



# Pyramid Consulting Community Impact Report

September 2024





## Elevating experiences for all

At Pyramid Consulting, our mission is to empower organizations to thrive in a rapidly evolving market by addressing critical challenges such as finding skilled talent, enhancing digital experiences, and closing the technology skills gap. We design our solutions not only to meet immediate business needs but also to create lasting, positive impacts on communities worldwide.

Our commitment goes beyond delivering business outcomes. Our core values drive us to uplift underserved communities, champion inclusion and diversity, extend aid when it's most needed, and lead sustainability initiatives. We believe that a strong, purpose-driven culture is essential for achieving our goals.

We are dedicated to expanding our social impact, driving positive change, and building a better world. This document provides an overview of how we achieve this through intentional inclusivity, community engagement, and a deep commitment to sustainability.



# We are Intentionally Inclusive™

Our commitment to intentional inclusivity enhances and unites different perspectives, experiences, and skills for the benefit of all.



Through our strategic skills-first recruiting, GenSpark® division, Belong:IN ERG programs, and partnerships, we create pathways for clients, consultants, and employees to reach their full potential. We also prioritize anti-bias training and secure data handling practices to ensure fairness and confidentiality, contributing to a more equitable and inclusive workplace where every individual is valued and respected.



## Skills-first approach

We prioritize practical skills and competencies over academic qualifications, enabling our clients to build stronger, more diverse teams while fostering meaningful career growth for our consultants. Our skills-first approach opens doors for talent that may have been overlooked by outdated, biased screening methods.



## GenSpark®

GenSpark bridges the skills gap in the tech industry by upskilling workforces and providing training on in-demand technical and soft skills necessary for workplace success. We provide pathways to career development through accessible learning materials and support services to ensure all learners thrive, regardless of their background or credentials.



## Belong:IN

Through our Belong:IN Employee Resource Groups (ERGs) initiative, we further the mission of fostering a sense of belonging and inclusion, uniting consultants and employees with shared experiences, values, and interests. Within these groups, participants collaborate, support one another, and engage in activities that promote both personal and professional growth.



## Tracking & reporting

We incentivize self-identification while ensuring the data is kept confidential, accessible only to HR for EEO reporting, and not shared with recruiters to ensure unbiased hiring. All data is shared in aggregated and anonymized fashion. Additionally, we prioritize data privacy and security to ISO27001 standards.

# Building better communities through lasting partnerships

We actively collaborate with organizations serving underrepresented communities to identify and engage high-potential candidates.

## Our community partnerships

Our community partnerships help us support diverse leadership, build skills, create opportunities for underrepresented talent, develop future leaders, expand equity, drive digital literacy, and enhance community engagement.

Disability:IN   TechPACT   Inspireedu   BDPA   HITEC   TechBridge   WIT  
One Ten   Hiring Our Heroes   Military Spouse Employment Partnerships  
NSBE   NMSDC   USPAACC   TAG Diversity, Equity and Inclusion

## Our upskilling partnerships

Our upskilling partnerships offer specialized training in areas like app innovation, cloud computing, and AI, promoting a skills-first approach and ensuring comprehensive care and redeployment opportunities.

AWS   Microsoft   Guidewire   Boomi

## Our university partnerships

We partner with local universities, including HBCUs and community colleges, to provide underrepresented minorities with access to our network and clear pathways to career advancement through upskilling.

Virginia Athletics Foundation  
University of Minnesota  
Clark Atlanta University  
Kennesaw State University

Southern Methodist University  
University of North Texas  
Georgia Gwinnett College  
University of Texas at Dallas

Rutgers  
University of Georgia  
Howard University  
Rochester Institute of Technology

George Mason University  
Spelman College  
Morehouse College  
Winston-Salem State University

# Building belonging and creating connections

Through our Belong:IN initiative, we offer community support groups and mentorship programs that help participants build connections, navigate challenges, and learn about other cultures.

## ERGs

Our Employee Resource Groups (ERGs) foster belonging and inclusion, connecting consultants and employees with shared experiences, values, and interests. In these groups, consultants and employees collaborate, support one another, and participate in activities that promote personal and professional growth.



- **Able:IN:** For disabled and neurodiverse consultants and employees
- **Women of Pyramid Consulting:** For female consultants and employees
- **PRISM LGBTQ+ Alliance:** For LGBTQ+ consultants and employees
- **LatinTech:** For Hispanic and Latine consultants and employees
- **PanAsianNet:** For Asian American and Pacific Islander consultants and employees
- **VetConnect:** For consultants and employees with a military affiliation
- **Black Culture Alliance:** For African American consultants and employees



# Engaging with the communities we serve

At Pyramid Consulting, we really care. We encourage our employees to support community groups and non-profit organizations which are representative of our culture and values.

