

Impact Report 2022





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Note from CEO

Dear Stakeholders,

We are delighted to present our second Impact Report for the year 2022!

During my attendance at COP 27 in Egypt in November 2022, alongside over 400 esteemed participants, a thought-provoking statement from one of the female speakers resonated deeply: “having women on board increases company profits.” This remark ignited a series of productive discussions and contemplations, highlighting the shifting priorities as the world embraces collaboration over competition, conserves rather than consumes, and prioritises action over mere contemplation.

Amidst the ongoing efforts to navigate the complex landscape of ESG regulations, stewardship has emerged as a pivotal means to channel investment capital toward sustainable objectives. At Maanch, we have been at the forefront of “Simplifying Stewardship,” harnessing cutting-edge technology to achieve this objective. In 2022, we launched our flagship product “[Maanch Engagement Tracker](#)” which transforms the way asset managers track engagements with their portfolio companies. We have automated this process, helping asset managers comply with regulations such as UK Stewardship Code, SFDR, and other regulatory frameworks as well as unlock commercial opportunities.

As Maanch celebrates a remarkable five-year journey, our commitment to core values such as integrity, fostering positive change, and empowering organisations through technological solutions remains unwavering. Our proudest moment arrived in April 2020, when we obtained B Corp accreditation, a testament to the inherent purpose and values underpinning our work in the sustainability industry. This report offers a comprehensive overview of the significant progress we achieved in 2022, complemented by a detailed breakdown of our impact on both people and the planet. While impact is at the heart of everything we do, we humbly acknowledge the ongoing learning process, actively embracing best practices for internal operations and client management.

With deep appreciation, I extend my gratitude to everyone at Maanch for their unwavering dedication, making 2022 a milestone year and preparing us for unprecedented impact in years to come.



Darshita Gillies,

Maanch Founder & CEO



About Us

Maanch is a technology company dedicated to creating a fairer future for individuals around the world. Our primary goal is to optimise and inspire the efforts of investors and asset managers, acknowledging their capacity to bring about transformative change through strategic investments in the right companies and active engagement for sustainable impact. At Maanch, we provide innovative solutions to enhance the stewardship efforts of asset managers and investors.

Our flagship product, the Maanch Engagement Tracker, is a cutting-edge cloud-based solution designed to track, record, and analyse all portfolio engagements. With improved collaboration, transparency, and adherence to global regulations, the Maanch Maanch Engagement Tracker empowers investors to drive meaningful change.

Our Vision & Mission

Maanch wants to make sustainability non-negotiable.

We are on a mission to empower organisations to embed sustainability into decision-making. We want to become a driving force to unite global efforts for a sustainable future.

Certifications



Affiliations



Core Values



Agility

We apply a solution-oriented mindset to everything we do briskly



Excellence

We strive to do better than yesterday, every day



Integrity

We deliver on our commitments, and a little more



Teamwork

We apply a solution-oriented mindset to everything we do briskly



Impact

We are united by our passion to make a positive difference



Innovation

We challenge the system that exists to bring sustainable improvements



Our Team

People behind Uniting Global Efforts for a Sustainable future

We are a growing team of global professionals with expertise in Technology, Data, ESG and Asset Management. Our team members come from diverse ethnic and educational backgrounds and are driven by their common goal and passion for driving positive Environment or Social outcomes.



Our Solutions

M-Invest: “Maanch Engagement Tracker”

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. With growing regulatory and market pressure on investors to prioritise responsible investing, active engagement (also known as Stewardship) with portfolio companies is no longer solely focused on maximising returns.

In January 2022 we officially launched our flagship product for the investor ecosystem. The “Maanch Engagement Tracker” is a multi-dimensional, cost-effective tool for asset managers to facilitate efficient engagement management with portfolio companies. By leveraging technology to accelerate the adoption and integration of real, measurable impact in financial services, the Maanch Engagement Tracker empowers investors to drive positive impact. Post our launch, we engaged with current and prospective clients to enhance the product by adding features like Outlook calendar integration, data exports, report enhancements, voting data etc.

