance Monitoring
- O/S Patching
- System Backup / Restore,
- Security, Management, Reliability / Availability
- Cloning
 - Environment Management
- Break/Fix support
- Requests
- Change Management
- Remote Support (for customers with on-premise or third party data centres)
- Triage and management to resolution of SRs on your behalf with 3rd Party Maintenance providers
- Quarterly review of service performance
- Quarterly review of customer roadmap
- Dedicated Account Manager

Benefits

- Reduced total cost of support
- Highly competitive SLA
- Access to subject matter experts
- Technical assurance
- Bespoke services which meet your business requirements
- Oracle Certified Partner

Legacy Data Archiving Services

Legacy data archiving is a key element for any client migrating to Oracle SaaS from on-premise e-Business Suite. Not all data will be migrated to the new platform in a Cloud ERP Project and in order to reduce the license and hosting costs of retaining legacy systems, data archiving is critical.

eKal Solutions can offer the ability to retain and interrogate all legacy data in a secure data storage, at low cost, to ensure this can always be referenced when needed.

Data elements include ERP (Finance, Procurement etc.), HR (Users) and Master Data (Suppliers, Customers etc.).

Features

- Data Archiving Strategy
- Data Archiving Execution and Assistance
- Provision of Reporting facility
- Reports included as standard, as specified by client
- Full testing cycles
- Hosted in client infrastructure
- Tried and tested methodology
- Onshore Project Lead assigned as standard

Benefits

- Reduce risk of data loss
- Remove need for retention of legacy system licenses
- Full client engagement
- eKal Solutions can work closely with client resources to ensure ownership and Maintenance can be accommodated in-house
- Tailored services, to fit your organisation needs
- Reduce Risk - trusted partner offering full service range
- Continuous client enablement through skills transfer
- Onshore and offshore execution model available

Data Migration Services for Oracle Cloud

Provision of full end-to-end data migration services for Oracle ERP, HCM & SaaS Payroll Cloud. Includes data identification, mapping, extract, transform and loading services. Also included is our comprehensive approach for data reconciliation services.

Automated tooling, templates and data experts are standard as part of this service.

Features

- Data Migration Strategy
- Data Migration Execution and Assistance
- Data Cleansing Execution and Assistance
- Data Loading Execution and Assistance
- Data Transformation/Mapping Execution and Assistance
- Data Quality Expertise and Training
- Automated tooling
- Data Migration Templates
- Data Reconciliation Services and Assistance
- Full Data Migration Methodology applied
- Onshore Data Migration Lead assigned as standard

Benefits

- Reduce risk of data migration failure
- Reduce timescales required
- Remove the need for resourcing costly short term resources
- Improve data quality and integrity
- Eliminate complexity and cost
- Tailored services, fit for your organisation's needs
- Reduce Risk - trusted partner offering full service range
- Remove the challenges of managing multiple providers
- Fully transparent and understood methodology and governance
- Continuous client enablement through skills transfer
- Onshore and offshore execution model available

Oracle Cloud ERP Implementation Services

eKal Solutions provide expert consulting services delivering the full lifecycle of Oracle ERP & EPM implementations across the Public and Private Sector, covering the breadth of the Oracle ERP / EPM Modules including integrations with third party and legacy systems.

Oracle Certified Partner with certified consultants.

Features

- Access Oracle ERP / EPM Cloud at any time, on any device
- A transformational cloud service
- Ease of use across both mobile and desktop solutions
- Incorporates social capability as standard
- Ongoing Support Service protecting your investment
- Knowledge transfer and support throughout the project and contract term
- Healthcare, Police, Local Government, Central Government, University, Higher Education, Housing
- Finance, Procurement, SCM, Projects, Grants, Business Intelligence, EPM
- Cloud migration, implementation, upgrade, health checks, programme and project management, training
- Solution architecture, design, build, data migration, testing, reporting, training and environment management
- Managed support services - Database Administration, functional, technical
- Testing services for patching and new releases
- Extensions and Integrations design, build and test
- ERP / EPM health-checks, cloud readiness, business case and roadmap development
- Consultancy, implementation experts to design, configure, deploy Oracle ERP / EPM
- UK Police Forces expertise, including integration with Duty Management Systems
- Oracle Cloud Infrastructure (OCI) design, deployment and support

