

Impact Report 2021

Release date: November 2022



Introduction

Hello and welcome to our first Impact Report!

Maanch is a London-based B Corp providing integrated technology solutions to track, analyse and report impact and ESG data. Our pioneering solutions for investors, asset managers, corporates and the philanthropy ecosystem deliver robust strategy and digital data trail necessary to demonstrate evidence of impact.

In this report you'll find information about our story and values, our products and the progress we're making, as well as a breakdown of our impact. It's worth noting that Maanch has impact at the core of everything it does but we are still learning and growing, so we hope this is a good reflection of where we're at, all that we've already achieved and some of what we hope to accomplish.

A note from our Founder and CEO, Darshita Gillies

“The COVID-19 pandemic and the murder of George Floyd changed many lives. In the aftermath of these events, which reverberated around the world, one thing became clear, business is now expected to do more for society.

Consumers and the communities they represent are demanding that brands take a stance on broader social issues, and that they step up and take action. From being anti-racist, to addressing employee mental health crises, to regenerating the harm we have done to natural habitats, the responsibility on business across the globe is mounting. There is no way out, greenwashing fines increase by the day and the need to change is urgent.



Regulation is coming thick and fast and heaping pressure on investors and corporate leadership teams, who are trying to keep up with numerous and shifting demands, leaving them stretched in all directions.

We believe that a holistic view of impact is needed, with a joined up approach. We also believe that the speed and scalability of tech-enabled solutions mean they can solve the world's toughest problems.

That is why we are here, unifying the impact ecosystem and driving informed decision-making, for better stewardship through our sustainability solutions for companies, investors and philanthropic institutions, channelling capital to where it is needed most to create a fairer future for all.”

About Maanch

Vision

At Maanch, we strive to create a fair future for everyone on the planet. We hope to accelerate global sustainable development by influencing the flow of funds. Specifically, we help provide and aggregate data and insights on social, environmental, and economic impact.

In short: We empower organisations to embed positive ESG impact with data, technology and advisory.

Values



Collaboration:

We are committed to bringing people together to create change.



Responsibility:

We hold ourselves accountable to build a solution of benefit to all our stakeholders.



Transparency:

We commit to providing an exacting and clear view of our work, and the work of our partners.



Innovation:

We act boldly, and challenge the system that exists in order to improve it.



Service:

We build and adapt our solutions in service and for the benefit of our stakeholders.



Impact:

We advance and refine our understanding of and capacity to measure impact.

Certification

Certified



Corporation



FUNDRAISING
REGULATOR



UNIVERSITY OF
CAMBRIDGE



Leaders

The Maanch Team



Darshita Gillies
Founder and
Chief Executive Officer



Sianne Haldane
Chief Impact Officer



Dhawal Mehta
IT Project Leader



Karina Mendonca
Chief Technology Officer



Ravi Java
Product Manager



Larysa Chernevko
Director, Product Development



Susie Steyn
Corporate Partnerships Manager



Komal Agarwal
Head of Corporate Solutions



Sarah Georg
Impact insights Manager



Stephen Brice
Senior Advisor



Amrit Kaur
Marketing Manager

Previous Team

We would like to extend our appreciation for the amazing work done by our ex-team members.



Emma Guitera
Impact Data & Relations Manager



Heer Baxi
Finance and Impact Analyst



David Stead
Chief Marketing Officer



Vidhisha Masrani
Director, Marketing

Our Products

MInvest

Financial systems have a crucial role to play in moving us towards more balanced growth. Investors are recognising the power that lies in their capital and understanding that they can use this power to push positive impact on Environmental, Social and Governance issues. Our solution for the investor ecosystem, the Engagement Tracker, enables asset managers and investors to automate data capture, analysis and reporting of all engagements with their portfolio companies— resulting in time and cost efficiencies. By leveraging technology to accelerate the adoption and integration of real, measurable impact in financial services, the Engagement Tracker empowers investors to drive positive impact, where it matters most.

Product: Engagement Tracker

With growing regulatory and market pressure on investors to prioritise responsible investing, active two-way engagement (also known as Stewardship) with portfolio companies is no longer solely focused on maximising returns. The Maanch Engagement Tracker is a multi-dimensional, cost-effective tool for asset managers to facilitate efficient engagement management with portfolio companies. Using this tool, asset managers can effectively manage, measure, and demonstrate their full impact.

