

FU⁺UREPLUS



REPORT & ANALYSIS

1st April 2026

reuben[®]
inspired

REUBEN DIGITAL LTD

**(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, bespoke 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.

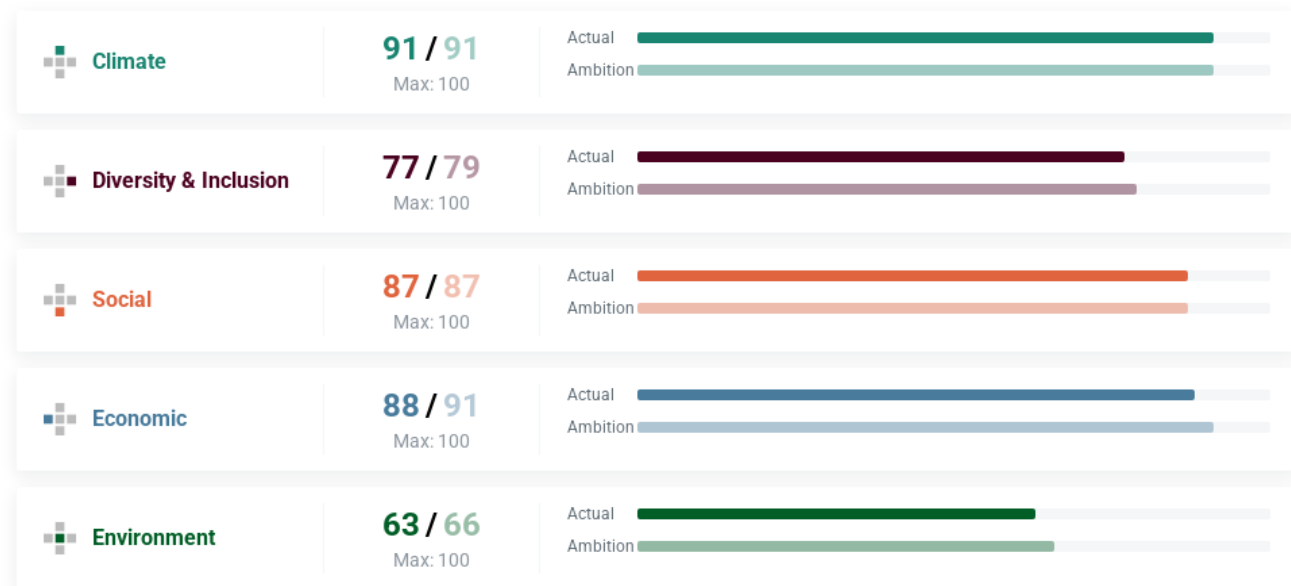
Your Ambition score quantifies the goals you have set for your organisation over the next 3 years.

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.



Powered by **FUTUREPLUS**



UNITED NATIONS

SUSTAINABLE DEVELOPMENT

GOALS

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](#).



Reuben Digital Ltd is currently positively impacting 17 out of the 17 UN SDGs.



INSIGHTS



INSIGHTS

Current Achievements, March 2026

Reuben Digital is a digital agency that prides itself on its ability to solve unique and complex problems through the rapid engineering of technology-led solutions. Reuben Digital designs and builds bespoke websites and technology solutions, helping businesses and charities improve their online presence and operate more effectively.

With over 25 years of extensive experience across various industries and markets, Reuben Digital provides the technology to transform businesses in a way that prioritises sustainable growth. FuturePlus is excited to continue supporting Reuben Digital as it builds on the strong foundations established since beginning its sustainability journey.

FuturePlus is founded on the principle of measurable success, beginning with a clear understanding, definition, and activation of the sustainability goals of the organisations we work with. Through completing the FuturePlus assessment, Reuben Digital has translated its sustainability ambitions into a structured and actionable roadmap for the future.

Reuben Digital has demonstrated meaningful progress against its sustainability commitments, successfully delivering on a wide range of previously stated objectives while embedding more responsible practices across its operations. Having partnered with FuturePlus for the past year, this report reflects the significant progress made to date and highlights the continued integration of sustainability into the organisation's strategy and day-to-day activities.

