



THE CONSULTING SECTOR'S COMMITMENT TO THE 2030 AGENDA



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MARCH 2023

THECONSULTING SECTOR'S COMMITMENT TO THE

2030



AGENDA

2nd EDITION

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1. Letter from the President



Governments, organizations and people have all had to face major challenges over the last two years. Just as the country was getting past the harshest phases of the pandemic and was on the path towards economic recovery, the war in Ukraine and its effects again brought a complicated scenario in which raising energy prices, supply chain problems and inflation made both social inequalities and climate change problems worse.

Recent events and the context of uncertainty surrounding us have only increased the importance of the main topic of this report: sustainability and the 2030 Agenda, along with the Sustainable Development Goals (SDGs). Now fully immersed in what the United Nations is calling the 'Decade of Action', there are less than eight years left to achieve the 17 SDGs seeking to foster sustainability and build a more egalitarian and prosperous world.

Recent events and the context of uncertainty surrounding us have only increased the importance of sustainability and the 2030 Agenda

This is what the companies in the Spanish Association of Consulting Firms (AEC) believe as they work day after day to achieve these goals. In the nearly 2 years since the 1st edition of this report was published, 98% of the sector believe that the concern for sustainability and the 2030 Agenda has grown. The main reasons for this growth are greater implication by company management as well as all professionals in addition to a stronger commitment from some stakeholders as well as customers and government agencies.

This 2nd edition of the report makes it clear that the sector has the capacity to adapt to various circumstances and continue making progress in its contributions to the SDGs

The contributions made by consulting firms to the 2030 Agenda are reflected throughout this report, which highlights how the sector's engagement is materializing in different areas. As can be seen, these contributions may be related to internal company management but also the services the companies offer their customers or external initiatives implemented to improve people's wellbeing. This large scope of variables gives the sector significant capacity to make a positive impact on the various SDGs.

AEC companies believe their contributions are particularly relevant when it comes to environmental matters, social affairs and innovation.

The fight against climate change is a goal in which interest has considerably risen since the last survey conducted in early 2021. Sector companies have seen how they can foster all sorts of changes in this area, especially as concerns the services they offer their customers to promote the decarbonization of their businesses and the optimization of energy resources.

People continue to be one of the fundamental pillars for sector companies. Some examples of this can be seen in the promotion of quality jobs, investments in technology-related training, and commitments to the health and wellbeing of the professionals on their teams, which has increased considerably in comparison with the prior survey. Moreover, these companies are maintaining

their engagement with integration, equality and diversity with a number of projects aimed at different groups.

And all of this is being done without forgetting innovation and technology as essential issues for consulting firms since the solutions that come out of them are boosting organizations' digital transformation and improving their competitiveness. Investment in innovation by consulting firms is quite above the average in Spain and is fundamental to being able to handle present and future challenges.

As President of the Spanish Association of Consulting Firms, I trust that this 2nd edition of the report makes it clear that the sector has the capacity to adapt to various circumstances and continue making progress in its contributions to the SDGs, prioritizing the implementation of projects that take into account the needs of both organizations and society at large.

The document was prepared thanks to the priceless collaboration of our members who, on the one hand, have provided essential data and information and, on the other hand, have complemented their contributions with success stories revealing different initiatives linked to the SDGs that are helping improve the planet's health and people's wellbeing. I would like to congratulate and thank every one of them.

With reports like this one, at AEC we are continuing to lead the sector's commitment to the 2030 Agenda in order to build more inclusive, more sustainable and more just societies.

Elena Salgado
President of the Spanish Association of Consulting Firms

2. Executive Summary

This 2nd edition of the report published by the AEC: “The Consulting Sector’s Contributions to the 2030 Agenda” is a document that once again **offers quantitative and qualitative information on the contributions by the consulting sector to the 2030 Agenda** as well as the key challenges through the integration of the Sustainable Development Goals (SDGs) and the implementation of SDG-related projects.

Considering the most recent events and such an uncertain geopolitical and economic situation, a new survey was conducted in late 2022 among those responsible for Spanish Association of Consulting Firms (AEC) companies. **The aim was to determine how much progress has been made in the area of sustainability**, which SDGs they believe are priority, how they are working towards the achievement thereof and which challenges and essential lessons they face when approaching the different goals. As something new, the companies were also asked this year about the variables of their commitment to the SDGs making the most impact, and how they manage sustainability within each company as part of our efforts to understand their visions and perspectives in greater detail.