What our clients say:

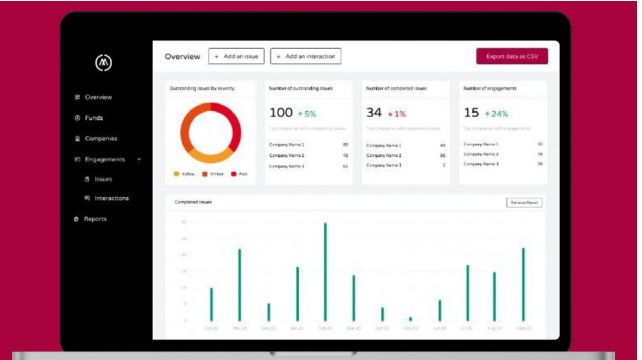
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UBP and in particular the Impact team are proud to have contributed to the development of this tool which gives them a more systematic and efficient way of recording and processing the data we collect from our bilateral engagement. The Maanch Engagement tracker should allow the industry to deliver much clearer engagement attribution to clients and hopefully, over time, support Banks' efforts to demonstrate investor additionality.

Co-CEO Asset Management at UBP

Read how maanch developed the Engagement Tracker alongside UBP

Read now



MCorp

Our solutions for companies include strategic corporate advisory that helps corporations identify, visualise and communicate impact. We apply a 360-degree impact lens called Net Societal Impact (NSI) to enable corporations to embed impact in decision-making; understanding and demonstrating this across all business operations. We also offer a 12-week Impact Strategy Program that follows the NSI approach to impact, empowering businesses to assess and accelerate their business impact and supporting them to produce an Impact Strategy report for implementation.

Product: Assess, Activate, Automate



What our clients say:



We now understand the different parts to Impact and how and what we are doing fits in with our other initiatives... Complete alignment that this is something we want to really do, and not have a tick-the-box exercise, and how we see that this can be a source of competitive advantage in particular with some of our larger customers.

Read how Maanch advised euNetworks on social and environmental performance targets for its sustainably-linked infrastructure financing

Our 2030 Vision

Maanch hopes to bring together these very different ecosystems which all operate on different silos of impact, and create an aggregated, 360 understanding of impact flows through these different data streams, to ultimately enable the best reallocation worldwide.

Our Progress: Milestones over the last 4 years

Maanch



2018

Maanch Inception



2020

Maanch certifies as a B-Corp

Maanch in Davos for the World Economic Forum

Maanch rebrand, business cases, expansion

Recognised among 100 Meaningful Businesses in 2020



2021

Won the UK Chapter eAwards and presented at the finals in Madrid

Attended COP26 in Glasgow

MInvest



2021

Beta tested our investor product with 20 users and with feedback on user flow

Hosted a Round Table in Central London on Effective Management and Engagement



2022

Invited to talk of our Engagement Solution in New York

Launch of the ET

400 users + 3 new features

MCorp



2020

Defined and developed our Corporate Solution

Launched our Net Societal Impact (NSI) advisory solution + Enrolled clients worldwide

Successfully advised a European client in delivering a large Sustainability Linked Loan



2021

First Corporate Impact Report Project

Launch of the Maanach Corporate Dashboard

MGive



2019

Launch of the OP

+200 Charities



2020

First Charity Impact Report Project

Launch of the Covid Dashboard and Fund - Featured in 19 Best Business Responses to COVID by Pioneers Post

+600 Charities



2021

First extensive Due Diligence Report Project

Launch of the Funder Questionnaire

+700 Charities



2022

Launch Mental Health Dashboard



2023

Launch of our DAF solution

Marketing



2020

Maanch rebrand with the launch of our new website, logo and identity.

Website traffic grew by 60% and social media by 160%.

Revamped our newsletter resulting in 40% growth in subscribers



2021

Released 40+ Blogs and Newsletters

Featured in 25+ Features and Press interviews

Past Impact and Future Ambitions

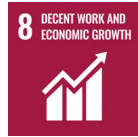
People



Ambition

Embed an end-to-end hiring and development plan for new joiners, inclusive of career development and training.

SDGs



SASB topics

Labour Practices, Employee Engagement, Diversity & Inclusion, Employee Health & Safety

As a small, tight-knit team, Maanch proudly puts people first. Our culture is co-created by each team member, and continuously nurtures open communication.



