FUTUREPLUS

REPORT & ANALYSIS

7th April 2026

FILTERED TECHNOLOGIES

(EM)POWERING SUSTAINABILITY IN EVERY BUSINESS.

INTRODUCTION

WE BELIEVE YOU SHOULD MEASURE WHAT YOU VALUE MOST, NOT JUST VALUE WHAT YOU CAN EASILY MEASURE.

THE FUTUREPLUS ASSESSMENT

FuturePlus is on a mission to transform Ambition into Action by helping organisations like yours understand, measure and manage their sustainability goals. Through the FuturePlus assessment process, your organisation will achieve a baseline understanding of its social and environmental impact across the key themes of Climate, Diversity & Inclusion, Social, Economic and Environment, as well as formulating a 3-year sustainability impact strategy through the creation of a trackable action plan unique to your needs and priorities.

YOUR REPORT

The FuturePlus report is designed to make communicating your ambitions and achievements to stakeholders efficient and effective. It can be downloaded in its entirety, or as individual sections, and used to showcase your achievements and goals across your organisation and beyond. The report is updated in real time, providing you with an up-to-date record of your Actual and Ambition scores, your achievements, your sustainability roadmap, bespokely written insights on your progress, and more.

METHODOLOGY

CALCULATING YOUR ACTUAL SCORE

Your FuturePlus Actual score is a mark out of 500, which is an aggregate of your scores across the five sustainability themes. The FuturePlus measurement tool has between 200-300 indicators (depending on your organisation size and sector), researched and adapted from a variety of best practice sources and industry standards, such as recognised certification schemes, ESG indexes, the UN SDGs, the UN Global Compact, Government and NGO frameworks, as well as the addition of our own impact-focused metrics.

These indicators are grouped into five themes:

The themes are then split across focused subcategories - Governance, Leadership, Workforce, Supply Chain, Ecosystem, Manufacturing and Industry and Global Goals - to allow for a weighting of the indicators that produces your Actual score, giving you a comprehensive overview of your organisation's social, environmental and ethical policies and impact.

CALCULATING YOUR AMBITION SCORE

In addition to understanding your current sustainability status and score, the platform allows you to create an ambition score for the sustainability objectives you are yet to achieve over the next three years, and to track both profitability and impact over the same investment period. The Ambition score is the combination of your Actual score and a weighted score of all the ambitions you have pledged to achieve.

The ability to set ambitions gives you the opportunity to commit to action within a defined timeframe and demonstrate your commitment to employees, customers and investors, forming the basis of an 'ambition rating', which bolsters your score and incentivises your organisation to reduce its negative footprint and increase its positive social and environmental impact.

Throughout your sustainability journey, FuturePlus advisors are available to help you develop your change management plans to ensure that your sustainability ambitions are seen as a solid commitment to becoming a better business by employees, customers and investors.

As the measurement process requires ongoing engagement and participation from your organisation, rather than scraping data from external sources, the scores are dynamic and can be updated on a continuous basis. This allows you to showcase the changes you make and consistently improve your impact measurement rating. FuturePlus also allows for scores to be reduced should ambitions and requirements not be met in the timeframes you set for them.

YOUR SCORES

Your FuturePlus Actual score represents your positive impact at the fixed time you complete or update your assessment, reflecting a measurement of your current achievements across the five key themes of Environment, Climate, Diversity & Inclusion, Economic, and Social.

Your Ambition score quantifies the goals you have set for your organisation over the next 3 years.

We provide organisations with two scores because we believe it is vital for current impact to be shown alongside future ambition. Both scores are out of a total of 500. Each theme is scored out of a total of 100.

Your scores are also broken down across the five themes to provide you with a transparent understanding of your impact and ambition in each area.