The data clearly show that, in comparison to the survey conducted in early 2021, **there has been significant progress**: 97% of the companies believe the private sector has great capacity to make an impact on contributions or the achievement of the SDGs, which is an increase of 26 percentage points with respect to the prior survey (71%). Similarly, 90% of the professionals surveyed state that their companies have a high capacity to contribute to the SDGs while only 7% believe their company’s capacity is low.

With regard to the **priority SDGs** for consulting firms, they continue highlighting SDG 8 - Decent Work and Economic Growth, SDG 5 - Gender Equality, and SDG 10 - Reduced Inequalities, without forgetting SDG 9 - Industry, Innovation and Infrastructure. Moreover, our companies have acquired a stronger commitment to SDG 13- Climate Action, SDG 3 - Health and Well-being, and SDG 4 - Quality Education.

The report includes various projects and initiatives implemented by AEC companies which reflect **the transformational and multiplicative work being done by consulting firms** and how they can make a very positive impact on different types of stakeholders: customers, employees, suppliers and society at large.

Worth emphasizing is the fact that the **benefits associated with contributions to the 2030 Agenda are more and more obvious** and numerous, and how, on the other hand, the difficulties—particularly associated with a lack of internal resources—are proving less important than two years ago.

The results of the report demonstrate that **the commitment to sustainability among sector companies continues to be quite high** and that consulting firms are making efforts to contribute positively to the SDGs by using more and more **metrics and indicators to analyze and manage their contributions to the 2030 Agenda** with the aim of taking care of the planet and enhancing people’s quality of life.

Key Results from the Report

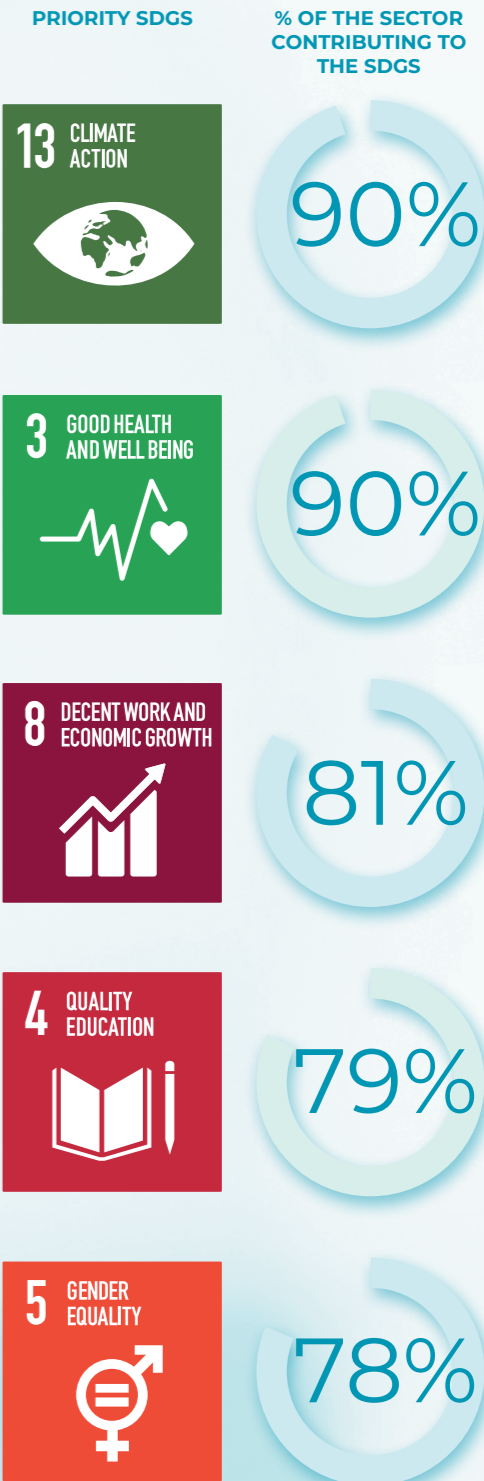
THE CONSULTING SECTOR’S COMMITMENT TO THE 2030 AGENDA



MEASURING AND COMMUNICATING CONTRIBUTIONS TO THE 2030 AGENDA



THE SECTOR’S CONTRIBUTIONS TO THE SUSTAINABLE DEVELOPMENT GOALS



Source: Spanish Association of Consulting Firms (2022).