Reuben Digital's Actual score is 406/500, reflecting the measurable improvements achieved across the five FuturePlus themes of Environment, Climate, Diversity & Inclusion, Economic, and Social impact. This highlights an increase of 112 points from the original 294.

Reuben Digital's Ambition score is now 414/500, demonstrating a continued commitment to maintaining momentum and further strengthening its sustainability performance over time, Reuben's initial Ambition score was 381, representing great dedication.

Climate

Reuben Digital's highest Actual score is in the Climate theme, achieving a result of 91/100, an increase of 16 points from last year. 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.

INSIGHTS



Over the past year, the company has successfully delivered on many of its climate commitments. Notably, completing a transition to more energy-efficient equipment. This has involved a comprehensive IT infrastructure overhaul, including the introduction of laptops for all staff to support hybrid working, and migrating on-premise servers to cloud-based virtual solutions.

This transition has resulted in a significant reduction in electricity consumption of at least 25%, demonstrating the substantial impact of moving away from energy-intensive systems such as continuously running desktop computers and directly contributing to the achievement of the company's targets to reduce energy consumption and emissions intensity. In addition, Reuben Digital supports its home-working employees by providing both the necessary equipment and guidance to help minimise energy use outside of the office. Reuben Digital also has a strong climate mitigation and adaptation policy and programme, further reinforcing this.

Reuben Digital's ambition score in this theme is 91/100, which places the company in a strong position to focus on further optimisation and innovation in reducing its carbon footprint.

Diversity & Inclusion

Reuben Digital achieved an Actual score of 77/100 in the Diversity & Inclusion (D&I) theme, up 14 points from last year. We measure 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.

Progress has been largely driven by the production of a comprehensive Employee Handbook, alongside the formalisation of a wide range of internal policies and procedures. These developments have enabled the company to successfully achieve the majority of its original D&I goals, and set clear organisational standards and expectations. Reuben also ensures that they promote and support diversity and inclusion in their supply chain. In terms of the Sustainable Development Goals (SDG's). Reuben also targets SDG 11 'Reduced Inequalities' by opening an Indonesian office with inclusive employment, promoting gender and race equality, and supporting charities with discounted digital services.

These improvements have strengthened both internal culture and governance, ensuring that diversity, equity, and inclusion are consistently prioritised in decision-making, employee experience, and external relationships.

INSIGHTS



Reuben Digital's Ambition score is 79/100, including the commitment to have a comprehensive succession plan that considers diversity and inclusion in employee development and mentoring programmes. These actions demonstrate a holistic and embedded approach to diversity and inclusion that extends beyond internal operations into wider social impact.

Social

Reuben Digital's Actual score in the Social theme is 87/100, an increase of 35 points. 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.

Improvements stem from enhanced internal processes that strengthen employee wellbeing and organisational transparency, including policies on freedom of association, prevention of child labour, anti-harassment, and whistleblowing. Collectively, these measures contribute to higher levels of employee satisfaction and engagement, fostering a more productive, ethical, and supportive workplace. To support this, Reuben also ensures that they pay a Real Living Wage to all employees in their specific geography.

In addition, the company has strengthened its community engagement efforts. In 2026, Reuben Digital has engaged with their local community through social media, using social platforms as a way to showcase its work, values, and community involvement to ensure that Reuben manages and mitigates social risk.

Reuben Digital's Ambition score in the Social theme is 87/100, reflecting a sustained commitment to maintaining high standards and continuing to build on its strong foundations in employee wellbeing, ethical practices, and meaningful community engagement.

Economic

Reuben Digital's Actual score in the Economic theme is 88/100, with an increase of 29 points. FuturePlus measures economic impact by looking at corporate ethics and purpose, and whether responsible and good governance exists within an organisation. Reuben Digital has made exceptional progress in this theme.

This score reflects the successful implementation of a comprehensive governance framework, underpinned by the Staff Handbook and associated policies. The company continues to demonstrate strong governance through regular leadership engagement and well-documented processes, ensuring transparency, accountability, and alignment between its operations and its sustainability objectives.

INSIGHTS



Reuben Digital further supports its strong performance through the public publication of its Code of Ethics, alongside a formal human rights policy, modern slavery statement, and clear guidance on anti-corruption and bribery. The company also ensures that all policies are regularly reviewed to maintain transparency, relevance, and alignment with best practice.

