

# Coalesce Management Consulting

## Partnering with Purpose



We are committed to progressing lives everywhere through positive global change. We specialise in delivering expertise to global businesses in advanced engineering and renewable energy, and transmission and distribution, pioneering sectors that are changing the world and creating a cleaner, better future. ED&I starts from the top, and we ensure our diverse Group leads by example: we're one of the few companies in our space to have a black chairperson and 50% representation of women in our CXO team.

97%

Of our employees agree that we're committed to providing equal opportunities for everyone.

28

Nationalities are represented across our five global offices.

47%

Of our employees identify as women, and 49% of employees promoted this year identify as women.

75%

Of our CXO team are women or from minority ethnicities.

### Our partners

1.

We are founding members of **Programme 1**, a collaborative initiative aiming to remove barriers to black talent in our industry.



We are founding partner signatories of the **Diversity & Inclusion Charter**, making a public pledge to drive positive, sustainable change.



We are signatories of the German **Charta De Vielfalt**, committing to a diverse and truly inclusive workplace.



We have a score of 7.5 from **Family Fit** – a scientifically backed accreditation measuring how companies build prosperous work environments for working parents.



We signed the **Armed Forces Covenant**: a pledge to acknowledge and understand those who serve or have serviced in the armed forces, and their families, to treat them with fairness and respect.



We have partnered with the **EY Foundation** to support social mobility by helping young people from low-income backgrounds get skills and work experience to overcome barriers to the job market.

### Our internal ED&I initiatives

#### ASCEND

A groupwide program to attract, retain, empower and progress more women, regardless of seniority, tenure or role.

#### Inclusion advocates

Passionate colleagues from across the Group who help shape our ED&I strategy to ensure we provide a truly inclusive environment for all employees, regardless of background or differences.

#### Local office committees

Our local culture committees enable employees to discuss and influence their local office culture and working environment through organised activities.

#### Prayer rooms and religious holiday swaps

Initiatives to ensure we are welcoming and accommodating to people of all faiths.

#### Family@Amoria

We offer a range of inclusive, family-friendly events as well as enhanced policies and family-forming benefits.

#### Lean-In circles

Peer-led discussion groups for women to share their goals and challenges, support each other and promote best practices.

#### Let's Talk sessions

Regular, open sessions to discuss topics that matter – from living with cancer to disability in work to challenges of race and gender.

#### Mental health and wellbeing

We have qualified mental health first aiders in our offices. We also hold monthly wellbeing workshops and provide 24/7 access to mental health and wellbeing support built around the six wellbeing indicators.

#### ED&I training

We provide insights and development and key materials from both internal and external sources through our Learning Management System.

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### Awards and accolades



- We're recognised in top 1% of employers for the years 2022 and 2023



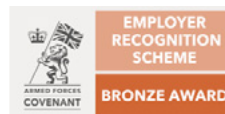
- "Community Impact Of The Year" (2022)
- "Best People Development" (2021)



- Best Equity, Diversity & Inclusion Strategy in a Recruitment Business (2022)
- "Best Client Services" (2021)



- "Shortlisted for Best E,D&I Strategy" (2022)
- "Best Company To Work For" (2021 and 2020)



- We've been awarded the Bronze Award in the Armed Forces Covenant's Employer Recognition Scheme



United Nations  
Global Compact

### Our Culture of Social Responsibility

Through Amoria Group's Charitable Trust we have donated over £400,000 to charitable causes and commitments worldwide. Our Help The Community commitments ensure that as we grow, we give back. This includes providing fully paid volunteering days to all employees and a commitment made in 2020 to support 5 charity projects in 5 years (we've already exceeded this and are on project #6!).

We've supported the shantytown community of Las Laderas, Peru since 2009 and built 101 houses, homed more than 500 families, built 3 soup kitchens that feed over 600 people every day, and built an extension to a children's refuge. Plans are now underway for our sixth volunteer trip in 2025.

We encourage and empower our teams to support local and global causes that are important to them, which has included foodbanks, children's hospices, humanitarian efforts in Ukraine and emergency response non-profits for those impacted by the 2023 Turkey/Syria earthquake.

And we give back to the planet with every milestone we make as a business: planting 1 tree for every NPS survey completed by our customers and consultants, 10 trees for every employee each year, 100 trees for every employee promotion and consultant deployed, and 1,000 trees for every new office opened. Since July 2020 we've exceeded our target and planted over 92,700 trees globally!



Our 2022 volunteers in Las Laderas, Peru.



Learn more about CMC at:

 Coalesce Management Consulting

 [expertisedelivered.com](https://www.expertisedelivered.com)