Max: 500

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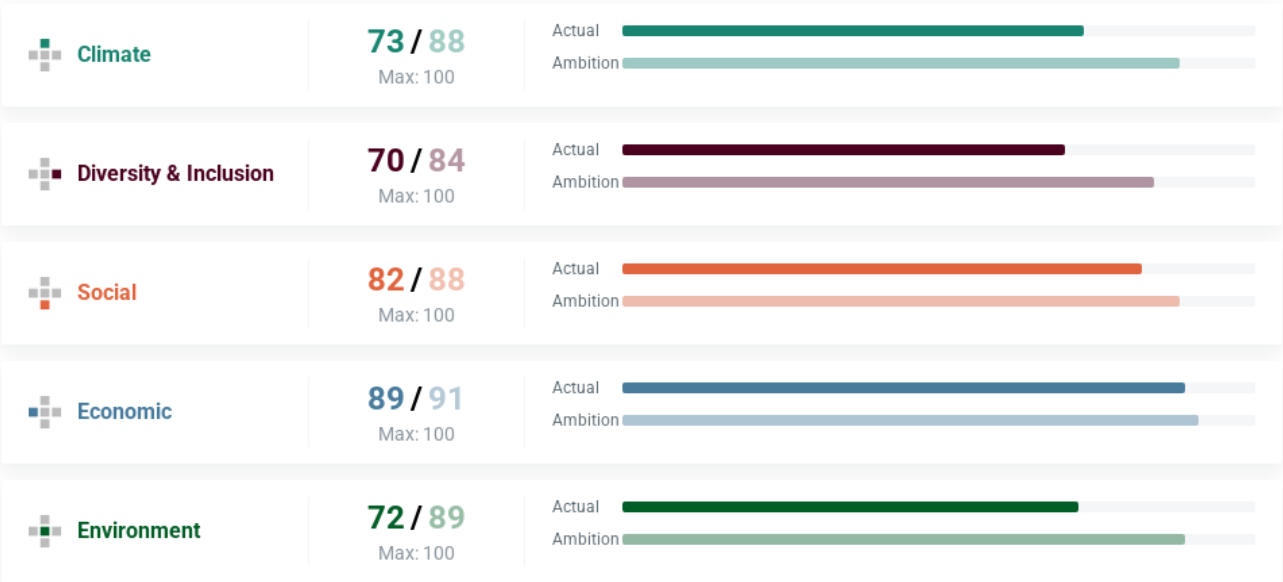

UNITED NATIONS

SUSTAINABLE DEVELOPMENT GOALS

filtered technologies is currently positively impacting **13** out of the **17** UN SDGs.

The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, provides a shared global blueprint and call to action for peace and prosperity, both for people and for the planet.

Through the 17 Sustainable Development Goals (SDGs), the agenda highlights that at the core of a just, sustainable future is equality for all people; that the strategies designed to combat climate change, improve health and education, reduce inequality, and spur economic growth, must be accomplished hand-in-hand by those working to end poverty and other deprivations.

The FuturePlus assessment questions are individually mapped to each of the 17 SDGs, allowing your organisation to understand the extent of its impact against the targets and indicators associated with each Goal.

For more information on the United Nations SDGs, click here.

INSIGHTS

Current Achievements, March 2026

Filtered Technologies is a learning technology company that develops AI-powered platforms designed to improve how organisations manage skills development and learning content. The company focuses on helping enterprises connect skills, frameworks, digital learning resources, and workplace systems so employees can access knowledge quickly and effectively. Organisations use the platform to improve engagement with learning resources and optimise their Learning and Development investments. By improving the efficiency and accessibility of digital learning, Filtered supports more sustainable workforce development by reducing duplicated training and encouraging continuous, future-focused skills building.

FuturePlus is built on the principle of measurable success. It starts with understanding, defining and bringing to life the sustainability goals of the organisations we work with. By completing the FuturePlus assessment, Filtered has transformed its sustainability ambitions into a strategic roadmap for the future.

Filtered's Actual score is 386/500. The FuturePlus Actual score reflects a measurement of the positive impact it is already achieving across the five FuturePlus themes of Environment, Climate, Diversity and Inclusion, Economic, and Social impact.

Filtered's Ambition score is 440/500. This score indicates the strength of its sustainability commitments for the future.

Climate

Filtered's Actual score in the Climate theme is 73/100. We measure climate impact by looking at an organisation's energy consumption and emissions across the value chain, from sourcing and manufacturing, if relevant, to logistics, operations and transportation.