3. 2030 Agenda: A Decade for Sustainable Action

In 2023, it will be eight years since the 2030 Agenda was approved by the United Nations and its member states. As we come upon this anniversary, ground is being gained in the phase the international organization has coined “decade of action” in reference to the importance of accelerating the ambition of achieving the 169 targets under the 17 Sustainable Development Goals (SDGs) before the deadline.

The decade of action for the 2030 Agenda coincides with a complex and uncertain context that is revealing even further the need for progress on the SDGs as a roadmap for a more sustainable future.

The last few years have been marked by a succession of economic, social and environmental challenges from inflation and an energy and supply crisis worsened by the war in Ukraine to social inequalities that have only grown since the pandemic. And we mustn't forget the climate emergency situation that is proving to have an even greater impact on people's health each year as a result of increased temperatures and the frequency of extreme weather phenomena, among other effects.

The 2030 Agenda is a roadmap for responding to major global challenges such as...

• **Social inequality**

263 million people could find themselves in a situation of extreme poverty in 2023 as a result of the current context¹.

• **Climate emergency**

99% of the world's population breathes air that exceeds the quality limits recommended by the World Health Organization, with negative consequences for their health².



In terms of sustainability, the 2030 Agenda is the primary guide for a business sector that has made progress in recent year towards fulfilling them, particularly in areas associated with knowledge and business integration. According to the most recent data from the Spanish Global Compact Network, **86% of Spanish companies state they are aware of the SDGs**, which is a significant increase considering this figure in 2018 was 69%³. In addition, the same study shows that 79% of companies believe the work done in favor of sustainability and the SDGs leads to important **competitive advantages**.

Despite the value of the SDGs to business development, **only 32% of organizations have a sustainability strategy aligned with the SDGs and only 20% have established quantifiable commitments** to achieving these goals³. Along these same lines, a study done by CANVAS Estrategias Sostenibles and Corporate Excellence⁴ indicates that 29.6% of organizations are working on promoting the 2030 Agenda as a priority, a figure that has grown 4.5 percentage points with respect to the prior year yet is still quite low.

After eight years of engagement, the progress achieved by governments, the private sector and civil society is still not enough to achieve the SDGs. Therefore, over the next few years we will need to **accelerate the mobilization of the resources and knowledge necessary to fulfill the 2030 Agenda goals**.



4. The Consulting Sector's Commitment to the 2030 Agenda

The perception that **the private sector has great capacity** to make a positive impact on achieving the SDGs has grown extraordinarily and with it, the belief that the consulting sector has a fundamental role in the fulfillment of these goals.

The private sector's capacity to make an impact on the achievement of the SDGs



While 71% of the professionals surveyed in early 2021 indicated the private sector had a high capacity to make an impact on the SDGs, in 2022 **this view is shared by 97% of the survey takers**, which is 26 percentage points above the prior figure.

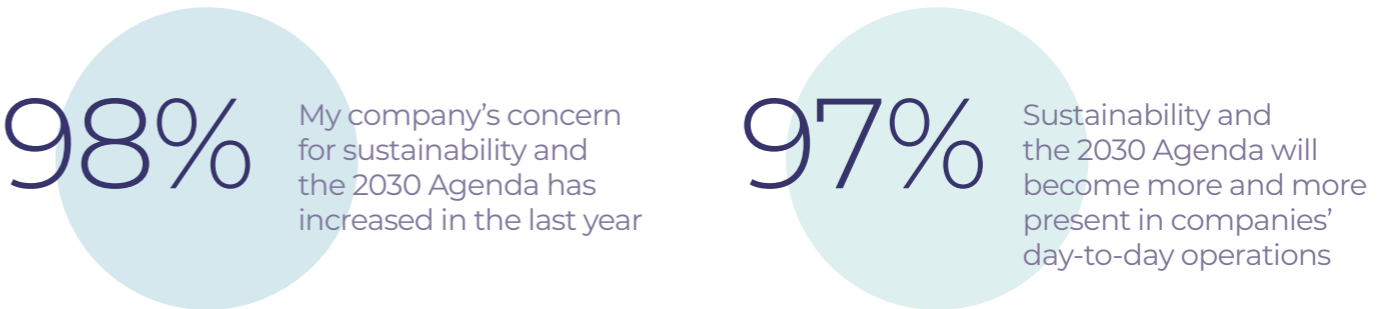
At the same time, the percentage of survey takers indicating that the private sector has a low capacity has dropped: from 29% in 2021 to 3% in 2022. The data show that interest in the SDGs has only increased and what's most relevant: **the capacity companies believe they have in positively contributing to the achievement of the Agenda has considerably grown.**

