



Impact & Sustainability Report 2025

Introduction

Our mission: To create equal access to work, skills and meaningful careers.

At Beamery, we live by our mission and values – and promote ethical and transparent ways of working. This report is a summary of the work we have achieved towards our Impact goals (listed below).

This report will be structured around four key pillars of our impact: on our customers, on our people, on our community, and on the wider environment.

OUR GOALS

- **To build a representative Beamery.** We'll ensure representation of women, non-binary people, and people of color in leadership, because we believe that only when different voices come together, will we be able to build a fairer future of work.
- **To create an equitable, inclusive and engaging environment for our people.** We'll consider our people's happiness and wellbeing, so that they can do their best work each day, without barriers.
- **To manage our environmental impact and carbon footprint.** We'll reduce our emissions where possible, because now is the time to take steps that lead to long-lasting changes.
- **To ensure we live by our mission and values, with ethical and transparent ways of working.** We'll ensure that our aspirations to build a sustainable and responsible business are a key part of our mission and values in line with the above metrics.



READ ON TO LEARN MORE ABOUT:



Our Impact on our Customers

We have innovated around our core product to ensure that skills-based talent management can become a reality for more enterprises, and we further developed our AI to create more

inclusive talent experiences. Over 1 million candidates have been engaged in diversity programs and communities through Beamery each year, helping over 100,000 diverse candidates get hired by our customers each year.



Our Impact on our People

We have launched and maintained several wellbeing and inclusivity initiatives and important policies, including parental leave, health care benefits, Women in Leadership events, Monthly Awareness Themes, and more. We have conducted multiple surveys about how employees feel about the “fairness” and “openness” of the company, as well as other factors such as morale.



Our Impact on the Wider Community

We have established and maintained relationships (with Spear Islington and Futures & Options) and many other partnerships with other charitable and community organizations that align with our corporate mission, in order to continue to combat inequality.



Our Impact on the Environment

We have built and maintained a sustainable workplace through initiative such as rainwater recycling and using non-toxic cleaning products in our offices. We have established and continued to support initiatives like the Cycle to Work Scheme, Treekly reforestation project, and the recycling of electronic and other devices. We also have considered the carbon footprint of our data center providers.



Our Impact on our Customers

GOAL

At Beamery, our mission is to create equal access to work, skills and meaningful careers. To this end, we want to build a product that makes it easier for our customers to advance their DE&I goals, as well as make better, data-driven talent decisions.

ACTIONS

Through our Talent Lifecycle Management platform, our customers are able to make efficient, strategic and equitable decisions around hiring, planning, development and retention of talent. This is based on data about the skills of everyone who has ever worked for them, or shown an interest in doing so, and the wider labor market.

They can also boost diversity efforts: by expanding their talent pool, encouraging non-traditional candidates to apply, and using “skills” as a more objective assessment criteria.

Our platform helps to make skills-based talent management a reality for more enterprises. We have also developed our [explainable AI](#) to create more personalized and inclusive talent experiences. Our AI is audited by a third party to ensure fairness and mitigate the risk of bias.

Our Talent Lifecycle Management platform

Match score breakdown

 Job role	★★★★★
 Skills	★★★★☆
 Seniority	★★★★★
 Company size	★★★★☆
 Industry	★★★★☆

Not the match score you expected?
Update vacancy calibration





With Beamery, today, customers are able to:

- Use skills as a common language and shared “unit of measurement” for talent, giving them a more objective criteria for making hiring and upskilling decisions.
- Keep skills data up to date as people learn, meaning talent is not seen as a fixed asset.
- Define roles based on the actual skills needed to do them – not irrelevant factors.
- Use our bias-audited AI to infer potential and adjacent skills, which helps surface candidates that may not have applied traditionally (or listed all their skills on their CV).
- Nurture their talent pool with personalized communications and AI-powered role recommendations, encouraging more diverse candidates to apply. Run (and track the impact of) targeted recruiting events for underrepresented communities.
- Build communities for diverse talent, including for veterans, neurodiversity and other underrepresented groups.
- Reduce human bias in talent-related decision making.

OUTCOMES

Our customers are using core Beamery functionality that contributes to driving DE&I outcomes.

