

LeftBrain

MARCH 2026

# Impact Report 2026





PROPOSED SOLUTION

# Our purpose

OUR MISSION

At LeftBrain, our mission is to build a safer, more human digital world by empowering organisations to operate securely, confidently, and responsibly. We believe technology should serve people and that security is not just protection, but a foundation for trust, creativity, and progress.

WHAT WE DO

We partner with organisations to design, deliver and support secure, resilient cyber security and IT solutions that work in the real world. Our approach is practical, collaborative and rooted in long-term relationships.





GOVERNANCE

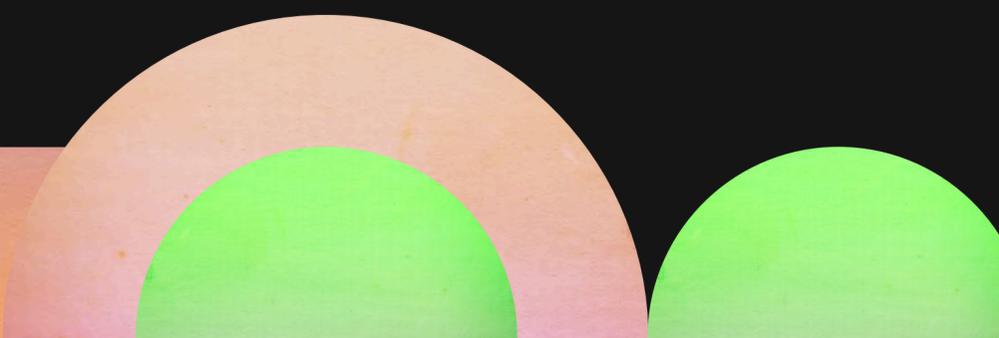
# Building trust from the inside out

Strong governance helps us stay true to our values as we grow. It guides how we make decisions, how we treat people, and how we balance commercial success with social responsibility. By putting integrity and accountability at the heart of our leadership, we're building a business designed to last, one that creates value for all stakeholders, not just shareholders.



## WHAT THIS LOOKS LIKE IN PRACTICE

- We've legally embedded stakeholder impact into our governing documents, ensuring our decisions consider people, communities and the planet alongside profit.
- Our Board of Directors formally reviews our social and environmental impact each year, keeping purpose firmly on the agenda.
- Our clear Code of Ethics and whistleblower policy supports a culture of honesty, transparency and accountability.
- We share detailed quarterly and annual financial reports with the whole team, because trust starts with openness.



OUR PEOPLE

# A place to grow and belong

Our people are the heartbeat of LeftBrain. Their curiosity, care and expertise power everything we do. We believe that creating a secure digital future starts with creating a workplace where people feel supported, trusted and inspired to grow.

By investing in wellbeing, learning and flexibility, we're building a culture where people can do their best work and enjoy doing it.

HOW WE SUPPORT OUR TEAM

- Comprehensive healthcare, with additional dental and life insurance
- Dedicated budgets for professional development, training and continuous learning
- Regular engagement surveys and open feedback channels, so every voice is heard
- Flexible working, remote-first roles and a minimum of 36 paid days off each year
- Seasonal in person meet-ups that bring us together to eat, laugh and connect beyond screens



OUR PEOPLE AT A GLANCE

19

full-time and 2 part-time team members

All

employees earn at least a living wage for a family

90%

of our team report feeling satisfied or engaged at work



## COMMUNITY

# Creating opportunity, together

We believe cyber security is stronger when it's built by diverse voices and shared openly. That's why we're committed to fostering an inclusive culture within LeftBrain and contributing positively to the wider tech and local communities we're part of. By widening access, championing fairness and encouraging active participation, we're helping to build a digital future where more people can thrive.