The consulting sector's capacity to make an impact on the achievement of the SDGs



When analyzing the specific capacity of consulting firms in making an impact on the 2030 Agenda, **90% of the professionals surveyed state their companies have a high capacity to contribute to the SDGs**, while only 7% believe their company's capacity is low. Only 3% of the professionals surveyed do not believe their company can contribute to the 2030 Agenda.

In line with the increased perception of capacity to contribute to the SDGs, the sector's commitments to sustainability have also grown.



As can be observed from the survey conducted, 98% of the sector state that in their companies **concern has increased over the last year for sustainability and the 2030 Agenda**. What's more, 97% believe this trend will rise in the coming years since they are issues that are **more and more present** in companies' day-to-day management.

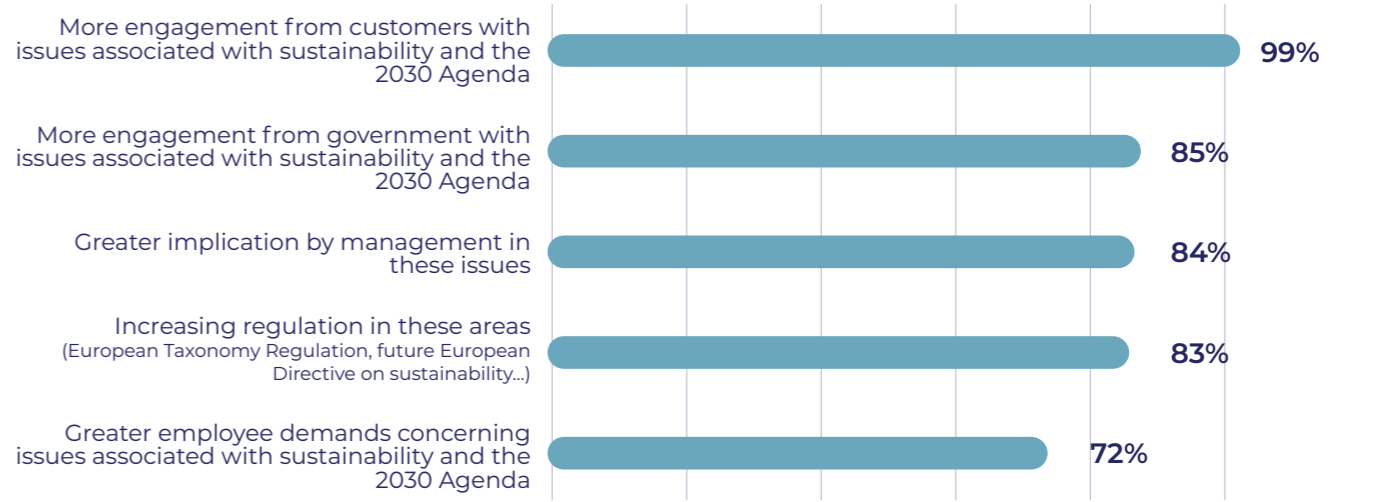
Graph 1 identifies the main reasons behind this growth in sector concern for sustainability. Customers, regulators and government agencies, management and employees: all of these stakeholders have to a greater or lesser extent contributed to such concern **rising over the last year**.

Standing out as the main reason for this evolution is **a greater commitment by customers**, a reason indicated by nearly all of the professionals surveyed: 99%.

The second reason for this increased interest in sustainability, as mentioned by 85% of the sector, is **more engagement with these issues in public procurement**.

On the other hand, 84% of the professionals surveyed believe sustainability has grown in importance due to **greater implication among those in management positions at consulting firms** when it comes to these matters.

