Proxima
PART OF BAIN & COMPANY

COMMITMENT TO CONSULTING EXCELLENCE 2026

MCA CONSULTING EXCELLENCE

MCA
A POSITIVE FORCE FOR THE ECONOMY AND SOCIETY

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Proxima is a leading procurement and supply chain consultancy, who work alongside some of the world's largest and most successful organisations to spend their money wisely, solving cost, capability and sustainability challenges. As delivery specialists we turn bold ideas into big result, making purposeful and profitable change happen.

Our commitment to the 'Consulting Excellence' principles, underpins everything we do and supports our objectives to deliver outstanding results for our clients. Working alongside them we help organisations not only to be more profitable, but also deliver other forms of value to create a greater impact for shareholders, stakeholders and society.

ETHICAL BEHAVIOUR

Our 'Proxima with Purpose' policy ensures we operate in a way that positively and responsibly impacts society, the economy, and the environment. The policy governs the ability of the company to work ethically, consider human rights, and understand the social, economic, and environmental impact of the organisation across all business activities and relationships with suppliers, clients, and the wider community. It is a key element in our position as a service provider and in the trust, clients place in us.

Our reputation for integrity is essential to us and our clients, and we always insist on reputable, fair, and honest conduct from our employees.

CLIENT SERVICE AND VALUE

Proxima prioritises continuous team growth and professional development. This commitment is firmly integrated into our strategic planning, promoting annual improvement and knowledge enhancement. Our focus is to build and maintain strong consulting skills and specialisms within our teams, linking our success to their proficiency, which in turn delivers outstanding results for our clients.

Maintaining consulting excellence by working collaboratively and openly with our clients supports our ethos to deliver outstanding results. Delivering value is at the core of everything we do at Proxima, and we continually strive to deliver greater returns for our clients.

PROFESSIONAL DEVELOPMENT

At Proxima, we stand behind the belief that our strength as a consulting firm is deeply rooted in the continuous development and welfare of our consultants and employees. Our commitment to fostering a culture of learning and growth is unwavering, as we recognise that the cultivation of our team's capabilities and the provision of career development opportunities are fundamental to our collective success.

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HERE'S HOW WE BRING OUR COMMITMENT TO LIFE:

GETTING STARTED

From the very first day, our comprehensive induction programme offers a seamless introduction to our company culture, systems, and tools. This foundational stage is designed to give every new team member the best possible start, ensuring they're well-equipped and confident to begin their Proxima journey.

CORE TRAINING

Our core training curriculum is crafted to cater to every individual within Proxima, focusing on enhancing technical skills and role-based competencies. Through a blend of online and classroom learning, we ensure our teams are not only thriving in their current positions but are also prepared for future advancement.

THE X FUND

Innovation and personal interest are at the heart of the X-Fund. It supports unconventional courses—from She-Fit to Blockchain and Crypto—that may fall outside the typical training spectrum but spark curiosity among our team members. The X-Fund demonstrates our commitment to holistic professional growth, recognising that unique interests drive innovative thinking.

PROFESSIONAL DEVELOPMENT

Our dedication to professional development is exemplified by our support for certifications such as CIPS, CPSM, or CPSD, alongside our membership with the Management Consultancy Association. In 2021, we elevated this commitment by introducing sponsorship for the Executive Mini MBA, further diversifying the opportunities available to our team.

COMMUNITIES OF PRACTICE (COP)

Our COP unite Proximites from various backgrounds and expertise, fostering a collaborative environment for sharing knowledge and engaging in meaningful discussions. With focuses ranging from Sustainability to Transformation and Procurement Categories, these forums are vital for continuous learning and professional networking.

LUNCH AND LEARN

The 'Lunch and Learn' series embodies our commitment to informal learning, providing a platform for colleagues to share insights and experiences across a diverse range of subjects. These sessions not only enable knowledge sharing but also offer a valuable opportunity for team members to refine their presentation skills in a supportive atmosphere.

OUR PROMISE

Through these multifaceted training initiatives, we pledge to support the growth and development of our team, ensuring that each member has the resources and opportunities needed to succeed. Our investment in training is a testament to our belief in the potential of our people and our commitment to excellence in all we do.

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COMMITMENT TO DIVERSITY AND INCLUSION

At Proxima, we value equality, authenticity, and inclusion and actively encourage the sharing of 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 Proximites 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 Diversity, Equity, & Inclusion Framework is our strategic plan to ensure that we become a more diverse and equitable business and an open and inclusive place to work. Within the framework are a large variety of different initiatives, focusing on four central pillars: Attraction, Development, Culture, and Commitment. The framework is ever evolving, and progress toward these initiatives is governed by a global DE&I Governance Committee and monitored at the board level.

The DE&I Governance Committee holds the business to account across a number of strategic initiatives and arranges events and activities to further educate, inspire discussion, and promote DE&I, and our employee-led committees of GEN (Gender Equality Network) and CORE (Committee on Racial Equality) fundamental to this.

COMMITMENT TO SUSTAINABILITY

We are very aware of the impact that we as a business and the work we undertake has on the wider world. One of our proudest achievements as a business is the pro-bono work we undertake with the Scope 3 Peer Group, to drive faster progress towards net zero. Hand in hand with that work, we are also helping some of the world's largest businesses tackle their Scope 3 emissions (often accounting for 70% of their total emissions).

As a consultancy we monitor our carbon footprint to recognise its impact and take accountability by changing how we travel, investing in sustainable office spaces, and chairing knowledge-sharing events to support our decarbonisation activities and net zero journey. This is governed and implemented by our Green Champions, a group of employee volunteers from all levels in the business.

We have invested in two carbon-offsetting projects that enhance environmental protection and drive positive social and economic change in local communities. Although this approach is not an exclusive solution to addressing climate change, it represents our commitment to achieving net zero while reducing our impacts and ensuring we continue to evolve as an organisation that delivers procurement with purpose.

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