What our clients say:

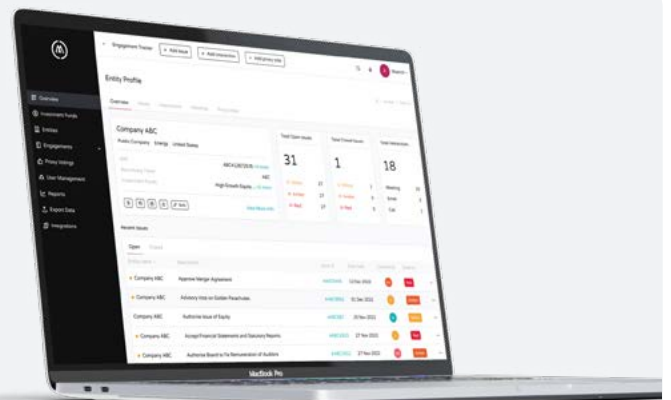
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UBP and in particular the Impact team are proud to have contributed to the development of this tool which gives them a more systematic and efficient way of recording and processing the data we collect from our bilateral engagement. The Maanch Engagement 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 Maanch Engagement Tracker alongside UBP.

[Read Now](#)



M- Corp: Corporate Sustainability Consulting

Approximately 11,000 companies are subject to NFRD, with Corporate Sustainability Reporting Directive (CSRD) that number becomes 50,000; any large corporation with a substantial European business must also comply with this ESG reporting regulation. Our solutions for companies include strategic corporate advisory to identify, visualise and communicate impact on people and planet. 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.

During 2022, Maanch engaged with diverse clients spanning the Telecom, Banking, Accounting, Manufacturing, and Education sectors to help them accelerate their sustainability journey.

What our clients say:

“

Sustainability and Environment are at the forefront of our business. This is in keeping with our unique values and culture. It’s exciting for us to be on this journey and taking strides which lead our industry towards positive impact. Working with Maanch helped us navigate the changing landscape of ESG regulations, balance the needs of different stakeholders and re-prioritize our overall strategy as a business.



Ian Dewar, CEO Ergonomic Solutions

“

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.



Director, euNetworks

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

[Read Now](#)

2022 Highlights

Key Milestones at a Glance

Awards & Memberships

- For the second year running, recognised as “The Best For The World in Governance” list by B Corp UK in 2022
- Ethical Finance Award by Wealth & Finance International
- Members of UKSIF, UNPRI, UN Global Compact
- Won Investment Association Award
- Became signatories to the United Nations Principles for Responsible Investment (UN PRI)

New Hires

- 5 New Hires

New Features

- Official launch of Maanch Engagement Tracker
- Outlook calendar integration
- Data exports
- Report enhancements
- Voting data

Events

- Stewardship Roundtable Discussions, London
- India Global Forum, Dubai
- Female Founders in Focus: The Entrepreneur Equation, Dubai
- Fintech Week, New York
- COP 27, Sharm -el-Sheikh Egypt
- Impact Investing Conference, London
- DLC Entrepreneurs Day, London
- BwB Talks, London

Over the past five years, our business has continuously evolved to meet the dynamic needs of our customers. During this period, we have achieved significant milestones and experienced transformative growth.



Our Stakeholders

We built Maanch on the belief that every decision should be made with our stakeholders. We believe this has created a culture of pride in our work.



Employee

Each one of us is what makes us who we are today- all the employees past, present and future! We start at a fundamental level by creating a work environment in which employees can think big, have fun, drive scale and innovation and achieve personal & professional growth.



Advisor

We carefully select our advisors and hold them to as high a standard as we hold ourselves. Our advisors are sector-wide experts facilitating a sustainable path with their insights.



Shareholders

Focused on continuous growth and innovation, we aim to create impact and drive value for our shareholders.



Environment

We are proud to be sustainability consultants working towards reducing the environmental impact of our clients and though as a small team our footprint is minimal, we actively work to reduce our environmental impact.



Clients

We treat our clients (current and prospective) with utmost seriousness and value their time and money. We display quality in everything we do and try to give our clients a very personalised experience keeping in mind their specific and distinguished needs. The positive impact our clients have on their portfolio companies and the flow of capital to investments with sustainability focus are our ultimate objective. We believe our positive impact is maximised when our clients use our product.



Partner and Consultants

Sustainable objectives of the world need collaborations/ partnerships to gain synergies and succeed. We ensure our tech partners in India follow robust Environment and Social practices as well.