Reasons why concern for sustainability and the 2030 Agenda have increased



Graph 1. Reasons why concern for sustainability and the 2030 Agenda has increased.
Source: Spanish Association of Consulting Firms (2022).

These data demonstrate that interest in sustainability and the 2030 Agenda **is transversal throughout the entire environment surrounding consulting firms**, as something that is quite relevant for the various stakeholders with which these companies relate.

Other reasons that explain the greater concern for sustainability include regulations (for 83% of the professionals surveyed), as well as demands **by employees** with regard to 2030 Agenda issues (72%).



Delving further into this increased concern for the 2030 Agenda, **93% of the sector has stated they have a sustainability plan used as a roadmap** for determining the organization's sustainability strategy.

Integrating the SDGs in the Sector

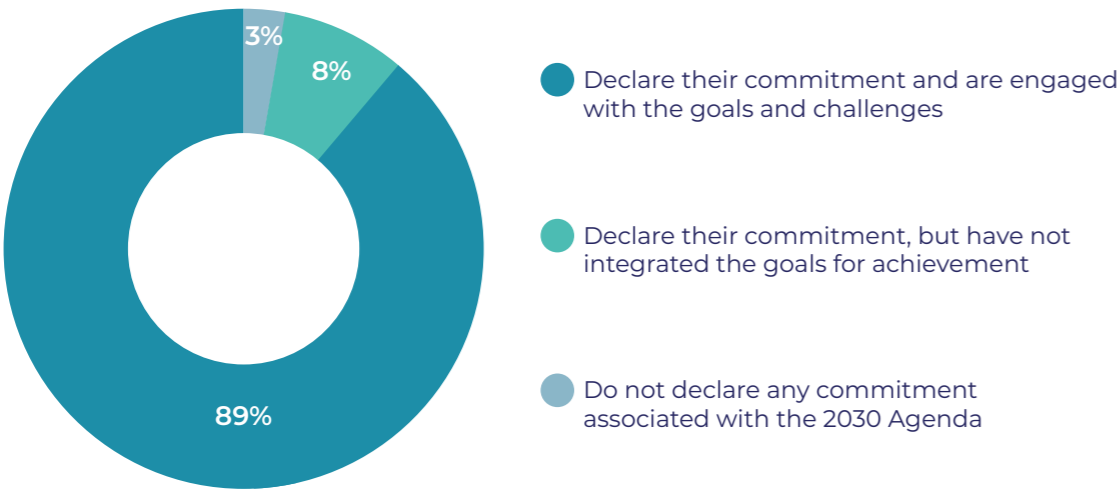
In line with the trend of a greater capacity to make an impact and growing interest and concern described in the previous section, the degree of engagement with the SDGs and the integration thereof within the consulting sector is also high and **has increased since last year**.

As reflected in *Graph 2*, **89% of the sector has declared their commitment to the 2030 Agenda**

with goals and specific challenges, which is seven percentage points above the figure indicated in the prior survey conducted in early 2021.

On the other hand, 8% of the sector has a commitment to the 2030 Agenda yet has not set goals. Only 3% stated they have no commitments in this area.