Benefits

- Fixed Price and T&M options, On-shore, on-site and off-shore options
- Independent advice and guidance
- Deeply experienced consultants with industry specific knowledge
- Industry specific solutions and generic templated value-add solutions
- Full project lifecycle implementation services with comprehensive after care
- ISO27001 and Cyber Essentials Plus accredited
- Lower Total Cost of Ownership
- Licence management to ensure compliance, whilst avoiding unnecessary cost
- Full managed service and supplier management reducing complexity and risk
- Oracle best practice monitoring and alerts to ensure operational availability

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- UK based Oracle practice, resources and support
- Onshore Project Lead assigned as standard

Oracle Human Capital Management (HCM) Cloud Implementation Services

eKal Solutions provide expert consulting services delivering the full lifecycle of Oracle HCM implementations across the Public and Private Sector, covering the breadth of the HCM and Payroll landscapes including HCM, Benefits, Payroll, Talent, Learning Management, Compensation, Performance Management, Taleo Recruitment, Taleo Learn, Recruitment Cloud and integrations with third party and legacy systems.

Oracle Certified Partner with certified consultants.

Features

- Access Oracle HCM Cloud at any time, on any device
- A transformational cloud service
- Ease of use across both mobile and desktop solutions
- Incorporates social capability as standard
- Human Resources, Payroll, Taleo, Recruitment, Compensation, Goals Management, Succession Planning
- Learning Management, Global UK Payroll, Workforce Management, Time and Attendance
- Roster Management, Talent Acquisition, Talent Management, Succession Planning, CRM
- Ongoing Support Service protecting your investment
- Knowledge transfer and support throughout the project and contract term
- Solution Architecture, Design, Build, Data Migration, Testing, Reporting, Training, Hypercare and environment management
- Extensions, Interfaces and Integrations

Benefits

- Fixed Price and T&M options, On-shore, on-site, off-shore options
- Independent advice and guidance
- Deeply experienced and certified consultants with industry specific knowledge
- Full system and business impact assessment; Generic, templated value-add solutions
- Simplify and standardise business processes aligned to modern best practice
- Full project lifecycle implementation services with comprehensive after care
- ISO27001 and Cyber Essentials Plus accredited
- Lower Total Cost of Ownership; Low risk
- Onshore Project Lead assigned as standard

eKal Solutions Oracle Discovery Assessment Service

Provision of a readiness assessment of an organisation to migrate to an Oracle SaaS solution

Features

- Experienced business and application expertise
- Structured collation of information
- Review of all key documentation
- Interviews with key stakeholders
- Deliverables:
 - High Level Requirements Document
 - System Architecture Diagram
 - Summary of information gathered
 - Options available to customer
 - Logical Overview of options
 - Benefits and Risks of options provided
 - Deliverables: e.g. remain on Oracle EBS, migration to Oracle Cloud
 - Consolidated Output Report

Benefits

- Fixed Cost Service
- Confirmation of Cloud migration requirements in terms of:
 - Cost
 - Process Change
 - Planning
- Definition of Benefits vs Risk
- Access to expertise
- Tailored services, fit for your organisation's needs
- Reduce Risk – Oracle trusted partner
- Fully transparent and understood methodology and governance

Change Management Services

Change Management Services offers a comprehensive toolkit to ensure the success of your Cloud implementation. Leveraging our extensive experience, specialised toolsets, and seasoned consultants, we ensure a smooth transition and optimal outcomes. By engaging the stakeholders early through regular communication, change support, training and engagement activities, we will develop internal change ambassadors for your organisation.

