

| Delivering purposeful & profitable change

| **Proxima  
Consulting  
Excellence**

| 2022



## Proxima is a world-leading procurement & supply chain consultancy

We work alongside some of the world's largest and most successful businesses to help them spend their money wisely. We do this through an extensive suite of procurement consultancy services focused on cost transformation, supply chain sustainability, and decarbonization. We are famous for our delivery as experienced specialists, immersed in your business, accelerating outcomes.

At Proxima, we have a responsible business programme called 'Proxima with Purpose'. Within the programme, we manage our commitment to six UNSDGs and a corresponding set of initiatives that focus on how Proxima and our team can positively contribute to society. These include practical initiatives like NetZero, Living Wage, work experience schemes, and working with social enterprises through education and community schemes such as our gender and racial equality networks.

'Proxima with Purpose' ensures that we keep sight of our commitments and continue to evolve and increase our positive contribution.

## Our Commitment to Consulting Excellence

We believe in the MCA values that drive consulting excellence. They are aligned strongly with our own values and behaviours.

### Great Outcomes for Clients

If there were anything standard about our services, we would, already be out of business usurped by the numerous low-cost providers or generic sourcing houses that exist. **We are famous for the value that we deliver.**

Our clients are an extension of Proxima, and we treat them as partners, not transactions. We collaborate to understand their challenges and opportunities and where value can be delivered. **We are measured and rewarded by our ability to deliver that value.**

The importance of great outcomes is also embedded in our people. They are trained to listen, challenge, and always think in the client's interests. Underpinned by embedded process, tools, and governance.

**Ultimately, we are there to make our clients stronger, both with and without our support.** Our commitment to this is evidenced by the longevity and quality of our client relationships.

### Ethical Behaviour

**We are proud of our independence and how we act solely in the interests of our clients.** Our reputation is built on deploying experienced practitioners and extensive organisational knowledge to help our clients quickly understand markets and make informed decisions that are in their best interests. Because procurement and supply chain are all we do, we are never conflicted by the need to cross-sell services or promote partner solutions for financial gain.

**A Proxima consultant acts ethically in both their client work and how they input into the wider Proxima community.** We train all Proxima employees in the processes and standards we expect in their client work and underpin these with support, policies, and governance. We have also supported our people in developing an open and inclusive organisational culture, creating the organisation they want us to be. **How we treat our clients and each other is at the heart of this.**

We have put in place a number of initiatives to support UNSDG 8, good jobs and economic growth, including our Living Wage accreditation for all employees and supply chain partnerships with social enterprises.



## Professional Development

We want Proxima to be a great place to learn and develop, offering one of the most exciting and fulfilling experiences in the procurement consulting world. We work with some of the world's most important and most interesting businesses, so our consultants have great exposure.

With this in mind, we offer core learning and development programmes around consulting and procurement skills, from entry to expert, with regular refreshers. We also share these modules with our clients within our Proxima Learning module.

We support our colleague's welfare, focusing on employee well-being and social inclusion at the heart of some of our employee communities. These communities are there to create togetherness, educate each other, share experiences, and help Proxima continuously adapt the help and support offered to employees. Two of these Networks are GEN (Gender Equality Network) and the Committee on Racial Equality (CORE).

## Diversity, Equity & Inclusion

At Proxima, we value equality, authenticity, and inclusion and actively encourage sharing different perspectives. We foster belonging, acceptance, and mutual respect through open communication and the celebration of diversity.

We are committed to removing barriers and equitably empowering all colleagues to thrive and develop in a safe and welcoming environment. Our commitment is unwavering, central to the strength of our business, and at the heart of who we are.

Our DE&I agenda is created and driven by our people and sponsored at board level by our Chief People Officer. We have created a detailed framework with detailed initiatives to focus our DE&I agenda and help put tangible action behind our commitment to driving the change forward.

Four key pillars: Attraction, Development, Culture, and Commitment, have been identified to help form the foundation of our framework and drive change in each aspect of the employee life cycle. The framework is an ever-evolving document and are the base building blocks of a broader programme to provide clarity and structure on our journey to being a more diverse, equitable, and inclusive business.



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