## Fighting hunger together

We partner with Habitat for Humanity to build homes and with local food banks to provide over 250,000 meals to those in need.

## Providing health support

We host regular blood drives and have provided over 50,000 PPE items and essential supplies to community organizations.

## Empowering through education

We collaborate with nonprofits like TechBridge, InspiredU, and Vibha to support the education of underprivileged children.

## Rapid response assistance

We work with organizations like UNICEF, American Red Cross, Maui Food Bank to support disaster recovery efforts

**>\$500K**

Total charitable donations since 2022

The Salvation Army Maui Food Bank Second Harvest of Silicon Valley

Habitat for Humanity American Red Cross UNICEF Vibha

# Founders Day

Co-founders Sanjeev Tirath, Ramesh Maturu, and Namita Tirath established a tradition of community engagement and philanthropy that transcends the professional sphere. Founders Day is an annual event dedicated to encouraging Pyramid Consulting employees and their families to engage in volunteer activities, fostering a culture of inclusivity, allyship, and service that mirrors our company's commitment to the community.



# Supplier diversity

**\$45M**

Total tier-2 spend in 2023

We are committed to driving economic equity by supporting the growth of minority-owned businesses. Through our collaborations with diverse suppliers, we contribute to a tier 2 spend of approximately \$45 million, fostering economic development and job creation.

Under the leadership of our co-founder and CEO, Sanjeev Tirath, who has twice received the prestigious Eagle Award at the Spirit of Alliance Awards by the Georgia Minority Supplier Development Council (GMSDC), we have reinforced our dedication to engaging with certified GMSDC Minority Business Enterprises (MBEs).

This recognition highlights Sanjeev's exceptional commitment to promoting minority business opportunities in Georgia.

As a certified MBE ourselves, we actively partner with other MBEs to create alliances that drive economic growth and innovation. Sanjeev's repeated recognition with the Eagle Award underscores our unwavering commitment to these principles and our dedication to fostering inclusivity in the business community.



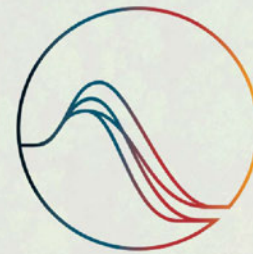
# Driving sustainability forward

We are committed to creating a healthy, resilient, and inclusive world by minimizing our carbon footprint to ensure a sustainable future for generations to come.

## Reducing carbon footprint

At Pyramid Consulting, our sustainability goals demonstrate our commitment to going beyond compliance, thoughtfully considering how our operations and solutions impact the world and every life within it. To truly maximize our impact, we have transformed our intentions into actions by setting science-based target

Our ambitious sustainability targets have been validated by the Science Based Targets initiative (SBTi), reinforcing our commitment to aligning with the latest climate science to mitigate the impacts of climate change and secure a sustainable future for generations to come.



DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

## Why it matters?

The latest findings from the IPCC are clear: **We are at a critical juncture where immediate, science-driven action is required to limit global temperature rise to 1.5°C.**

We recognize the urgency and are taking decisive steps to contribute to this global effort. Our SBTi-approved targets reflect our role as a leader in corporate sustainability, ensuring that we actively support the transition to a net-zero economy.

## Turning commitments into verified action

Our science-based targets are designed to drive rapid, meaningful reductions in greenhouse gas emissions. By 2030, we aim to achieve:

- 42% absolute reduction in Scope 1 and 2 emissions
- 25% absolute reduction in Scope 3 emissions