Reuben Digital's Ambition score in the Economic theme is 91/100, demonstrating a strong commitment to enhancing employee security through the introduction of work-related insurance policies, including accident, death in service, and disability insurance. The company also plans to strengthen oversight of its supply chain by screening and monitoring key suppliers for compliance with labour rights and ethical standards. These ambitions reinforce Reuben Digital's proactive approach to responsible governance, risk management, and long-term organisational sustainability.

Environment

Reuben Digital's Actual score in the Environment theme is 63/100, increasing by 18 points. We measure 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.

Reuben Digital maintains a strong and structured approach to carbon management. Scope 1, 2, and 3 emissions are measured, reviewed, and updated on a quarterly basis, supporting the publication of an annual carbon report. Where emissions cannot yet be reduced, the company mitigates its impact through carbon offsetting with a third-party provider.

The company prioritises the procurement of sustainable and natural materials, for example, through the use of environmentally friendly cleaning products. This commitment extends to day-to-day operations, with client catering sourced from local delis to support the local economy and focused on plant-forward options to reduce environmental impact.

Reuben Digital's Ambition score in this theme is 66/100, reflecting its commitment to further strengthening its sustainable procurement practices by ensuring that products and services are supported by third-party accredited sustainability standards. This approach will enhance transparency and credibility across its supply chain while reinforcing its commitment to responsible environmental stewardship.

YOUR ACHIEVEMENTS

ENVIRONMENT	Leadership commitment to sustainability and environmental issues	Yes
ENVIRONMENT	Board or governance commitment to sustainability, or a sustainability risk committee	Yes
ENVIRONMENT	Reports to all stakeholders on social and environmental performance	Yes
ENVIRONMENT	Has an end-of-life strategy in place for electrical and electronic equipment (e-waste)	Yes
ENVIRONMENT	Reduces and/or minimises energy use	Yes
ENVIRONMENT	Has a recovery and recycling programme for all materials that can be recycled	Yes
ENVIRONMENT	Reduces or removes deforestation and forest degradation from direct operations and/or supply chain	Yes
ENVIRONMENT	External comms designed to discourage negative and/or influence positive social and environmental behaviour	Yes
ENVIRONMENT	Identifies sustainability risks when designing or developing new products and/or services	Yes
ENVIRONMENT	Ensures inclusive and ethical food options are offered where appropriate	Yes
ENVIRONMENT	Trains its employees on relevant sustainability practices and principles	Yes
ENVIRONMENT	Preferences the procurement of products or services that promote the sustainable use of natural materials	Yes
ENVIRONMENT	Supplier code of conduct covers positive environmental practices	Yes
ENVIRONMENT	Measures, reviews and reduces impact of transporting goods and products across supply chain	Yes
ENVIRONMENT	Ensures environmentally friendly chemicals are used in operations	Yes
ENVIRONMENT	Encourages workforce to reduce and mitigate negative environmental footprint	Yes
ENVIRONMENT	Prevents recyclable waste from reaching landfills, incinerators and the ocean	Yes
ENVIRONMENT	Actively invests in environmental protection and conservation	Yes
ENVIRONMENT	Measures and manages water usage	Yes
ENVIRONMENT	Taking additional actions to meet the targets of SDG 15, Life on Land	Yes
ENVIRONMENT	Taking additional actions to meet the targets of SDG 14, Life Below Water	Yes
ENVIRONMENT	Taking steps to significantly mitigate and reduce the energy and emissions resulting from use of products or services	Yes