## OUR APPROACH

- Our leadership team reflects a range of underrepresented racial, ethnic and social backgrounds.
- We use inclusive hiring practices including anonymised applications and gender-neutral language to reduce bias and open doors.
- Every team member is encouraged to volunteer for causes they care about during paid working hours.
- Regular training supports a safe, respectful and inclusive workplace, covering areas such as sexual harassment prevention, diversity, equity and inclusion.





ENVIRONMENT

# Caring for the world we work in

While our work is digital, its environmental impact is real. We take responsibility for the footprint we create and the choices we make from energy use to travel, partners and procurement.

Environmental awareness is built into how we operate, helping ensure that the secure systems we create today don't come at the expense of tomorrow.



## WHAT WE'RE DOING

- A company-wide environmental policy for our physical office and remote working setups
- Ongoing improvements to energy and water efficiency, alongside waste reduction initiatives
- Our central office runs on 100% renewable, low-impact energy
- A Sustainable Travel Guide supports lower-impact choices for work-related journeys
- All of our merchandise is from ethical, eco-friendly suppliers
- Our website is hosted by B-Corp Hiyield, powered by 100% renewable energy



GIVING BACK

# Paid volunteer leave

At LeftBrain, we care about creating positive impact beyond profit. That means supporting the communities we're part of, not just through the work we do, but through the time and energy we choose to give.

In February 2026 we introduced **two paid volunteer leave days** for all LeftBrain employees to support a cause of their choice.



## FEBRUARY 2026 IMPACT

- Our Strategist Ben spent a day helping the RSPB with conservation work on a vast, grassy sand dune and salt marsh ecosystem that is home to the UK's smallest butterfly (aptly named, the Small Blue butterfly)
- During an in-person security review for a client in the Falkland Islands, we spent the day at Volunteer Point visiting our LeftBrain sponsored penguin who the team named Linux.
- Our CEO Charlie spoke at two of his local primary schools about cyber security for 'what do you want to be when you grow up day'.



CUSTOMERS

# Security built on partnership

Our customers trust us with what matters most, their systems, data and continuity. We don't take that lightly.

As a cyber security and IT partner, we work side-by-side with organisations to create solutions that are robust, practical and tailored to their real-world needs. Clear communication, dependable delivery and long-term thinking underpin every relationship we build.

OUR COMMITMENTS

- A clear, publicly available data and privacy policy that protects sensitive information
- Regular monitoring of customer outcomes to support long-term success
- Formal quality controls and feedback loops to continuously improve
- Security solutions that strengthen resilience and build confidence with stakeholders

OUR REACH

84

customer organisations supported in the past 12 months

968

individual customers served

100%

of customer satisfaction targets met



LOOKING AHEAD

# Growing our impact

We see impact as a journey, not a destination. As LeftBrain grows, so does our responsibility and our opportunity to do better.

## Where we're focusing next

### ENVIRONMENTAL & SUSTAINABILITY LEARNING

Embedding climate and sustainability education across the business.

### COMMUNITY & CHARITY ENGAGEMENT

Expanding fundraising and team challenges, building on initiatives like Tough Mudder.

### IMPACT MEASUREMENT & REPORTING

Sharpening how we measure what matters, so our decisions are informed and accountable.

### KNOWLEDGE SHARING

Creating spaces to share ideas and best practice around inclusivity, sustainability and cyber security.

### OUR GOAL

To keep building a business that balances purpose with profit, strengthens digital trust, and contributes positively to a more secure, inclusive and sustainable world online and beyond.



A MESSAGE FROM OUR CEO

# Our B Corp journey

At LeftBrain, trust sits at the heart of everything we do, in cyber security and in how we run our business.

We've now submitted for B Corp certification as a positive step in better understanding, benchmarking and strengthening our impact against a respected, independent standard. This includes taking greater responsibility for our environmental footprint and the role we play in a fast-growing technology industry that is shaping the world around us. While we're not yet certified, submitting for B Corp marks an exciting milestone in our ongoing commitment to transparency, accountability and continuous improvement as we grow.

**Charlie Naughton-Rumbo**

LeftBrain CEO



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