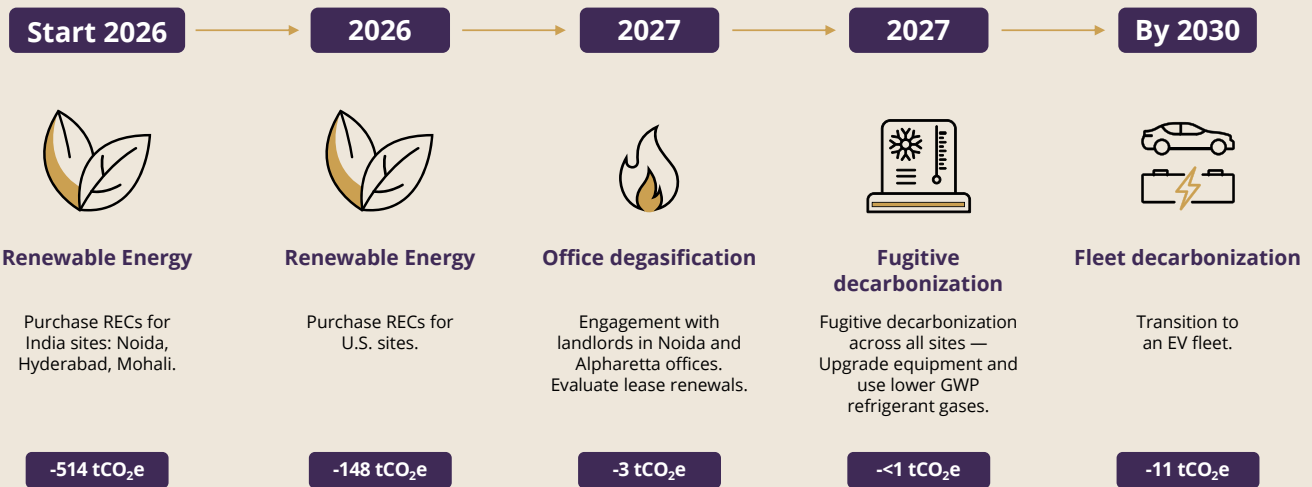
The SBTi validation underscores our determination to implement solutions that exceed industry standards and our commitment to building a healthier, more resilient, and inclusive world. It also assures our stakeholders that our efforts are credible, transparent, and scientifically rigorous.



## Scope 1 & 2

Confirmed target dates

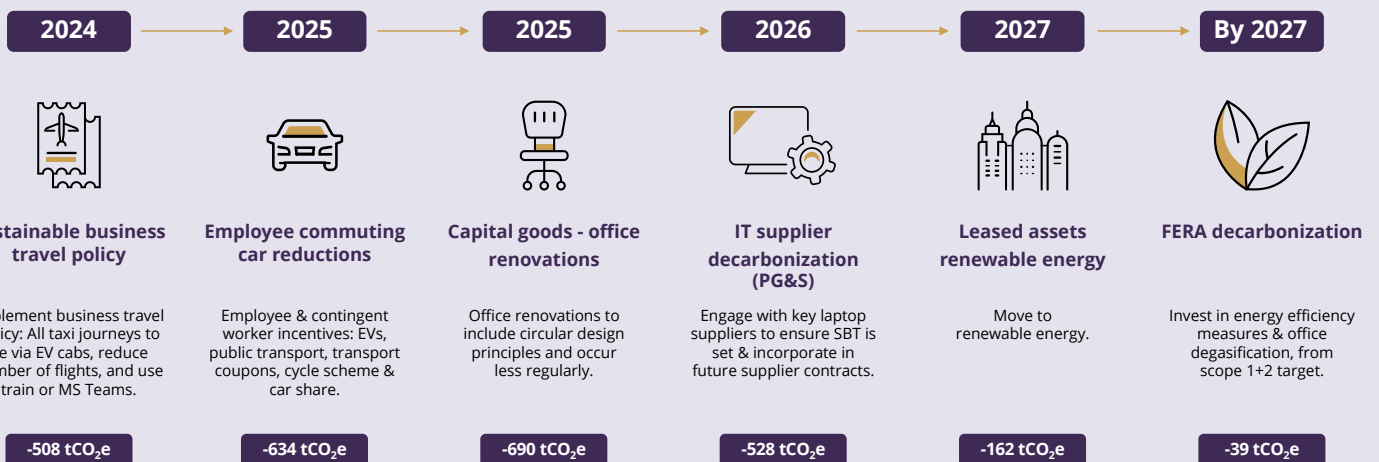
- Near-term 2030 — **42% absolute reduction**



## Scope 3

Confirmed target dates

- Near-term 2030 — **25% absolute reduction**



## Strategy road map 2030

We are transforming our operations to meet these goals through purposeful initiatives.



**Sustainable business  
travel policy**



**Employee commuting  
car reductions**



**Capital goods  
office renovations**



**IT supplier  
decarbonization  
(PG&S)**



**Leased assets  
renewable energy**



**FERA  
decarbonization**

These efforts are a part of a comprehensive strategy to minimize our environmental impact while maximizing the positive influence on our clients, employees, and communities.





# Turning problems into possibilities to supercharge our future

By addressing critical challenges such as inequitable education and employment opportunities, digital illiteracy, and environmental destruction today, we are not only meeting the needs of today; we are shaping a brighter, more equitable tomorrow.

Pyramid Consulting is a global leader in workforce and technology solutions that helps clients navigate competitive and challenging markets. Its award-winning family of brands — Pyramid Talent, Celsior, and GenSpark — operate together to deliver seamless integrated solutions through multiple delivery models across five continents and 25+ countries. Founded in 1996 and headquartered in Atlanta, Ga., Pyramid Consulting serves 125+ Fortune 500 companies across all major industries by engaging 6500+ consultants.

