



ESG Report 2025

Doing the right thing for people and the planet



Signatory of:



Letter from the Managing Partners.

Growth Capital Partners (GCP) is the UK's leading investment partner to the Knowledge Economy, backing ambitious, high-margin, intellectual-capital-led businesses that are shaping the future. Our approach of developing genuine investment partnerships with founders, continues to create alignment, resilience, and lasting value. Our focus on the Knowledge Economy means we invest in businesses where people, ideas, and innovation are the true drivers of performance. This is why our ESG philosophy is built around responsible investment in people and knowledge, ensuring that we help create sustainable businesses that perform and endure. Over the past year, we have continued to embed ESG thinking across every stage of our investment process. You will see in this report the tangible progress our portfolio companies are making from expanding training academies and graduate programmes, to improving diversity and inclusion, to building stronger frameworks for environmental responsibility and data transparency. We believe that strong ESG performance is inseparable from business success. It supports better decision-making, strengthens culture, and enhances long-term value creation.

We are committed to supporting our portfolio businesses to develop ESG initiatives that address climate risk, social equity and governance transparency. While this work is embedded across our portfolio and within GCP itself, our contribution extends beyond our own business. We remain active supporters of initiatives such as IntoUniversity's Big City Bright Futures programme and Impetus, helping young people from disadvantaged backgrounds gain access to education and opportunity.

We are proud to play a role in developing the next generation of knowledge leaders and changemakers. As we look back on another year of progress, we would like to thank our investors, portfolio businesses, and employees for their continued trust and collaboration.

Garrett Curran and James Blake
Managing Partners, Growth Capital Partners



ESG at GCP.

For over 26 years, GCP has partnered with inspirational management teams to build exceptional businesses within the UK's Knowledge Economy. Our approach continues to evolve shaped by experience, data, and a commitment to responsible investment that drives lasting value. In 2025, we further embedded ESG thinking across our investment process through enhanced data-led reporting, a strengthened Sustainable Investment Framework, and deeper portfolio engagement. We remain proud signatories of the UN Principles for Responsible Investment (UN PRI) and active participants in the ESG Data Convergence Initiative, reflecting our belief in the power of shared insight and measurable progress. Across GCP and our portfolio, our goal is to create positive, measurable impact for people, society, and the planet, aligned to the UN Sustainable Development Goals. Together with our partners, we are focussed to build a more sustainable, inclusive, and knowledge-driven economy for the future.

At a glance & PRI Assessment.

6 Funds Raised

14

Years signatory to the Principles for Responsible Investment

£400m AUM

£150,000 +

raised for charity across the portfolio since 2024

25 Professionals

PRI Assessment.

100%

(average 75%)

CONFIDENCE BUILDING MEASURES

91%

(average 64%)

DIRECT –PRIVATE EQUITY

Bridewell

Supporting the growth of an International Carbon-Negative Business.

As one of our former investment partners, Bridewell exemplifies how responsible growth and purpose-led leadership can drive lasting impact. A leader in the UK's cyber security sector, Bridewell combines deep technical expertise with a strong commitment to sustainability, diversity, and inclusion.



Pioneering Carbon-Negative Leadership

Bridewell became the first UK cyber security firm to achieve carbon-negative status, offsetting emissions from its operations, workforce, and their families. By 2024, it had planted over 100,000 trees and offset more than 1,500 tonnes of CO₂e, setting a benchmark for sustainability in the sector.



Investing in the Next Generation of Cyber Talent

Through early support of the NCSC CyberFirst programme, Bridewell has helped inspire secondary school students in Gloucestershire and South Wales to pursue careers in technology and cyber security.



Expanding Access Through Education Partnerships

As a lead partner for Cyber College Cymru, Bridewell provides colleges across Wales with access to cyber education, mentoring, and career opportunities — helping bridge the UK's digital skills gap.



The Bridewell Academy: Opening Pathways to Cyber Careers

Launched in 2023, the Bridewell Academy offers an 18-month structured programme for individuals without prior experience. Over 25 graduates have already joined cyber security teams across the UK, combining formal training with hands-on industry work.



Championing Continuous Learning and Professional Growth

Bridewell invests up to £5,000 per employee annually for professional development and partners with the Association for Project Management (APM) to promote excellence in project delivery and leadership.