YOUR ACHIEVEMENTS

ECONOMIC	Verifies whether it is required to undertake applicable sustainability, ESG, emissions, or energy use reporting	Yes
ECONOMIC	Provides guidance and clear policies on anti-corruption and bribery for all employees, including an anonymous whistle-blowing policy	Yes
ECONOMIC	Has a comprehensive and publicly available code of ethics	Yes
ECONOMIC	Trains Board or most senior governance group on code of ethics	Yes
ECONOMIC	Board or most senior governance group hold regular and minuted meetings	Yes
ECONOMIC	Regularly reviews and updates policies and procedures	Yes
ECONOMIC	Publishes a transparent annual report with an audited set of accounts	Yes
ECONOMIC	Highest level of governance holds full financial and fiduciary responsibility	Yes
ECONOMIC	Has an employee feedback system that is regularly reviewed	Yes
ECONOMIC	Has an anti-corruption reporting system in place, including a whistle-blowing policy	Yes
ECONOMIC	Has a formal human rights policy made available to all stakeholders	Yes
ECONOMIC	Has a publicly available policy regarding data usage and privacy issues	Yes
ECONOMIC	Publishes a modern slavery statement	Yes
ECONOMIC	Has agreed lines of delegation and financial reporting	Yes
ECONOMIC	Measures how many full / part-time roles created as a % of the workforce over past 12 months	Yes
ECONOMIC	Has a regularly reviewed and accessible employee grievance mechanism	Yes
ECONOMIC	Has comprehensive health and safety policies and procedures	Yes
ECONOMIC	Considers needs-based affordability in its products and services	Yes
ECONOMIC	Products or services support responsible technological innovation	Yes
ECONOMIC	Has transparent employment policies that promote equity	Yes
ECONOMIC	Communicates policies, benefits and working practices to all employees	Yes
ECONOMIC	Has regularly reviewed employment policies that conform to domestic and international standards	Yes

YOUR ACHIEVEMENTS

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 fair working hours and rest periods	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	Ensures equal pay for equal work	Yes
ECONOMIC	Provides skills and training to the workforce	Yes
ECONOMIC	Sources essential products and services locally or using ethical trading principles	Yes
ECONOMIC	Ensures ethical buying standards throughout supply chain	Yes
ECONOMIC	Provides favourable payment terms to SMEs	Yes
ECONOMIC	Taking additional actions to meet the targets of SDG 8, Decent Work and Economic Growth	Yes
ECONOMIC	Taking additional actions to meet the targets of SDG 9, Innovation and Infrastructure	Yes
SOCIAL	Ensures external comms are ethical, factual and appropriate	Yes
SOCIAL	Board or most senior governance group consults with stakeholders on economic, environmental and social impact of organisation	Yes
SOCIAL	Ensures personnel are trained in all policies and procedures	Yes
SOCIAL	Has an anti-corruption and bribery policy, including an anonymous whistle-blowing policy	Yes
SOCIAL	Has an anti-harassment policy	Yes
SOCIAL	Provides transparent financial reporting in every operational territory	Yes
SOCIAL	Objective of business to influence ethical decision-making in value chain	Yes
SOCIAL	Publishes vision, mission and values	Yes
SOCIAL	Commitment to positive social impact is a factor in choosing leadership team members	Yes
SOCIAL	Assesses the social impact of sending employees to meetings, trade shows, conferences and events	Yes

YOUR ACHIEVEMENTS

SOCIAL	Has a written procedure for handling issues of harassment and inappropriate behaviour, including an anonymous whistleblowing policy	Yes
SOCIAL	Engages with communities to mitigate and manage social risk	Yes
SOCIAL	Invests in making a positive change to communities in which it produces and operates	Yes
SOCIAL	Has a code of conduct which includes prohibiting sexual exploitation	Yes
SOCIAL	Ensures majority of food produced or procured is certified by recognised ethical standards	Yes
SOCIAL	Provides, produces or promotes access to healthy diets and lifestyles	Yes
SOCIAL	Permits employees to undertake volunteering days	Yes
SOCIAL	Provides internationally mobile workforce with adequate insurance cover	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	Ensures all employees have adequate access to quality healthcare	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
SOCIAL	Has a supplier code of conduct	Yes
SOCIAL	Provides fair trading terms within the supply chain, with preferential terms for SMEs	Yes
SOCIAL	Requires suppliers to report on potential conflicts of interest	Yes
SOCIAL	Ensures advertising and comms are ethical, accurate and positive	Yes
SOCIAL	Developing or funding technology or services that will improve the sustainability of the industry or sector	Yes
SOCIAL	Taking additional actions to meet the targets of SDG 2, Zero Hunger	Yes
SOCIAL	Taking additional actions to meet the targets of SDG 1, No Poverty	Yes
SOCIAL	Taking additional actions to meet the targets of SDG 4, Quality Education	Yes