Filtered, while not operating in an overtly emissions-intensive industry, is committed to reducing GHG emissions from its services. For example, its AI-driven, cloud-based skills platform lowers clients' indirect GHG emissions by replacing carbon-intensive training (e.g., travel, physical venues, printed materials) and instead, facilitating more efficient workforce up-skilling and redeployment.

Filtered is actively committed to putting plans in place to achieve Net Zero. This commitment is shown by the company monitoring both its Scope 1 and 2 emissions, and the company has also transitioned to energy-efficient office equipment and the optimisation of its AWS cloud infrastructure.

The Ambition score in this theme is 88/100, reflecting a strong commitment to strengthening its environmental performance. A key focus of the organisation is to expand emissions monitoring and reporting practices to include Scope 3 emissions.

INSIGHTS

By doing so, Filtered will gain a more comprehensive understanding of its overall carbon footprint and be better positioned to identify meaningful opportunities for emissions reduction.

In addition, Filtered has committed to achieving Net Zero by 2050. To support this, the organisation plans to implement a year-on-year emissions reduction plan that will track progress and ensure the company meets its long-term climate goals. Establishing measurable annual targets will help translate this ambition into actionable steps and provide greater accountability as the company progresses on its sustainability journey.

Diversity & Inclusion

Filtered achieved an Actual score of 70/100 in the Diversity & Inclusion (D&I) theme. FuturePlus measures D&I by looking at whether an organisation considers and promotes diversity and inclusion when selecting and building relationships, both within and outside the business, from suppliers and employees, to board members and communities. Diversity refers to ensuring that a range of different voices are brought to the table. Inclusion ensures that each voice is heard.

Filtered has implemented initiatives across multiple areas to foster a diverse and inclusive organisation. This includes providing an accessible and inclusive workplace, conducting regular performance reviews, and maintaining robust D&I policies. These policies demonstrate the company's commitment to hiring without bias, ensuring equal opportunities regardless of gender, background, identity, or other personal characteristics.

Filtered's D&I efforts extend beyond internal operations to its wider stakeholders. This is achieved by promoting diverse representation in media and communications, using inclusive and bias-free language, and featuring diverse human imagery where appropriate. Regular reviews are conducted to ensure these practices remain aligned with the company's values.

Filtered's Ambition score in this theme is 70/100, reflecting a developing but positive commitment to strengthening diversity and inclusion. One of the company's ambitions is to ensure that the Board of Directors or most senior governance body incorporates a diverse range of perspectives when developing business strategy. Additionally, the organisation has set an ambition to develop a family leave policy (maternity, paternity, adoption etc) that exceeds statutory requirements. Strengthening family leave provisions can support employee wellbeing and help create a more supportive workplace for employees. Overall, these ambitions demonstrate a clear intention to strengthen inclusive workplace practices, governance, and diversity and inclusion in a cohesive way.

INSIGHTS

Social

Filtered's Actual score in the Social theme is 82/100. We measure social impact by looking at how a business interacts and impacts its stakeholders, from suppliers and employees, to customers and local communities. This means looking at an organisation's policies and procedures, the measures it has in place for safeguarding and nurturing its workforce, and its levels of community engagement.

Filtered demonstrates a strong commitment to positive social impact through a range of initiatives. The company maintains a comprehensive employee handbook outlining its code of conduct and policies through all levels of the business. Filtered also ensures that all employees receive a real living wage appropriate to their geography, which helps to reinforce a culture of value and appreciation within the company. As a fully remote team, Filtered minimises travel by favoring domestic day trips by train and virtual participation whenever possible, supporting both employee wellbeing and work-life balance.

Filtered's Ambition score in the Social theme is 88/100, reflecting a strong commitment to responsible business practices and ethical supply chain management.

A key ambition is to ensure that no child labour exists within its own operations or its wider supply chain. By maintaining clear expectations for ethical labour practices, Filtered aims to uphold internationally recognised human rights standards. Building on this commitment, the organisation also plans to assess the potential human rights risks across its supply chain. These ambitions demonstrate a proactive approach to protecting human rights and strengthening oversight of supply chain practices, while also providing a foundation for the organisation to further develop formal monitoring and reporting mechanisms in the future.