Message from a team member, “We are lucky that we do not have a culture of blame, it is a team effort.”

Employee Engagement

In order to build on our culture systematically and intentionally, Maanch has implemented instruments to engage employees. These include:

- Developing best practices for seamless flow of work and coordination between team members and mechanisms to resolve conflicts.
- Appreciating other team members in internal meetings for their help, good work and motivation at times of need.
- Taking periodic employee feedback through various internal interactive platforms like Monthly Retrospectives, Monthly Townhall and 1-1 meetings with executive team members.
- We encourage our employees to sign up for various educational training to keep themselves updated professionally and at client delivery.
- Encouraging Team-Building initiatives led by different members. During covid lockdown-hosting online game hours, workout sessions or 1-1 zoom coffee sessions with coworkers. Post covid- Weekly post office recreational meets, celebrating special days and events to create a sense of community.



Message from a team member, “I really love working at Maanch because of everyone on the team, and I hope we can keep communicating and working together as closely as we do now.”

Labour Practices

- Maanch believes in providing fair compensation to all its employees without any discrimination.
- We recently implemented individualised training and career progression plans (BOOMs, Best Out Of Me). This was designed to provide a sense of progression and mentorship to all the employees. It has enabled clarity in roles and encouraged motivation, initiative and individual task setting.
- We are committed to implementing an end-to-end onboarding process for new hires. This is to be paired with intentional and unbiased hiring
- We also follow all rules and legislations and promote compliance of UN declared Human Rights.

Employee Health & Safety

- Although Maanch operates in a fairly low-risk health environment, employee wellbeing is encouraged through more classic labour mechanisms such as mandatory sick days and maternity leave, as well as flexibility around hybrid working and holiday.
- In a female heavy team, Maanch has a culture of openness around parental priorities.



Message from a team member, “Working for a UK-based company, I knew that I wouldn’t be able to take an extended maternity leave as afforded in my home country. Still, it was important to me to dedicate all my attention to my newborn for at least a couple of months, and to not be engaged in any of the projects or work during this time. Equally, it was important to know that I had the right to return to work on the same terms and conditions, and that the team was waiting for me. I also really appreciated receiving maternity pay coverage, although I was working as a contractor, thereby not on the same rights as an employee.”

Diversity & Inclusion

Maanch is proud to be led by a women of colour, our CEO and founder Darshita Gillies . It is worth highlighting that 2/3rds of executive roles have been allocated to women, including our Chief Technology Officer and Chief Impact Officer. As a team, Maanch is predominantly female (+70%) and half its members are people of colour. Our advisor board is also composed of 40% women and individuals of diverse backgrounds. Maanch strongly believes that diversity enables creativity, can improve communication and nurtures a culture of sharing and learning. We promote a culture of inclusion and equal opportunity to all, without discrimination based on any kind of bias.



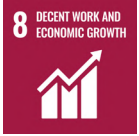
Message from a team member, “Diversity was very important to me when selecting a place of work, particularly within the ESG/impact space. The Maanch team is a great testament to the effects of a diverse workplace. The team is female-led and majority-female– which is quite a rarity within tech– and has members from various professional and cultural backgrounds. This makes Maanch a great place to work– with lots of different viewpoints and experiences to lean on.”

Our culture has spoken for itself and we have historically attracted and retained very diverse individuals, who have brought rich perspectives to the team. In order to anchor this in our team structures, we hope to continue fostering and developing a fair and equal hiring culture. This ties in to our ambition of creating a robust and objective hiring process rather than word of mouth, and hiring for defined roles.

Ambition

Continually updating IT policy, procedures and staff training with a goal of Zero Data breaches.

SDGs



SASB topics

Customer Privacy, Data Security

People’s well-being also translates through Maanch’s customer’s wellbeing, and as a tech company, data privacy is front and centre of this issue. Maanch, with its sister company Agaetis, have always taken every precaution to ensure data safety and customer privacy. This includes the Cyber Essential+ certification where all devices are updated and checked for viruses, setting up independent and securitised host servers for clients and following GDPR best-practice on our servers and CRMs.

Case study

In working with a major swiss bank, UBP, to build the engagement tracker, their cyber security tech team was consulted and their requirements were scoped out at the beginning of the build. This ensured that all of the bank’s stringent data protection measures were respected and that the tech fit as a whitelabelled solution on their server. All the data is held by UBP.