Through our customers, over 1 million candidates have been engaged in diversity programs and communities. We also estimate that, in the past 12 months alone, we have helped over 100,000 diverse candidates get hired by our customers, using Beamery.

Over 1 million candidates have been engaged in diversity programmes and communities.

In 2023, our customers had, on average, 38 talent pools built in Beamery that engage talent from underrepresented groups. And 92% of our customers used Beamery to increase the number/proportion of women they hire.

To share some specific client examples:

- One company saw an 18% increase in reply rates, relative to standard outreach, from recruitment campaigns targeting underrepresented candidates (with Beamery pages and event tools).
- Another company has seen a 2x increase in job applications from women, and exceeded their internal hiring goal (33%) amongst those who self-identify as women.
- Acceptance rates of internal hires amongst women increased by 20% and application rates for women increased by 40%, for a large technology client.
- An integrated product architecture across landing pages, talent communities, and events allows Wells Fargo to market, advise, and support transitioning veterans to the next phase of their lives, with relative ease.



18% increase
in reply rates from
underrepresented candidates



2x increase
in job applications
from women



20% increase
in acceptance rates
amongst women

66 Beamery contributes to positive social outcomes... Social impact is a goal in the company's commercial strategy, and its product can help their customers drive more equitable hiring practices and more equitable internal employee mobility and professional development.

66 Beamery also takes a thoughtful approach to building responsible technology and proactively considers ways to mitigate the potential negative impacts of automated technologies.

– Ontario Teachers' Pension Plan is an investor in Beamery and in 2023 conducted an assessment, in partnership with The Bridgespan Group, of the impactful outcomes Beamery delivers as a business.

WHAT'S NEXT

Our product will continue to evolve to allow our clients to make an even greater societal impact. We are continuing to innovate on our explainable AI to ensure clients can make better and fairer talent-related decisions, based on the best possible "workforce intelligence" – a dynamic, joined up view of talent data through the Beamery ecosystem.

We are building ever more personalized experiences for candidates and employees, to ensure they are able to find and apply for roles (including roles they hadn't thought of applying for) that suit their skills – even skills they didn't even know they had.





Our Impact on our People

GOAL

We are committed to reducing homogeneity and improving inclusion and equity at Beamery.

ACTIONS

We have launched and maintained several wellbeing and inclusivity initiatives and important policies, including for parental leave, health care benefits, and regular Women in Leadership events.

We introduced Monthly Awareness Themes, covering Environmental Sustainability, Race Equality, Gender Equality, Mental Health, Neurodiversity, more. These themes were intentional and centered around three pillars – to educate, celebrate, and drive change – ensuring employees took time each month to reflect on improving inclusivity and reducing bias.

We conduct regular surveys about how employees feel about the “fairness” and “openness” of the company, as well as other factors, such as morale.





Other activities to promote inclusivity and wellbeing include:

- Mindful meditation sessions.
- Transitioning guidance, and a Transgender, Intersex and Gender Non-Conforming and Transitioning Policy.
- A standardized onboarding flow, with an 'Impact & Sustainability' module.
- Interview training for hiring managers and interviewers, that includes specific examples of the influence of bias in the interview process.
- Holding regular Women in Leadership events
- Year-round promotions, depending on available roles – with standardized nomination and approval process.
- Enhanced family-friendly policies (including adoption and surrogacy), such as extending maternity/parental leave in the US.
- A Total Rewards team and a Remuneration Committee, to ensure equity and fairness of pay practices. This includes: global benchmarking and leveling of roles, and support for entry-level employees (lowest paid) with cost of living crisis, through one-off bonuses, and the introduction of minimum Beamery living wage.
- Focus on accessibility in communications: setting up transcripts on all company events, with video and written formats of company updates always provided.



Our Impact on the Community

GOAL

We view our investment in communities, through giving and volunteering, as an essential tool to continue to achieve our mission and contribution to the UN Sustainable Development Goal of reducing inequalities.

ACTIONS

We are proud to work closely in partnership with communities, so that together we can create impactful initiatives to equalize access to work and skills. Some of our new partnerships this year included:

Spear Islington

Beamery has been a key corporate partner with [Spear Islington](#), in a bid to create more equal access to work for young people. Spear is recognised by the Department of Work & Pensions (DWP) as one of the most effective programs to help young people overcome the challenges they face and build vital skills and confidence for their career, so that they can prepare for the workplace and commit to sustainable employment.