Features

- Structured and Proven Methodology
- Leverage our Change Management Experience and Expertise
- Development and Execution of Change Strategy ensuring Adoption
- Thorough Change Impact Analysis (CIA)
- Design and implementation of holistic Training Strategy
- Business Readiness customer-specific toolkit
- Stakeholder Management Mapping and Analysis
- Streamline Communications and Facilitate Feedback Channels
- Benefits Realisation Analysis and Tracking
- Experience of working across public and private sectors

Benefits

- Leverage the potential of Cloud to meet business demands
- Tailored Engagement Plan for all Stakeholder Groups
- Engage and mobilise your workforce for Change
- Position Leaders to drive the Change
- Business Readiness and Pulse Checks
- Tailored Learning for your users
- Change Artefacts- CIA, User Journeys, Management Dashboards, etc.
- Early identification and mitigation of risks
- Seamless transition to the new system
- Higher adoption of the change
- Quick Return on Investment

Business Change Consultancy

Business Change services for Cloud implementation drive enhanced ROI by assisting you in achieving the desired benefits and fostering team adaptability to change. Through communication, training, and change support, we ensure that your stakeholders are prepared for change and confident in adopting new practices at Go Live and beyond.

Features

- Over 10 years of Change Management experience
- Structured and proven Change Management methodology and Readiness Assessments
- Customisable templates and toolkits to streamline delivery
- Using data to create an internal business case for change
- Experience of working across public and private sectors
- Stakeholder Management Mapping and Analysis
- Benefits Realisation Analysis and Tracking
- Capability to integrate project management and change approaches

Benefits

- Change Strategy development and execution
- Enhanced adoption and usage leading to an increase in ROI
- Realisation of anticipated project outcomes
- Effective stakeholder engagement using holistic Change and Communications Framework
- Supporting managers to drive change within their teams
- Facilitating feedback to reduce the risk of resistance
- Early identification and mitigation of risks
- Ensure smooth transition with our Change Toolkits

Cloud Transformation Services

Our Change Team is committed to assisting your organisation at every stage of your Cloud business transformation journey, from its inception to the transition phase. Our skilled professionals will help refine your operational framework, delivering modernised, cost-effective services tailored to the digital age. Through communication, training, and change support, we ensure that your stakeholders are prepared for change and confident in adopting new practices at Go Live and beyond.

Features

- Strategy and Business Case Development for Cloud
- Cloud Readiness Assessments and Assurance Services
- Stakeholder Management Mapping and Analysis
- Analysing anticipated cloud benefits and outcomes
- Change Management services
- Cloud Business Process Augmentation and Policy Alignment
- Designing Target Operating Model for Cloud
- Cloud delivery services with cloud subject matter expertise
- Flexible cloud service offering (commodity work packages or outcome base)

Benefits

- Identification and removal of possible complexities of cloud transition
- Operating cost optimisation using fit for purpose solutions
- Enhance service optimisation and productivity
- Improved Return on Investment
- Effective engagement with all Stakeholders
- Tailored services suitable for both public and private sectors
- Optimise implementation timelines for greater efficiency
- Trusted Partner for full suite of Change Management services
- Eliminate challenges of managing multiple partners

Business Transformation Services

Prioritising people in Cloud transformation projects. People are crucial in making any change successful. We bring a wealth of Change Management experience to support you in your Change Journey. Through communication, training, and change support, we ensure that your stakeholders are prepared for change and confident in adopting new practices.

Features

- Assisting your workforce to understand the new Cloud solution
- Supporting your people to manage and adopt the changes
- Assessing current ways of working
- Aid in identifying the vision your business wants to achieve
- Supporting you to achieve this vision with our structured methodology
- Design and implementation of a comprehensive Change Strategy
- Creation and Engagement of Change Networks

Benefits

- Using data to create an internal business case for change
- Change management by expert consultants
- Enhanced adoption of new system and processes
- Enhanced chances of realisation of anticipated benefits
- Focus on continuous improvement and capability development
- Mobilising stakeholders using effective engagement methods
- Fostering a culture of change by creating internal change ambassadors

Core to Cloud

The transformation from a customised legacy system to a Cloud-based solution is a dramatic change. The impact on your people, customers, and suppliers can be significant. Taking all stakeholders on this journey by communicating a clear view of the ambition from inception is vital to project success.