Community

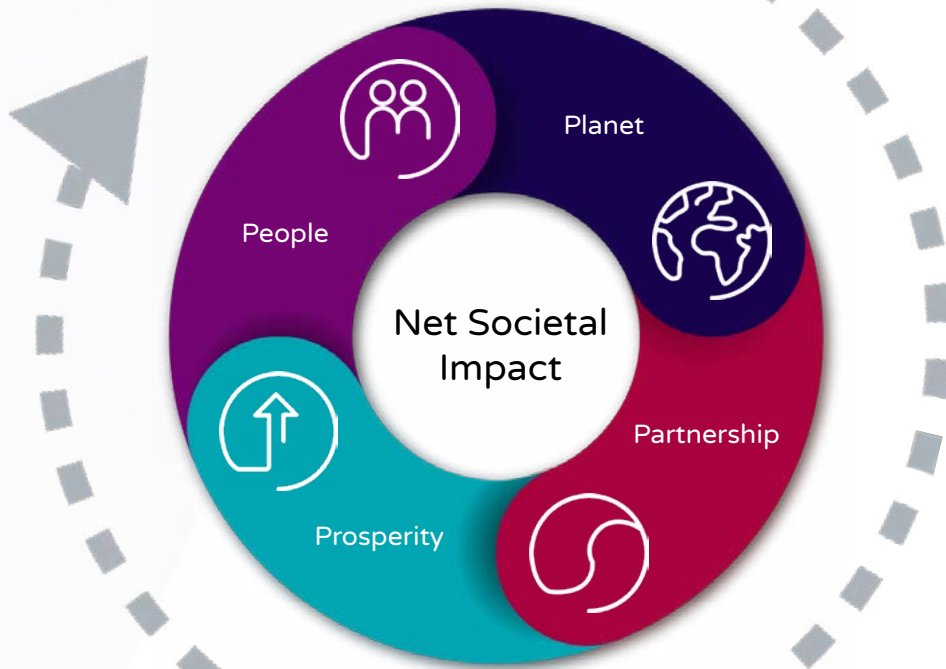
Maanch attends and organises various awareness seminars for the Investment community to redirect capital towards social and environmental causes. Our management team is on board of various Non profits contributing their time and skills to add to their sustainability agenda be it biodiversity or women in business.

Our Approach: NSI

Net Societal Impact (NSI) is an impact management solution that allows companies to measure, improve and monitor their impact, providing accountability and transparency to stakeholders. Our expert team has conducted research on the SDG touch points most relevant in a corporate setting and have simplified them into 4 areas: People, Planet, Prosperity & Partnerships (the 4 P's).

Sustainable Development Goals (SDG)

The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015 outlines 17 SDGs with over 160 targets.



Corporate Social Responsibility (CSR)

CSR refers to a company's social responsibility to its' stakeholders. It includes an awareness of the impact of ESG strategies.

Environmental, Social & Governance (ESG)

ESG considers a company's environmental footprint, relationships with their employees and local communities, and the company's leadership, executive pay and shareholder rights.

A photograph of a large crowd of people walking on a city street, viewed from behind. The image is overlaid with a purple gradient. The text "Impact" is positioned in the upper left corner.

| Impact

People

Ambition

Nurture a diverse and inclusive workforce with best in class labour practices and career development, ensuring good mental and physical health for all.

SDGs



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.

SASB Topics

1. Employee Engagement- Diversity, Equality & Inclusion
2. Labour Practices
3. Employee Health & Safety

1. Employee Engagement- Diversity, Equality & Inclusion

At Maanch we believe in building a diverse and inclusive workplace for all. We believe that people are at the heart of what we do, hence we promote a culture of inclusion and equal opportunity to all, without discrimination based on any kind of bias. To facilitate the same we have implemented the following measures:

- **Unity in Diversity:** Maanch is proud to be led by a woman 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 (+80%) and half its members are people of colour.
- **Culture to Support one another:** Our culture speaks for itself and we have 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.
- **Team Bonding Activities:** We encourage Team-Building initiatives led by different members each month. Friday online quizzes, Tuesday recreational meets, game hours, picnics etc. We ensure we celebrate birthdays, special days and work achievements to create a sense of belongingness and fun.
- **Periodic Feedback & Appreciation:** We take periodic employee feedback through various internal interactive platforms like Monthly Retrospectives, Monthly Townhall and quarterly 1-1 meetings with the executive team. We set in place daily standups, weekly product meetings, and monthly product “show and tell” to build an environment of sharing and learning. We value appreciating our team members in internal meetings for their help, good work and motivation at times of need.

“

I've been with Maanch for over 4 years now, and around a year and a half ago, my family and I had to escape the war in Ukraine because of the Russian invasion. We became refugees and sought safety in the UK. Emotionally, it continues to be a real struggle, as some of my family members are still in Kyiv.