Futures and Options

[Futures and Options](#) is a NYC-based youth career development organization. They partner with public schools and hundreds of employers to provide transformative career development opportunities to young people.





We also:

- Partnered with Women in Product and Triangirls (a community for women and non-binary people who work in Tech) to run (sold-out) events supporting DE&I in tech.
- Partnered with the Women+ in Data and AI Festival (in Berlin).
- Supported [Meter by Meter's](#) cross-Channel swim, to raise awareness and funds for Ukrainian refugees.
- Partnered with Heriot Brown and Wilson Sonsini to deliver a community event (Driving Change with Pride: Networking with a Twist) connecting Beamery customers and members of the LGBTQ+ community and legal communities.
- Partnered with Juro to deliver a community event for professionals to discuss embracing equity, as part of Gender Equality Month.
- Ran events with future talent for Mind the Product, Connected Data World, MongoDB, and CityJS Conferences.
- Supported companies driving solutions for underrepresented groups such as InChorus and Niya, with events for their communities.
- Gave resources to selected charities aligned with the Beamery mission.
- Have a policy that enables employees to purchase their old devices in exchange for a donation to a charity of their choice.

OUTCOMES

With Spear, we hosted dedicated office visits that provided opportunities for the trainees to practice their communication, presentation and networking skills. As well as volunteers who have actively participated in mock-interviews and provided support and feedback on CVs, Beamery employees have also been engaged with Spear's fundraising activities such as their annual football tournament and their annual Charity Gala Dinner.

“ Spear Islington's visits to Beamery's offices and engagement with numerous Beamery staff as volunteers for our mock interviews and careers panel events have been incredibly valuable in sharing wisdom and insight from their career journeys with our trainees. Our visits to Beamery's offices have been particularly significant in opening the eyes of the trainees as to how an office job can be energizing, creative, relational and fun! We're excited about what this could mean for broadening the horizons of these trainees' future career ambitions.

Anna Skinner, Lead Coach, Spear

We have helped to support the internship programme at Futures and Options, where 96% of students reported achieving the goals they set for themselves.





Our Impact on the Environment

Data hosting

We have chosen to work primarily with Google Cloud Platform (GCP) as one of our hosting partners, as they are constantly reducing CO2 emissions for the same usage. (GCP has a Power Usage Effectiveness (PUE) of 1.10 (source), and is typically 1.5x more efficient than a typical enterprise data center.)

We also use Amazon Web Services (AWS), who have an energy star-certified data center, with ISO 50001 accreditation.

Workplace

- 80% of our global workplaces adhere to the green building standards certifications (our London HQ has a BREEAM: Excellent rating).
- 85% of our global workplaces have proactive waste reduction programs (including recycling) in place.
- 78% of our global workplaces use energy that is produced from renewable sources
- Our London office recycles rainwater.
- We only use non-toxic cleaning products in our offices.

Other Policies and initiatives

- Beamery has planted 1043 trees via Treekly's reforestation project, thanks to the millions of steps walked by employees at Beamery.
- We have a flexible office approach that allows a reduced carbon footprint in travel.
- Customer Welcome Kits are 95% sustainable – from glass bottles, to bamboo charging cords, dry erase notepads, and even plantable seed paper.
- We plant a tree for every swag box delivered to our new starters
- 100% of employee "Welcome" swag sustainably sourced.
- We support the Cycle to Work Scheme, encouraging employees to choose a more environmentally sustainable option when traveling to work

- Responsible and Environment Purchasing Policy, which outlines supplier criteria and preferences when it comes to cleaning, electronics, building and construction, food and food services, office supplies, stationery and more.
- Implementing a new purchase order system, with specific requests for all new suppliers who collaborate with us to disclose their environmental and social impact.
- Hazardous Waste Policy.
- Environmental Awareness Month: encouraging our employees to walk more to unlock tree planting, and awarding trees as company gifts.
- Working with providers (for our UK and US pension funds) who are working towards net-zero and investing in sustainable funds, as well as those intrinsically linked to climate change and biodiversity loss.





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