YOUR ACHIEVEMENTS

SOCIAL	Taking additional actions to meet the targets of SDG 12, Responsible Consumption and Production	Yes
SOCIAL	Ensures employee pension scheme is screened for ethical, environmental and social credentials	Yes
SOCIAL	Measures % of workforce that takes advantage of a flexible working policy	Yes
SOCIAL	Forbids use of child labour in supply chain, or sourcing of materials from suppliers who have not verified there is an absence of child labour	Yes
SOCIAL	Supplier code of conduct promotes the highest industry standards of health and safety	Yes
SOCIAL	Supplier code of conduct ensures freedom of association and right to collective bargaining	Yes
SOCIAL	Supplier code of conduct promotes the training of workers on their labour and employment rights	Yes
SOCIAL	Supplier code of conduct seeks to eliminate harsh treatment and harassment from supply chain	Yes
SOCIAL	Supplier code of conduct includes compliance with all local laws and regulations	Yes
SOCIAL	Supplier code of conduct includes third-party certifications related to positive social and/or environmental performance	Yes
SOCIAL	Supplier code of conduct includes guidance on expectations of good governance, including policies on ethics and corruption	Yes
SOCIAL	Supplier code of conduct requires key suppliers to measure GHG emissions, including a Net Zero by 2050 commitment	Yes
SOCIAL	Supplier code of conduct seeks to reduce GHG emissions in the supply chain	Yes
SOCIAL	Has locally relevant supplier codes of conduct and ethical recruitment policies in all operational territories	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 senior governance commitment to diversity and inclusion	Yes
DIVERSITY & INCLUSION	Board or most senior governance group representative of operational territories	Yes
DIVERSITY & INCLUSION	Has policies and procedures that promote diversity and inclusion	Yes
DIVERSITY & INCLUSION	Reviews diversity and inclusion of organisation annually	Yes
DIVERSITY & INCLUSION	Ensures a diverse range of perspectives are consulted when developing organisation strategy	Yes
DIVERSITY & INCLUSION	Permits an equitable sharing of parental leave	Yes
DIVERSITY & INCLUSION	Measures % of leadership team who identify as female	Yes

YOUR ACHIEVEMENTS

DIVERSITY & INCLUSION	Leadership commitment to diversity and inclusion	Yes
DIVERSITY & INCLUSION	Has a designated mental health first-aider or provides mental health and well-being services to employees	Yes
DIVERSITY & INCLUSION	Provides paid leave for fertility treatment	Yes
DIVERSITY & INCLUSION	Completes regular performance and career development reviews for all employees	Yes
DIVERSITY & INCLUSION	Ensures access to inclusive healthcare services in every operational territory	Yes
DIVERSITY & INCLUSION	Has sanitation facilities appropriate for a diverse workforce	Yes
DIVERSITY & INCLUSION	Uniform or employee dress code is inclusive and equitable	Yes
DIVERSITY & INCLUSION	Positively promotes career opportunities within under-represented groups	Yes
DIVERSITY & INCLUSION	Considers, promotes and supports economic inclusion when selecting suppliers	Yes
DIVERSITY & INCLUSION	Has policies to prevent and penalise discrimination, harassment and bullying within supply chain	Yes
DIVERSITY & INCLUSION	Ensures, promotes and supports diversity and inclusion within supply chain	Yes
DIVERSITY & INCLUSION	Publicly shares diversity and inclusion values	Yes
DIVERSITY & INCLUSION	Ensures diverse and equitable representation across media and communications channels	Yes
DIVERSITY & INCLUSION	Taking additional actions to meet the targets of SDG 10, Reduced Inequalities	Yes
DIVERSITY & INCLUSION	Provides paid leave for compassionate reasons that include pregnancy loss	Yes
CLIMATE	Monitors, records and reports energy use and scopes 1 & 2 carbon emissions	Yes
CLIMATE	Has a climate change mitigation and adaptation policy and programme	Yes
CLIMATE	Considers climate-related issues when reviewing or formulating strategy	Yes
CLIMATE	Seeks to reduce greenhouse gas emissions caused by employee commuting or business travel	Yes
CLIMATE	Has an emissions reduction plan and Net Zero by 2050 commitment	Yes
CLIMATE	Offsets, or plans to offset, a % of its emissions	Yes
CLIMATE	Encourages employees to conserve energy in the workplace	Yes