Joining the Maanch team in London was great. The support from my team means everything to me, and I'll forever be thankful for their help. Despite the difficult times, with the support of the team we also went ahead to build, launch and grow an amazing product in 2022! I am very proud of what we have achieved together.

Larysa Chernenko, Product Development Director

2. Labour Practices

Maanch believes in providing fair compensation to all its employees without any discrimination. We're growing in a way that prioritises not only speed but human capital as well. We provide a variety of wellness, learning and development opportunities to our employees.

- **Best Practices:** Developing best practices for seamless flow of work and coordination between team members and mechanisms to resolve conflicts. Using tools such as slack for regular communications, click-up for task setting and miro for collaborative workflows. We also follow all rules and legislations and promote compliance of UN declared Human Rights.
- **Employee Stock Option Plan (ESOP):** Maanch has granted all its employees the employee share option in the Maanch EMI Share Option Scheme. The idea behind the same was to create a sense of ownership for all those who work towards our success.
- **Onboarding, Training & Development:** We are committed to implementing an end-to-end onboarding process for new hires. This is paired with intentional and unbiased hiring. We encourage our employees to sign up for various educational training to keep themselves updated professionally and at client delivery. We have started a campaign "Tuesday Trainings" where we discuss professional topics of interest for an hour each Tuesday in office for all employees.
- **Internal creative sessions:** We hold frequent strategy and brainstorming sessions where we collaborate on our next steps and take everyone's suggestions and inputs on maanch's external initiatives.
- **Career progression:** 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.

“

Thanks to the Training & Development offered by Maanch, I have been given the opportunity to learn new skills and broaden my industry knowledge. I am grateful for the individualised training provided based on my interests and future goals.

Sarah Georg, Impact Insights Manager

3. Employee Health & Safety

Although Maanch operates in a fairly low-risk health environment, employee wellbeing is encouraged through more classic labour mechanisms.

- **Sick leaves:** All Employees are encouraged to take leaves on sick days and to take breaks to avoid burnout.
- **Support parental priorities:** In a female heavy team, Maanch has a culture of openness around parental priorities. Maanch provides maternity leave, and flexibility around hybrid working to new mothers.
- **Flexible working:** We have a hybrid policy where employees work from home on most days. We also offer flexible working hours to mothers and parents.

| Impact

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

1. GHG Emissions
2. Energy, Water & Waste Management
3. Biodiversity

Maanch is committed to Reduce, Reuse and Recycle. As a tech service provider with a team of less than 15 employees, we have a minimal environmental footprint with optimum resource utilisation.

1. GHG Emissions

- **GHG Emissions:** Our carbon footprint for the period January- December 2022, spread over Scope 1, Scope 2, and Scope 3 emissions was 14.79 tonnes.
- **Shared Office space:** This year we also changed our office and our new co-working space which is committed to design and manage sustainable workspaces and is on a journey to become a net zero business soon.
- **Technology:** We have a BYOD policy that allows employees to use their own devices for work to reduce e-waste. For our cloud services we use AWS that is committed to achieving Amazon’s goal of net-zero carbon by 2040. AWS enables us to track resource usage that allows us to optimise usage and reduce waste.
- **Net Zero Consultants:** Maanch also helps its corporate and asset manager clients progress towards setting and achieving net zero targets through its product and advisory solutions.

2. Energy, Water & Waste Management

- **Energy Management:** 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 all employees use public transport for their commute on their office days.
- **Zero Plastic:** 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.
- **Awareness:** Staff are trained and aware of environmental issues, and individually strive to make personal changes in their daily routines. 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, footprint and greenhouse emissions.

3. Biodiversity

- **Consulting:** With TNFD, biodiversity has moved up the agenda of my companies. Maanch is helping its clients understand this topic better and start working on the same.
- **Articles and Advisory Board Memberships:** Our leadership believes that preserving the natural world is essential in our efforts to tackle the climate crisis. Our team members have published various articles and blogs on the same and are advisory board members to Biodiversity Impact Fund at UBP, STEP Global Philanthropy, Mosaik Education and Save the Rhino.

“

Working with my clients towards setting sustainability strategies and achieving net zero gives me a huge sense of achievement as an Individual- that is my way of saving the planet and making a positive change.

Komal Agarwal, Corporate Sustainability Solutions Head

| Impact

Prosperity



Ambition

Build a culture of transparency and process-led decision making. Ensure that our products meet the market needs for improving impact practices and follow all privacy norms.