Economic

Filtered's Actual score in the Economic theme is 89/100. FuturePlus measures economic impact by looking at corporate ethics and purpose, and whether responsible and good governance exists within an organisation.

Building on the initiatives highlighted under the Social theme, Filtered undertakes regular employee pulse surveys to monitor and evaluate employee satisfaction and engagement. This enables the organisation to identify areas for improvement, respond proactively to employee feedback, and maintain a positive and productive workplace culture. The organisation also upholds employees' rights to freedom of association, union affiliation, and collective bargaining. By protecting these rights, Filtered aims to foster an inclusive environment where employees feel respected, represented, and confident that their voices can be heard.

INSIGHTS

Filtered has a robust password policy and operates under a 1Password model to manage secure credentials. This practice ensures compliance with data protection standards. The company also has a comprehensive and publicly available code of ethics which establishes clear expectations for ethical behaviour and decision-making across the organisation, helping to promote responsible business conduct.

The Ambition score in this theme is 91/100. One of the organisation's key ambitions is to provide favourable payment terms to SMEs and small businesses operating in low-income regions and countries. By offering supportive payment structures, Filtered aims to improve financial stability and create greater opportunities for smaller suppliers. This ambition demonstrates the company's intention to use its purchasing practices to generate positive social and economic value across its wider supply network.

Environment

Filtered's Actual score in the Environment theme is 72/100. FuturePlus measures environmental impact by looking at the interactions an organisation has with the world around it, from the resources, materials and supplies it sources, to the products and services it produces, the buildings it operates in, and the waste streams it discards.

Filtered is taking positive and practical action to reduce its environmental footprint. Filtered operates as a remote-first business with a commitment to a no-paper model, utilising digital collaboration tools. In Filtered's operations, they prioritise environmentally responsible practices such as favouring plant-forward and locally sourced food. When printing is unavoidable, they use FSC-certified or recycled paper products, and they actively avoid the use of unsustainably sourced timber or agricultural materials. These practices help reduce operational waste while promoting more sustainable behaviours across the organisation and its supply chain.

Filtered's Ambition score in this theme is 89/100, with a focus on the organisation's strong commitment to improving transparency, responsible supply chain management, and environmental stewardship.

A central goal of Filtered is to report to all stakeholders on its social and environmental performance, demonstrating transparency and building industry trust. The organisation plans to actively invest in environmental protection and conservation initiatives, further strengthening this commitment. Filtered also plans to introduce a supplier code of conduct that outlines expectations for positive environmental practices. These ambitions demonstrate a proactive approach to strengthening sustainability governance and promoting responsible supply chain practices.

YOUR ACHIEVEMENTS

ENVIRONMENT	Ensures environmentally friendly chemicals are used in operations	Yes
ENVIRONMENT	Procurement system prioritises third-party accredited sustainability standards	Yes
ENVIRONMENT	Preferences the procurement of products or services that promote the sustainable use of natural materials	Yes
ENVIRONMENT	Trains its employees on relevant sustainability practices and principles	Yes
ENVIRONMENT	Identifies sustainability risks when designing or developing new products and/or services	Yes
ENVIRONMENT	Reduces or removes deforestation and forest degradation from direct operations and/or supply chain	Yes
ENVIRONMENT	Has a recovery and recycling programme for all materials that can be recycled	Yes
ENVIRONMENT	Has a waste reduction strategy across all operational sites	Yes
ENVIRONMENT	Significantly reducing the use of single-use plastics	Yes
ENVIRONMENT	Has an end-of-life strategy in place for electrical and electronic equipment (e-waste)	Yes
ECONOMIC	Products or services support responsible technological innovation	Yes
ECONOMIC	Ensures fair working hours and rest periods	Yes
ECONOMIC	Has comprehensive health and safety policies and procedures	Yes
ECONOMIC	Has a regularly reviewed and accessible employee grievance mechanism	Yes
ECONOMIC	Measures how many full / part-time roles created as a % of the workforce over past 12 months	Yes
ECONOMIC	Has a publicly available policy regarding data usage and privacy issues	Yes
ECONOMIC	Highest level of governance holds full financial and fiduciary responsibility	Yes
ECONOMIC	Regularly reviews and updates policies and procedures	Yes
ECONOMIC	Has a comprehensive and publicly available code of ethics	Yes
ECONOMIC	Provides guidance and clear policies on anti-corruption and bribery for all employees, including an anonymous whistle-blowing policy	Yes
ECONOMIC	Has transparent employment policies that promote equity	Yes
ECONOMIC	Communicates policies, benefits and working practices to all employees	Yes