Building a Diverse and Inclusive Cyber Community

The firm runs four internal networks supporting women, LGBTQ+, Defence & Emergency Services, and neurodiversity communities. It also sponsors "Empowering Women to Lead..." programmes, fostering a sustainable pipeline of diverse leaders across digital transformation and cyber security.

Portfolio Overview – ESG at work.

A range of Environmental, Social & Governance initiatives have been put in place across the portfolio.



RobiquiSHE and RobiquiME initiatives that are championing women in tech while promoting a culture of diversity, inclusion, authenticity, and belonging across the organisation.



Since 2023, 1,535 trees have been planted, and the CloudRock Foundation has been established to support a range of charitable and community initiatives.



A DE&I Council has been established, focused on building partnerships with educational organisations and local charities to promote inclusion, opportunity, and community engagement.



Firm-wide DE&I training is in place, alongside pro bono support for charities and the JKR Foundation, with dedicated volunteering days enabling staff to give back to their local communities.



Partnered with a social enterprise to provide a 12-month placement contract for local community members entering the creative industry.



Supporting the next wave of creative talent with their "Coolrversity" student program, partnering with universities to attract new talent.

Looking ahead – ESG at work.

A selection of examples of what our current investment partners are doing to build sustainable and impactful value.



Will continue supporting Patchwork, School 21, and CER, funding masterclasses and mentoring underrepresented youth, while staff volunteer through mentoring and work-shadowing programmes that give students meaningful, real-world career experiences and opportunities.



Will build on their work with their Women's Network to empower female team members through shared experiences and career development, and launch a Volunteering Group to support local charities, including Stop the Traffik.



Have established a Sustainability and EDI Committee to strengthen its approach to inclusion and sustainability, introducing mandatory EDI training for all employees in late 2025 to promote equity across the business.



They have saved 900,000 litres of water by reducing product materials and plan to expand these initiatives. The Camping Recycled platform also helps cut landfill waste through ongoing product refurbishment and reuse.



Will launch a Women in Tech focus group to expand diversity and belonging networks, explore B Corp certification, and are working towards achieving carbon neutrality by 2027, reinforcing its commitment to responsible and inclusive growth.



Have signed up to the United Nations Global Compact's 10 Principles and submitted a Communication on Progress report. Their DE&I Committee engages with staff through a wide range of initiatives.

Looking Forward – GCP & ESG 2026.

As the regulatory landscape continues to evolve, our focus is on data quality, transparency, and meaningful engagement. We believe it is vital to work closely with our portfolio partners to ensure that ESG initiatives are not just measured but deliver real, lasting value. By engaging deeply with management teams, we help embed sustainability, governance, and social impact into the core of their strategies, ensuring that growth is both responsible and impactful.

Developing and supporting talent remains a key priority. Through academies, graduate programmes, and other initiatives, our portfolio companies continue to attract, develop, and retain people from all backgrounds helping to build the next generation of leaders in the UK's Knowledge Economy. We will continue to partner with Impetus and IntoUniversity to widen access to opportunity and education, using our platform to deliver positive social impact. Our commitment to the UN Principles for Responsible Investment, the ESG Data Convergence Initiative, and ongoing engagement with the BVCA ensures that we remain aligned with global standards and best practice.

We will continue to support portfolio businesses on their Net Zero and decarbonisation journeys. GCP's ESG Committee reviews policies, frameworks, and data processes to ensure we stay ahead of emerging trends and regulation. Our goal is clear, to apply a data-led, partnership-driven ESG strategy that creates long-term value for our portfolio partners and society.

GCP's Responsible Investing Framework



Portfolio Overview – SDG Contributions.