Features

- Developing and implementing a comprehensive Change Management Strategy
- Assisting your workforce to understand the new Cloud solution
- Supporting your people to manage and adopt the changes
- Assessing current ways of working
- Aid in identifying the vision your business wants to achieve
- Supporting you to achieve this vision with our structured methodology
- Creating and engaging Change Network

Benefits

- Using data to create an internal business case for change
- Change management by expert consultants
- Enhanced adoption of new system and processes
- Enhanced chances of realisation of anticipated benefits
- Focus on continuous improvement and capability development
- Mobilising stakeholders using effective engagement methods
- Fostering a culture of dynamism and change

Learning and Development Services

Right engagement, communications, and optimal user training can lead your Cloud transformation programme to success. Our Learning & Development (L&D) services focus on upskilling/training users on the system, processes, and relevant competencies. We deliver a comprehensive L&D strategy with an enhanced focus on user engagement.

Features

- Design and execution of a comprehensive L&D Strategy
- Training Needs Analysis to capture requirements
- Curriculum mapping and creation of training material
- Blended delivery method
- Face-to-face and hands-on training
- Scenario-based hands-on cross-functional sessions
- Capsule learning: short and engaging sessions on specific topics
- Online Learning and eLearning ensuring all users have access
- Leveraging existing Learning Management System for easy access to material
- Training evaluation to measure progress
- Ensuring sponsorship from senior leaders

Benefits

- One-stop solution for your L&D requirements
- Tailored training solutions as per your organisation's needs
- Provides a framework for communicating key business messages
- Cost-effective and flexible training solutions
- Encourages self-learning and peer-to-peer learning
- Holistic Engagement and Communications Framework for all Stakeholder groups
- Enhances user adoption by engaging in early

Training Services

Right engagement, communications, and optimal training of users can lead your Cloud transformation programme to success. Our training services focus on upskilling/training users on the system, processes, and relevant competencies. We deliver training programmes that fulfil your requirements while ensuring effective communication of key messages in an engaging manner.

Features

- Design and implementation of a tailored comprehensive Training Strategy
- Training Needs Analysis to capture requirements
- Curriculum mapping and creation of training materials
- Using user stories to create learning journeys
- Blended delivery
- Face-to-face and hands-on training
- Scenario-based hands-on cross-functional sessions
- Capsule learning- Short and engaging sessions on specific topics
- Online Learning and eLearning ensuring all users have access
- Leveraging existing Learning Management System for easy access to material
- Training evaluation to measure progress
- Ensuring sponsorship from senior leaders

Benefits

- One-stop solution for your training requirements
- Tailored training solutions as per your organisation's needs
- Provides a framework for communicating key business messages
- Cost-effective and flexible training solutions
- Encourages self-learning and peer-to-peer learning
- Holistic Engagement and Communications Framework for all Stakeholder groups
- Enhances user adoption by engaging in early

Change Management Pack for Leadership

The Change Management Pack for Leadership equips organisational leaders with the necessary tools for managing organisational change, ensuring the success and adoption of your Cloud implementation. This comprehensive pack offers a cost-effective, outcome-focused solution for embarking on a transformational journey to the Cloud.

Features

- Structured and Proven Methodology
- Leveraging our Change Management Expertise and Experience
- Assuring Successful Adoption
- Customised to suit your organisation's needs
- Tailored Training and Engagement
- Experience of working across public and private sectors

Benefits

- Upskill your Leadership
- Quick Return on Investment
- Leverage the potential of the Cloud
- Meet the varied needs of your workforce
- Engage and mobilise your workforce for Change
- Ensuring Leaders are Change Ambassadors and leading from the top

Change Agent Toolkit

Our Change Agent Toolkit enables our team to evaluate and recommend the ideal profile of a Change Agent for a successful Cloud Transformation Programme. Change Agents play a vital role in strategic change management, driving organisational change effectively.

Features

- Discussion with the client to develop a Change Implementation Plan
- Online surveys to evaluate the ideal Change Agent Profile
- Observing in real-time throughout the change planning and implementation
- Interviewing senior leaders
- Reports capturing observations and providing recommendations with action plan
- Creation and Engagement of Change Agent Network
- Ensuring representation from all the impacted functional teams and operations
- Leverage Change Agent Network to spread awareness and communicate key messages beyond the project team

Benefits

- Facilitating informed decision-making to invest in the Change Agent experience
- Gaining a better understanding of the Change Agent role
- Supports individualised, needs-based skill development
- Improving skills/expertise of Change Agents to support future change projects
- Enhanced chances of successful transformation programme
- Improving recruitment capabilities for change projects
- Awareness of Change Agents' wellbeing to avoid stress and burnout
- Fostering dynamic and proactive Change culture

Readiness Assurance for Change Adoption

Readiness assurance is critical for Cloud transformation projects to ensure benefits realisation and successful adoption. We use tried and tested methodology with clear measures and deliverables, to assess readiness and give assurance for our client's Business, Customers, and Suppliers' readiness throughout the Change Journey.