[Read more about this here](#)

Maanch has a Tech team that is informed and up to date with the latest security measures. Conducting internal stakeholder calls, Maanch identified that there could be a gap in staff training about data privacy best-practice if this training is not implemented more regularly, and hopes to put in place more regular training and policy refreshers for all employees.

Planet



Ambition

Ensuring sustainability as we scale: adopt industry best practice as well as a plan to monitor and mitigate any adverse environmental impact

SDGs



SASB topics

GHG Emissions, Air Quality, Energy Management, Water & Wastewater Management, Waste & Hazardous Materials Management, Ecological Impacts

GHG Emissions and Climate Change

As a tech based service provider with a team of less than 15 employees, Maanch has a minimal environmental footprint. As per our recent estimations our carbon footprint for the period January 2021 to December 2021, spread over Scope 1, Scope 2, and Scope 3 emissions was 14.49 tonnes.

TOTAL CARBON FOOTPRINT		14.49 tonnes*
SCOPE 1	0.30 tonnes	2%
SCOPE 2	0.35 tonnes	2%
SCOPE 3	13.85 tonnes	96%
Total	14.5 tonnes	

*Calculated using carbon accounting platform [dodo.eco](#)

Maanch keeps its Fuel and Energy consumption in control, as we follow the Hybrid Work from Home Practice. We rent co-working office premises for 2-3 days a week and employees are promoted to use public transport for their commute on their office days.

We are a 100% paperless office, where printing and use of paper is almost zero. We also do not allow use of any plastic cups in the office. Our coffee also comes from one of our clients which is sustainably and ethically sourced.

Staff are trained and aware of environmental issues, and individually strive to make personal changes in their daily routines. A small example is the #sustainableswap campaign [link](#) we undertook during lockdown where each team member chose to swap a habit for a more sustainable one.

At an organisational level, Maanch understands that putting in place and embedding early policies is crucial to green growth. Our ambition is to commit to sustainability as we scale, reviewing our environmental impact in the space of water usage, waste production, air quality, biodiversity footprint and greenhouse emissions.

Ambition

Catalyse partnerships with customers to influence and facilitate their trajectory towards better environmental management and implementation

SDGs



SASB topics

GHG Emissions, Air Quality, Energy Management, Water & Wastewater Management, Waste & Hazardous Materials Management, Ecological Impacts

Maanch works closely with a vast ecosystem which tracks a huge secondary impact on the environment. From our work with a major swiss bank to advise and conduct Due Diligence on the most biodiversity effective charities, to the launch of a major telecoms company's first sustainability report, Maanch has already had multiple positive experiences in influencing clients in this space.

Case Study

Our partner EUNetworks is a European bandwidth infrastructure company. Through their partnership with Maanch, they have committed to lowering GHG emissions & transition by transitioning to 98% renewable energy. They've also set ambitious but achievable Diversity & Inclusion targets in a sector that is notorious for gender imbalances, paired with partnerships to increase women in STEM & biodiversity partnership to mitigate negative impacts. In 2021, this work enabled EUNetworks to secure a £250k Sustainability Linked Loan. In 2022, we supported them in publishing their first Sustainability Report.

[Read more about this here](#)

Importantly, Maanch is at the nexus of many different actors: the philanthropy sector, the financial sector, and the corporate world. This enables an incredible opportunity to catalyse partnerships with customers and facilitate their transition toward sustainability. Maanch hopes to strategically and intentionally continue this work.

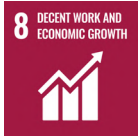
Prosperity



Ambition

Continually update procedures through townhall feedback sessions with the goal of transparency, role clarity, networked and process-led decision making.

SDGs



SASB topics

Product Design & Lifecycle Management, Business Ethics

Business Ethics and Transparency

We have a continued commitment to embed sustainable practices, transparency and accountability into our core business practices, playing an important role in supporting our future business plans. Maanch underwent a major rebranding and pivot at the start of 2021. This process challenged us to stretch our ideas, reassess our processes and dive into a deeper understanding of our vision. This enabled us to set in place processes that we didn't previously have or work on implementing systematically predefined practices. This included using tools such as slack for regular communications, click-up for task setting and miro for collaborative workflows. We set in place daily standups, weekly product meetings, and monthly product "show and tell". The team also conducts yearly vision revisions, and sets OKRs quarterly and monthly.