	Investment Date	Sector	SDG Contributions
	2025	Sales and Marketing PropTech platform	5 GENDER EQUALITY, 8 DECENT WORK AND ECONOMIC GROWTH, 9 INDUSTRY INNOVATION AND INFRASTRUCTURE
	2024	Social-first Digital Agency	3 GOOD HEALTH AND WELL BEING, 5 GENDER EQUALITY
	2024	Visual Effects & Animation	3 GOOD HEALTH AND WELL BEING, 8 DECENT WORK AND ECONOMIC GROWTH, 9 INDUSTRY INNOVATION AND INFRASTRUCTURE
	2024	Enterprise Resource Planning Technology Consultancy	8 DECENT WORK AND ECONOMIC GROWTH, 9 INDUSTRY INNOVATION AND INFRASTRUCTURE
	2023	Custom Software and Data	8 DECENT WORK AND ECONOMIC GROWTH, 9 INDUSTRY INNOVATION AND INFRASTRUCTURE
	2022	Financial Crime Risk and Compliance	4 QUALITY EDUCATION, 6 CLEAN WATER AND SANITATION, 16 PEACE, JUSTICE AND STRONG INSTITUTIONS
	2022	Specialist Intelligent Automation services provider	16 PEACE, JUSTICE AND STRONG INSTITUTIONS, 9 INDUSTRY INNOVATION AND INFRASTRUCTURE, 4 QUALITY EDUCATION
	2022	Cloud Led Technology Consulting	9 INDUSTRY INNOVATION AND INFRASTRUCTURE
	2021	Strategic Business Advisory	5 GENDER EQUALITY, 16 PEACE, JUSTICE AND STRONG INSTITUTIONS
	2020	Specialist Industrial	7 AFFORDABLE AND CLEAN ENERGY, 9 INDUSTRY INNOVATION AND INFRASTRUCTURE, 11 SUSTAINABLE CITIES AND COMMUNITIES
	2019	Design-led creative company	4 QUALITY EDUCATION, 10 REDUCED INEQUALITIES
	2018	Telecommunications Services	4 QUALITY EDUCATION, 9 INDUSTRY INNOVATION AND INFRASTRUCTURE
	2016	Engineering Recruitment	5 GENDER EQUALITY, 9 INDUSTRY INNOVATION AND INFRASTRUCTURE, 10 REDUCED INEQUALITIES
	2016	Consumer Goods	11 SUSTAINABLE CITIES AND COMMUNITIES, 15 LIFE ON LAND
	2016	Telecommunications	9 INDUSTRY INNOVATION AND INFRASTRUCTURE, 11 SUSTAINABLE CITIES AND COMMUNITIES

ESG Factsheet 2024.

	Fund V						Fund IV				Fund III	
	ETC	Crosstide	CloudRock	Robiquity	Plenitude	Flint	Shortterm	Indigo	GTS	AMG	JHG	Average
Environmental												
Scope 1 emissions (tCO2e)	0	0	N/A	34	0	0	453	966	799	105	60	302
Scope 2 emissions (tCO2e)	34	2	N/A	2	3	0	71	148	367	40	N/A	83
Scope 3 emissions (tCO2e)	3,071	232	N/A	454	186	271	74	1,167	N/A	N/A	N/A	780
Total GHG emissions (tCo2e)	3,104	234	N/A	491	189	271	598	2,282	1167	144	60	656
Sustainability plan in place (Y/N)	N	Y	N	Y	N	Y	N	Y	Y	N	Y	6 out of 12
Social												
Unadjusted gender pay gap (%)	17%	19%	3%	0%	39%	21%	6%	13%	6%	18%	16%	14%
Female board members (%)	25%	14%	0%	14%	12%	14%	0%	14%	0%	14%	12%	11%
Female FTEs (%)	35%	28%	39%	0%	45%	42%	39%	18%	14%	23%	29%	28%
Ethnic Minority board members (%)	0%	14%	0%	0%	12%	0%	25%	0%	0%	0%	0%	5%
Ethnic Minority FTEs (%)	16%	24%	44%	29%	29%	N/A	N/A	N/A	0%	2%	8%	19%
Governance												
Total headcount (#)	168	154	168	146	116	150	156	383	87	84	287	173
New hires (#)	50	10	60	0	35	49	25	87	5	0	15	32
Departures (#)	24	9	20	7	9	51	24	63	21	7	126	31
Proportion of permanent staff (%)	98%	41%	78%	100%	87%	93%	100%	58%	100%	N/A	100%	86%
No. days lost to injury or illness per 100 employees (#)	36	55	33	33	36	40	10	55	201	5	157	82
Employee engagement score (%)	81%	41%	N/A	80%	64%	68%	N/A	82%	N/A	N/A	64%	69%



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