SDGs



SASB Topics

1. Business Ethics & Governance
2. Innovation and Responsible technology
3. Customer Privacy & Data Security

1. Business Ethics & Governance

- **Commitment:** We have a continued commitment to embed sustainable practices, transparency and accountability into our core business practices, which are integral in supporting our future business plans.
- **Robust Policies:** Maanch updated all its policies after reviewing them from an ESG lens and making suitable changes keeping in mind all the stakeholders perspective. We have issued a Modern-day slavery statement and abide by all UK regulations to support a prospering work culture for our employees and safety for our clients.
- **ESG Responsibilities:** Maanch has assigned roles in the organisation for “Environment”, “Social” and “Governance” aspects. We also have a Chief Sustainability Officer who takes care of our overall sustainability agenda.
- **Business Model Resilience:** Maanch has tried to build 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.
- **Periodic Review:** The team conducts yearly revisions on our vision, values, policies and sets quarterly OKRs.

2. Innovation and Responsible technology

- **Impact focused products:** One of our key achievements in 2022 was to launch and gradually enhance our flagship product, the “Engagement Tracker” which is aimed at capturing and monitoring ESG engagement and impact of portfolio companies by asset managers. Our product helps our client track their positive and negative impact on SDG’s and eventually increase capital flow to ESG Investments.
- **Responsible technology developed in consultation with experts:** 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.
- **Seamless workflow and quality:** The additional challenge of having an international team, especially with our sister tech developer team Agaetis, based in India, we have developed processes, especially around design priorities and research imperatives which eased some of the flows and blocks.
- **IT Training:** Maanch has a Tech team that is informed and up to date with the latest security measures. Conducting internal stakeholder calls, the gaps in staff training about data privacy best-practice have been filled with regular training and policy refreshers for all employees.

3. 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.

- **Highest security standards:** Maanch’s clients are Asset managers with several millions and billions of Assets under management and their portfolio details are critical and confidential information for their business operations and profitability. Maanch ensures that it maintains customer privacy and data security with the highest degree of standards.
- **Client Satisfaction:** We have a dedicated client account manager who works tirelessly to ensure our clients have the desired impact and smooth experience.
- **Zero data breaches:** Maanch continually updates its IT policy, procedures and staff training and has achieved its goal of Zero Data breaches in the last year as well as the last 5 years.
- **Cyber Essentials+ Certification 2 years:** Maanch has been undergoing “Cyber Essentials + Certification” since the last 2 years, As a part of the process 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.
- **Risk Assessment:** Maanch undertakes regular Financial and ESG 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.