YOUR ACHIEVEMENTS

CLIMATE	Assesses scope 3 greenhouse gas emissions	Yes
CLIMATE	Identifies and reduces supply chain sustainability risks	Yes
CLIMATE	Uses third-party certification to confirm and validate supply chain sustainability	Yes
CLIMATE	All electricity used across operational sites is purchased through 100% renewable energy tariffs	Yes
CLIMATE	Plans to transition to more energy-efficient equipment and processes within a defined timeframe	Yes
CLIMATE	Has set significant targets to reduce energy consumption and emissions intensity	Yes
CLIMATE	Use of goods or services reduces GHG emissions when compared to other alternatives	Yes
CLIMATE	Operational sites have energy-efficient features	Yes
CLIMATE	Educates, incentivises, and/or provides equipment to home-working employees to reduce energy consumption	Yes
CLIMATE	Prioritises sustainability considerations when choosing co-working space providers	Yes
CLIMATE	Taking additional actions to meet the targets of SDG 13, Climate Action	Yes

YOUR ROADMAP

QUESTION	THEME	SUB CATEGORY	SUBMITTED DATE	DAYS REMAINING
Does your organisation have a comprehensive succession plan that considers diversity and inclusion in its employee development and mentoring programmes?	Diversity & Inclusion	Leadership	24/Feb/2026	73 Days
Does your organisation provide work-related insurance policies for employees, including accident, death in service, and disability insurance?	Economic	Workforce	24/Feb/2026	73 Days
Does your organisation screen and monitor its key suppliers for compliance with labour rights and standards as per ILO policies and guidelines?	Economic	Supply Chain	24/Feb/2026	73 Days
When choosing suppliers, does your procurement system prioritise those who have third party accredited standards relating to sustainability?	Environment	Supply Chain	24/Feb/2026	73 Days
Does your organisation screen its key suppliers for their positive environmental practices or negative environmental impact?	Environment	Supply Chain	24/Feb/2026	73 Days

NEXT STEPS



Conclusion

Reuben Digital has successfully transitioned from setting sustainability ambitions to delivering measurable and meaningful outcomes across all five FuturePlus themes. The company has achieved or exceeded many of its previously stated goals, resulting in a substantial increase in its overall performance and demonstrating a mature and embedded approach to sustainability.

Looking ahead, Reuben Digital is focused on building on this progress through a series of new initiatives for 2026. These include the implementation of smart heating controls in the head office to enable more efficient, zoned energy use, and the development of an acceptable use policy for artificial intelligence to guide both internal use and client projects. The company is also researching sustainable coding practices and data architecture to formalise environmentally responsible digital development principles.

In addition, Reuben Digital is undertaking a digital decluttering process, and is exploring ways to improve recycling capabilities within its Indonesian office. Further plans include moving an additional bank account to a green or ethical provider and implementing lower-carbon web design practices to reduce the emissions associated with client websites. These forward-looking initiatives demonstrate Reuben Digital's commitment not only to maintaining its current performance but to continuing to innovate and lead in sustainable digital practice.

FuturePlus' mission is to empower Reuben Digital's success. Sustainable business isn't just about compliance; it's a strategic advantage. By integrating sustainability into its core operations and inspiring the entire workforce, Reuben Digital can drive innovation, enhance brand reputation, and unlock new opportunities.

NEXT STEPS



Sustainable practices should be embedded into every element of the business model and operations - and this doesn't mean sacrificing profit over positive impact. There are multiple pieces of research evidencing conclusive correlations between good business practices in sustainability with employee wellbeing, talent attraction and retention, customer attraction and retention, and economic profitability.

Make sure that employees are onboard with changes being made, and receive regular updates prompts, for example with regard to making energy, waste and water reductions. Repeated sustainability training is a great way to embed behaviours and to encourage the workforce to become agents of lasting change within the business, rather than viewing sustainability as a side-line.

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

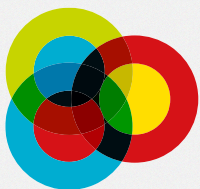
THANK

YOU



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Part of:



**THE
SUSTAINABILITY
GROUP**