Maanch was also faced with the additional challenge of having an international team, especially with our sister tech developer team Agaetis, based in India. Individual team members stepped up to suggest processes, especially around design priorities and research imperatives which eased some of the flows and blocks.

One of our key achievements over that period was building a product end-to-end: the engagement tracker. We also delivered on smaller developments on our philanthropy offering such as an improved funder impact dashboard and funder-charity matching tool, and a collective giving tracker for the Mental Health Collective (Kokoro).

Case Study

Kokoro is a collective that champions mental health as the foundation for a safer, kinder and more productive world. Maanch helped in mapping out their funder giving across the world as well as the charities and Impact metrics, to enable strategic and collaborative action. It provided support in setting ambitious but achievable vision for the dashboard, set weekly calls to understand requirements and create personalised user journeys. This included advisory around how best to map out Mental Health Data and Impact Metrics. The team now provides ongoing support to enable updates and metrics incorporation to ensure the dashboard remains as relevant as possible.

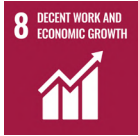
[Read more about this here](#)

As Maanch continues to scale, it acknowledges the need for additional clarity around structures and processes. As we continue to embed feedback loops and structured processes, Maanch hopes to ensure clarity and transparency in the decision making process. It also commits to helping each individual to contribute to the agile and networked environment.

Ambition

Ensure that our products meet the market needs for improving impact practices and data management solutions

SDGs



SASB topics

Business Model Resilience, Systemic Risk Management

Externally, Maanch strives to remain innovative and cutting-edge in the technology it releases. In order to do so, it has carried out market and user research, and historically built its tech with industry experts to understand and fit market needs. Maanch also conducts advisory work with most of its clients to first understand the needs and processes of the industry.

Maanch undertakes regular Financial Risk analysis for grant applications and capital-raising. This helps feedback into client, tech and team prioritisation. As a small and agile team, Maanch is able to adapt quickly to client demands and market needs, which has been highlighted by advisors as a strength.

In the future, Maanch has the intent to solidify its Business Models and revenue streams to ensure additional resilience, whilst still staying flexible enough to move with the market. This is powered by the core vision of ensuring that our product meets the needs of the market when it comes to impact practice, and empowering stakeholders through our data solutions.

Partnership



Ambition

Contribute in joining up our different spheres of influence through knowledge share, thought leadership, catalysing and convening.

SDGs



SASB topics

Human Rights & Community Relations

Maanch is uniquely positioned to convene and influence. At the nexus between three different ecosystems - investment, philanthropy, corporate - there are many instances where the company has created bridges for community and impact. This has been through the contribution of our shared knowledge thanks to partnerships. To name a few, Maanch is a member or has spoken at various organisations like Philanthropy Impact, STEP Global Philanthropy Advisors Committee, Global Family Office Community, The Investment Association, UN Global Compact and more.

Maanch has also created access and visibility through its direct work. Our Philanthropy Open Platform, enables small charities to publish projects and get shared with our social media streams, newsletters and publish guest articles. With individual clients, Maanch has facilitated charity matching and partnership creation, as well as connected individuals with wider organisations. Our marketing team regularly conducts interview callouts for guest articles, and publishes in-house blog pieces and multiple downloaded whitepaper reports available for public view.

Case Study

In 2020, Maanch was confronted - much like the rest of the world - with the need to react and adapt to the Coronavirus pandemic. Maanch set up its first themed collective giving fund: the Maanch Coronavirus Relief Fund (MCRF). Through a unique heatmap on the Maanch Coronavirus dashboard, we could see over 400 charities that had submitted projects, how they were funded, what impact they were having. This helped everyday philanthropists understand how to allocate their resources. After due diligence and monitoring and evaluation through principles of effective giving, our charity partner EmbraceAbility was selected to receive this funding.

[Read more about this here](#)

As Maanch continues to grow, it aspires to also expand its influence in joining up different spheres of the impact ecosystem through knowledge sharing, thought leadership, catalysing and convening.

Closing word

For everyone who has been along on our journey with us we would also like to extend a big thank you. To early team members, advisors, investors, friends and customers, we couldn't have done this without you! As we continue on this ambitious journey, we always welcome new insights and partners. Feel free to reach out to info@maanch.com.

You can also find us on social media or on our website at maanch.com