Features

- Structured and Proven Methodology
- Leverage our Change Management Experience and Expertise
- Design and implementation of customer-specific Readiness Assurance framework
- Assessing Business Readiness at various stages
- Thorough Analysis of the readiness of Business, Customers, and Suppliers
- Identify actions to address areas of concern
- Effective Engagement with all Stakeholder Groups
- Creation and management of Feedback Channels

Benefits

- Leverage the anticipated benefits of Cloud to meet business demands
- Engage and mobilise your stakeholders for Change
- Business Readiness, and Pulse Checks results with Action Plan
- Minimising risk of resistance by addressing concerns early
- Informed decision-making
- Opportunity to identify and create more Change Enablers/Advocates

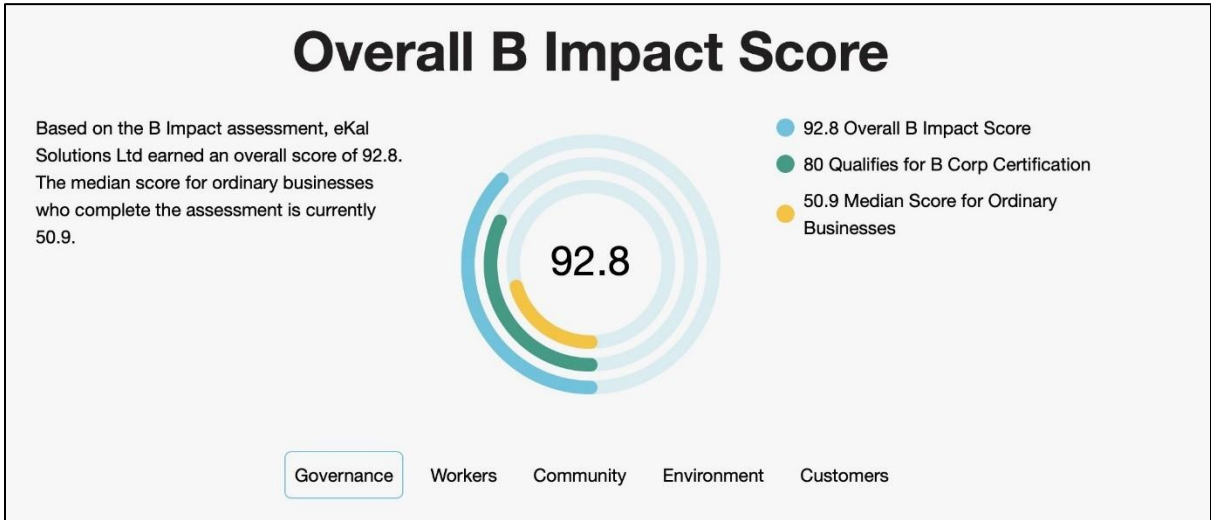
Social Value

Social Responsibility – B Corp - a force for good

eKal Solutions is a certified B-corp We believe that B Corps are the future of business and feel incredibly proud to be a part of a global community of businesses who meet high standards of social and environmental impact.

What does this mean?

If you’re not aware of B Corp yet, it’s a growing movement of people all committed to using business as a force for good, balancing people, planet and profit. There are currently over 1900+ B Corps in the UK and 8000+ globally. To become a Certified B Corp, you need to complete a B Impact Assessment (BIA), a digital tool that can help measure, manage, and improve positive impact performance across your business.



Every B Corp is scored using five impact areas of the B Impact Assessment (BIA), **Governance**, **Workers**, **Community**, **Environment**, and **Customers**. A minimum of 80 points is required to certify and we scored 92.8.