YOUR ACHIEVEMENTS

ECONOMIC	Has regularly reviewed employment policies that conform to domestic and international standards	Yes
ECONOMIC	Ensures stakeholders understand the legal, financial and practical implications of agreements entered into	Yes
ECONOMIC	Has comprehensive IT security policies and procedures in place	Yes
ECONOMIC	Ensures rights of employees to freedom of association, union affiliation and collective bargaining	Yes
ECONOMIC	Monitors and evaluates employee satisfaction and engagement	Yes
ECONOMIC	Provides skills and training to the workforce	Yes
SOCIAL	Developing or funding technology or services that will improve the sustainability of the industry or sector	Yes
SOCIAL	Ensures employee pension scheme is screened for ethical, environmental and social credentials	Yes
SOCIAL	Ensures advertising and comms are ethical, accurate and positive	Yes
SOCIAL	Ensures personnel are trained in all policies and procedures	Yes
SOCIAL	Publishes vision, mission and values	Yes
SOCIAL	Assesses the social impact of sending employees to meetings, trade shows, conferences and events	Yes
SOCIAL	Has a written procedure for handling issues of harassment and inappropriate behaviour, including an anonymous whistleblowing policy	Yes
SOCIAL	Has a code of conduct which includes prohibiting sexual exploitation	Yes
SOCIAL	Has a pension plan accessible by all employees	Yes
SOCIAL	Has a flexible working policy	Yes
SOCIAL	Makes relevant training and professional development available for all employees	Yes
SOCIAL	Pays a Real Living Wage to all employees relevant to specific geography	Yes
SOCIAL	Has an employee handbook that contains the company's code of conduct and policies	Yes
DIVERSITY & INCLUSION	Has sanitation facilities appropriate for a diverse workforce	Yes
DIVERSITY & INCLUSION	Diversity and inclusion policies cover gender, race, colour, disability, identity, neurodiversity, age, nationality, union affiliation, and religion	Yes
DIVERSITY & INCLUSION	Board or most senior governance group representative of operational territories	Yes

YOUR ACHIEVEMENTS

DIVERSITY & INCLUSION	Has policies and procedures that promote diversity and inclusion	Yes
DIVERSITY & INCLUSION	Permits an equitable sharing of parental leave	Yes
DIVERSITY & INCLUSION	Measures % of leadership team who identify as female	Yes
DIVERSITY & INCLUSION	Ensures the provision of an accessible and inclusive workplace	Yes
DIVERSITY & INCLUSION	Completes regular performance and career development reviews for all employees	Yes
DIVERSITY & INCLUSION	Uniform or employee dress code is inclusive and equitable	Yes
DIVERSITY & INCLUSION	Publicly shares diversity and inclusion values	Yes
DIVERSITY & INCLUSION	Ensures diverse and equitable representation across media and communications channels	Yes
CLIMATE	Monitors, records and reports energy use and scopes 1 & 2 carbon emissions	Yes
CLIMATE	Prioritises sustainability considerations when choosing co-working space providers	Yes
CLIMATE	Educates, incentivises, and/or provides equipment to home-working employees to reduce energy consumption	Yes
CLIMATE	Use of goods or services reduces GHG emissions when compared to other alternatives	Yes
CLIMATE	Plans to transition to more energy-efficient equipment and processes within a defined timeframe	Yes
CLIMATE	Uses third-party certification to confirm and validate supply chain sustainability	Yes
CLIMATE	Identifies and reduces supply chain sustainability risks	Yes
CLIMATE	Encourages employees to conserve energy in the workplace	Yes