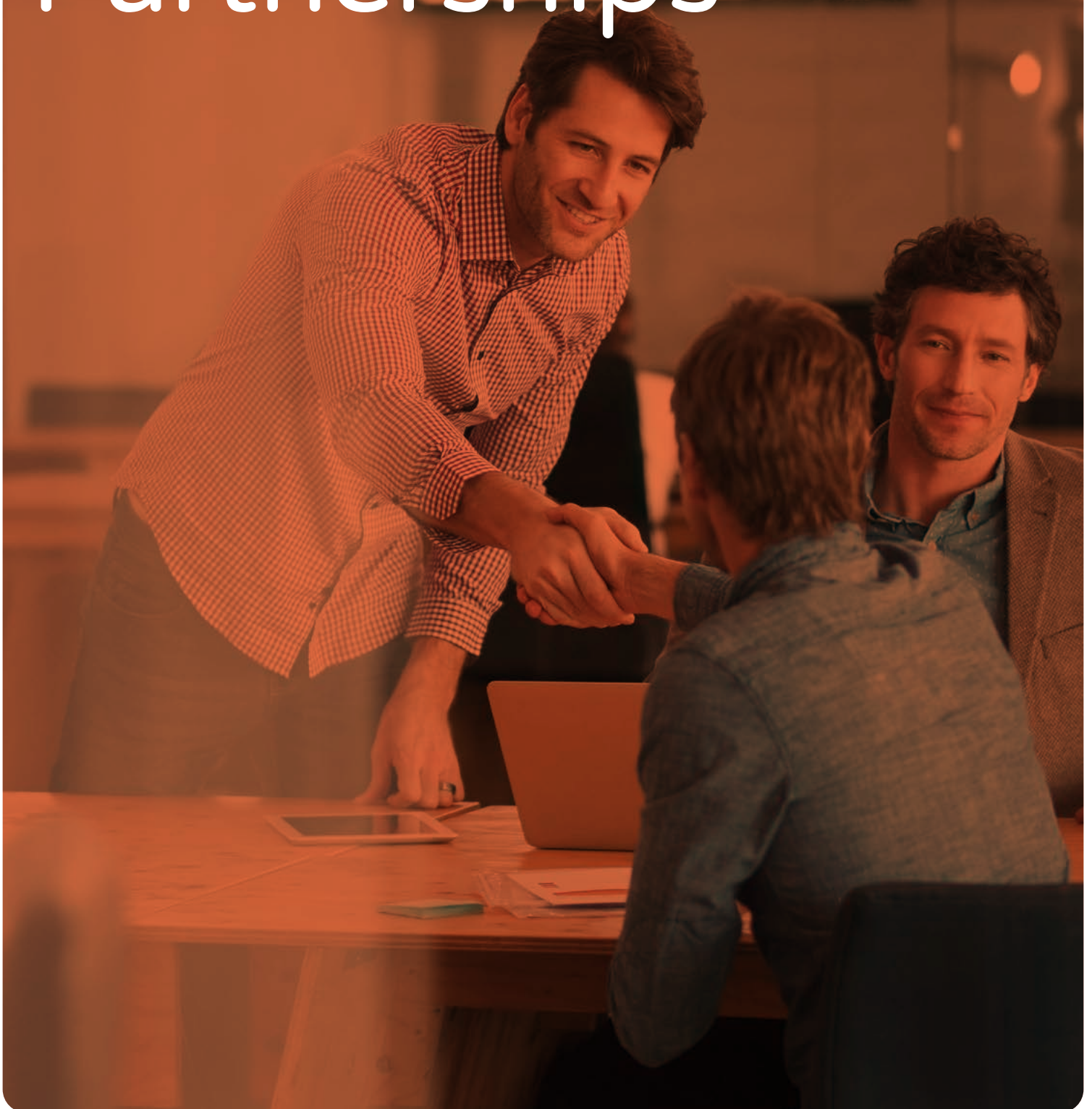
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With top-tier data protection, a dedicated client account manager, and a flawless record of zero data breaches in the last 5 years, we go beyond industry norms. Our Cyber Essentials+ Certification reflects our proactive approach, while continuous risk assessment keeps us agile and responsive to client demands. Security isn't just a feature within Maanch Engagement Tracker; it's our foundation for fostering lasting impact and trust.

Ravi Java, Product Manager

| Impact

Partnerships



Ambition

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

SDGs



SASB Topics

1. Human Rights & Community Relations
2. Collaboration & Stakeholder Engagement

1. Human Rights & Community Relations

- **Support International Human Rights:** Maanch has a public commitment to support International Human Rights, We are against Child and Forced labour and any other malpractice and ensure the compliance of the same in our value chain by issuing a “Supplier Code of Conduct” to all our suppliers.
- **Community events:** We organised various sessions for our employees and community like picnics, sound therapy & healing, Diwali & Christmas parties and other team drinks and lunch sessions. Our new coworking space provides the perfect environment to connect, collaborate and grow. It is dedicated towards being an active force for good and organises various networking and collaborative events for the entire community.
- **Open Charity platform:** 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.
- **Paid Internship Programme:** We started a paid internship programme for graduates and undergraduates students with an interest in the ESG space.

2. Collaboration & Stakeholder Engagement

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. Maanch is uniquely positioned to convene and influence 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.

- **Providing Knowledge & Networking Platform:** Maanch issued various articles and whitepapers for creating know-how around stewardship and how our tool can be an enabler for it. We also conducted “Round-table conferences” and “Interview Sessions” with Industry experts to impart knowledge and build a cohort of Individuals in the Financial Industry with an Impact focus.
- **Memberships and Signatories:** Maanch is a member or has spoken at various organisations like Philanthropy Impact, STEP Global Philanthropy Advisors Committee, Global Family Office Community. We are also members/ signatories to UNPRI and UN Global Compact & The Investment Association and support their principles and guidelines.
- **Collaboration with clients:** 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. We help our clients in their commitment towards lowering GHG emissions & transition by transitioning to renewable energy & biodiversity partnership to mitigate negative impacts.
- **Mental Health dashboard:** We also continue to deliver on our philanthropy product which is a collective giving tracker for the Mental Health Collective “Kokoro”. 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. Our 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.](#)

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.

Closing Words

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



London, United Kingdom.