Governance

We have changed our articles of association to ensure that the board of directors are legally obliged to consider the impact of their decisions on all stakeholders, not just shareholders, including employees, suppliers, customers the community and last but by no means least the environment. We follow a strict code of behaviours and ethics to govern all aspects of our activity.

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The accreditation also requires transparency of financial reporting to include employees and other stakeholders.

We also agreed to report annually our impact on the environment community and other stakeholders. This includes charitable donations, support of local community projects, progress towards net zero, and volunteering.

Workers

The Workers section evaluates a company's contributions to its employees' financial security, health & safety, wellness, career development, and engagement & satisfaction. All employees have written contracts and have a range of benefits including Healthcare, pensions, volunteer paid leave. The ratio of the lowest paid to highest paid employee is only 2.5. We are also an accredited living wage employer.

Community

Community evaluates a company's engagement with and impact on the communities in which it operates, hires from, and sources from. Topics include diversity, equity & inclusion, economic impact, civic engagement, charitable giving, and supply chain management.

In addition, this section recognizes business models that are designed to address specific community-oriented problems, such as poverty alleviation through fair trade sourcing or distribution via microenterprises, producer cooperative models, locally focused economic development, and formal charitable giving commitments.

We have made a commitment to give an **increasing proportion of our annual profits each year to charity and for the year ended 2022-23 we donated over £13,000 to local charities** all of which were chosen by our colleagues and we are committed to increasing this in the current financial year. In addition, Staff members did over 100 volunteered hours to support local charities.

We are members of UK for Good

<https://www.ukforgood.com/>

They help us understand the world's greatest social and environmental challenges, and the role we can play in solving them.

We also became members of the Better Business Act coalition and firmly believe in the collective power, and responsibility, of businesses to have a positive impact on people and the planet, and support the goal of the BBA to amend Section 172 of the Companies Act accordingly.

The world is currently struggling to keep on track to meet its targets, both environmentally and socially, and we're facing some pretty tough headwinds.

That is no reason to give up, if all businesses, even growing businesses like ours, made positive changes to protect the Planet and its People then we can change the world. It is the responsibility of, and opportunity for all business leaders to step up and shape a world that our people, communities and the planet deserve.

Environment

Environment evaluates a company's overall environmental management practices as well as its impact on the air, climate, water, land, and biodiversity. This includes the direct impact of a company's operations and, when applicable, its supply chain and distribution channels.

We believe we all have a responsibility to not only act sustainably, but to have a positive impact on the regeneration of our environment.

Whilst we have a very low carbon footprint (12.7tonnes pa all of which is scope 3, the majority of which comes from travel to group meetings and journeys to clients and events and our homeworking emissions). Our Carbon Footprint is measured and certificated annually by Green Smaller Business as is our Carbon reduction Plan.

We worked with Green Small Business to help us better understand our carbon footprint and develop an Environmental Action Plan to enable us to further improve.

During 2022 we became one of nearly 40,000 Ecologi members, working together to make a positive impact. <https://ecologi.com/ekalsolutionsltd>

We are passionate about caring for our planet and all life on it, and Ecologi helps us work towards our business and global climate goals.

As well as planting trees, we support a wide range of biodiversity and reforestation projects. We have in the last 3 years offset over 90 tonnes of Carbon (via the Ecologi organisation) and are therefore effectively carbon neutral.

Customers and Supply chain

Customers evaluates a company's stewardship of its customers through the quality of its products and services, ethical marketing, data privacy and security, and feedback channels. In addition, this section recognizes products or services that are designed to address a particular social problem for or through

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its customers, such as health or educational products, arts & media products, serving underserved customers/clients, and services that improve the social impact of other businesses or organizations. We only work with stakeholders who have similar values to ourselves.

Our mission is to:

Drive our business to a more sustainable future

Promote and join causes that inspire positive change in our employees, customers, communities, shareholders, and other stakeholders.

Act with social responsibility to be a force for good for people and the planet

So what does that mean for eKal Solutions?

Our plans for next year are simple.

We are committed to better understanding and further improving both our impact and the impact of our stakeholders, continue to grow our business, and hopefully improve our impact on People and Planet.