YOUR ROADMAP

QUESTION	THEME	SUB CATEGORY	SUBMITTED DATE	DAYS REMAINING
Does your organisation actively seek to reduce the greenhouse gas emissions caused by your employees commuting or travelling for business purposes?	Climate	Workforce	05/Mar/2026	353 Days
Has your organisation committed to Net Zero by 2050 in terms of carbon and greenhouse gas emissions, and do you have a measurable year-on-year emissions reduction plan?	Climate	Leadership	06/Mar/2026	548 Days
Does your organisation monitor, record, and report its scope 3 greenhouse gas emissions?	Climate	Supply Chain	05/Mar/2026	89 Days
Does the Board of Directors or your most senior governance group ensure a diverse range of perspectives are consulted when developing organisation strategy?	Diversity & Inclusion	Governance	05/Mar/2026	353 Days
Does your organisation have a maternity, paternity, adoption, and family leave policy that exceeds statutory provisions?	Diversity & Inclusion	Leadership	05/Mar/2026	353 Days
Do you positively promote career opportunities within under-represented groups?	Diversity & Inclusion	Workforce	06/Mar/2026	364 Days
Does your organisation ensure, promote, and support diversity and inclusion within its supply chain?	Diversity & Inclusion	Supply Chain	05/Mar/2026	353 Days
Do you provide favourable payment terms to SMEs and/or small companies that operate in low income regions or countries?	Economic	Supply Chain	05/Mar/2026	353 Days
Does your organisation report to all your stakeholders on your social and environmental performance?	Environment	Governance	05/Mar/2026	89 Days
Do you have a supplier code of conduct that covers positive environmental practices?	Environment	Supply Chain	05/Mar/2026	353 Days
Does your organisation actively invest in environmental protection and conservation?	Environment	Ecosystem	05/Mar/2026	353 Days

QUESTION	THEME	SUB CATEGORY	SUBMITTED DATE	DAYS REMAINING
Does your organisation measure and manage its water usage?	Environment	Ecosystem	05/Mar/2026	353 Days
Does your organisation assess human rights risks within its supply chain?	Social	Supply Chain	06/Mar/2026	548 Days
Does your organisation verify that no child labour exists within its own operations and its supply chain?	Social	Supply Chain	06/Mar/2026	364 Days

NEXT STEPS

Filtered Technologies has already established a strong foundation in sustainability actions and should be highly commended for these efforts. The company has made significant strides in material sustainability areas for its sector, such as energy efficiency through its remote-first digital operating model, waste management through a no-paper policy and responsible e-waste procedures, strong data security and privacy protections supported by clear governance policies, employee wellbeing and engagement initiatives including pulse surveys and Real Living Wage commitments, and sustainable procurement practices that prioritise ethical suppliers and responsible sourcing.

As a digital SaaS organisation, Filtered is well positioned to reduce environmental impacts compared to more resource-intensive industries. The company's remote-first structure significantly reduces emissions associated with office space, commuting, and printed materials, while its use of digital collaboration tools further supports low-impact operations.

Filtered has also demonstrated a strong commitment to governance and social responsibility through initiatives that support employees and promote ethical conduct. These include transparent policies on data protection and privacy, a comprehensive code of ethics, mechanisms for employee feedback and engagement, and commitments to diversity, inclusion, and fair working conditions both internally and within the supply chain.

Looking ahead, the organisation has set a number of positive ambitions, including expanding emissions monitoring to capture Scope 3 emissions, working towards a Net Zero commitment by 2050, strengthening diversity and inclusion practices within leadership and supply chains, and enhancing family leave policies beyond statutory requirements. These ambitions demonstrate a clear intention to continue developing its sustainability strategy while increasing transparency and accountability.

NEXT STEPS

FuturePlus' mission is to empower Filtered's success. Sustainable business is not just about compliance; it is a strategic advantage. By integrating sustainability into its core operations and engaging its workforce in these efforts, Filtered can continue to drive innovation, strengthen its brand reputation, and unlock new opportunities. Through its use of FuturePlus and alignment with recognised ESG standards, Filtered is well positioned to demonstrate leadership as a responsible digital learning and skills platform while supporting its clients and stakeholders in building more sustainable and future-ready workforces.

FuturePlus is here to support every step of the journey, and is delighted to be making this journey with Filtered towards an ambitious and more positive future.

THANK YOU

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Part of:

THE SUSTAINABILITY GROUP