Degree of Commitment to the 2030 Agenda



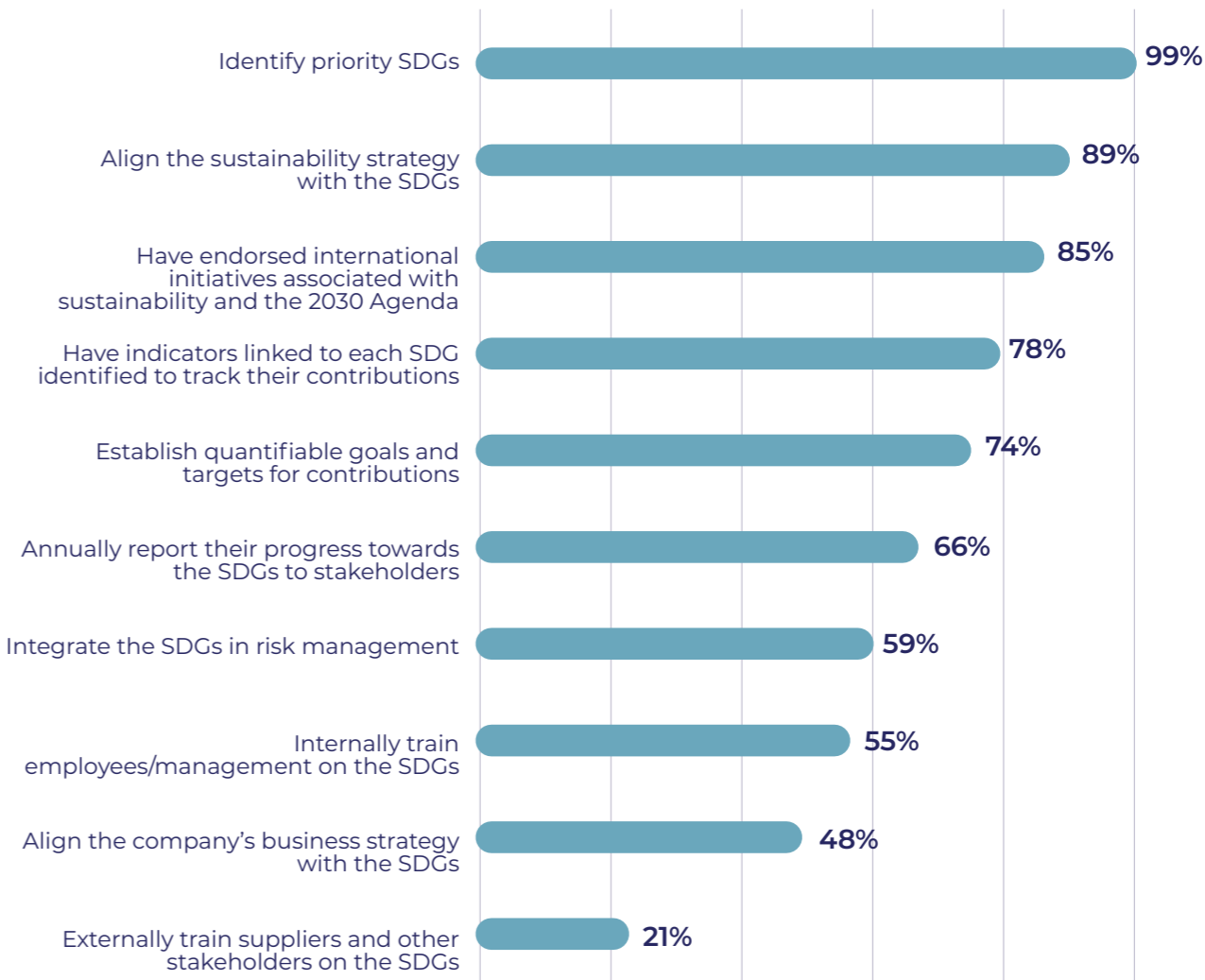
Graph 2. Degree of Commitment to the 2030 Agenda. Source: Spanish Association of Consulting Firms (2022).

Different speeds are observed in this **integration of the 2030 Agenda** as detailed in *Graph 3*. Almost the entire sector (99%) has already identified priority SDGs for their companies. Similarly, 89% have aligned their sustainability strategy with the 2030 Agenda, and 85% of the sector has endorsed international initiatives associated with sustainability.

78% of the sector say they have indicators related to each SDG for tracking and 74% have already established quantifiable goals and targets for their contributions. On the other hand, 66% of the sector communicate their progress towards the SDGs to their stakeholders through a Sustainability Report or similar report.

Some companies go beyond this by activating their commitments to the SDGs through **more powerful mechanisms**. This is the case of 59% of the sector, which state they integrate the SDGs in their risk management or the companies (55%) that internally train employees or management on the 2030 Agenda. Likewise, 48% says their business strategy is aligned with the 2030 Agenda, **which proves a very high commitment to the worldwide goals**. Finally, it is quite noteworthy that **21% extend 2030 Agenda training to their entire value chain**, spreading awareness for these issues among suppliers and other stakeholders.

Integration of the SDGs within companies



Graph 3. Integration of SDGs within companies Source: Spanish Association of Consulting Firms (2022).

Sustainability management within sector companies

Sustainability plans and strategies are managed through **different organizational models internally**. The most common method for 71.9% of the sector is through management of a sustainability or similar area, as expressed in *Graph 4*.

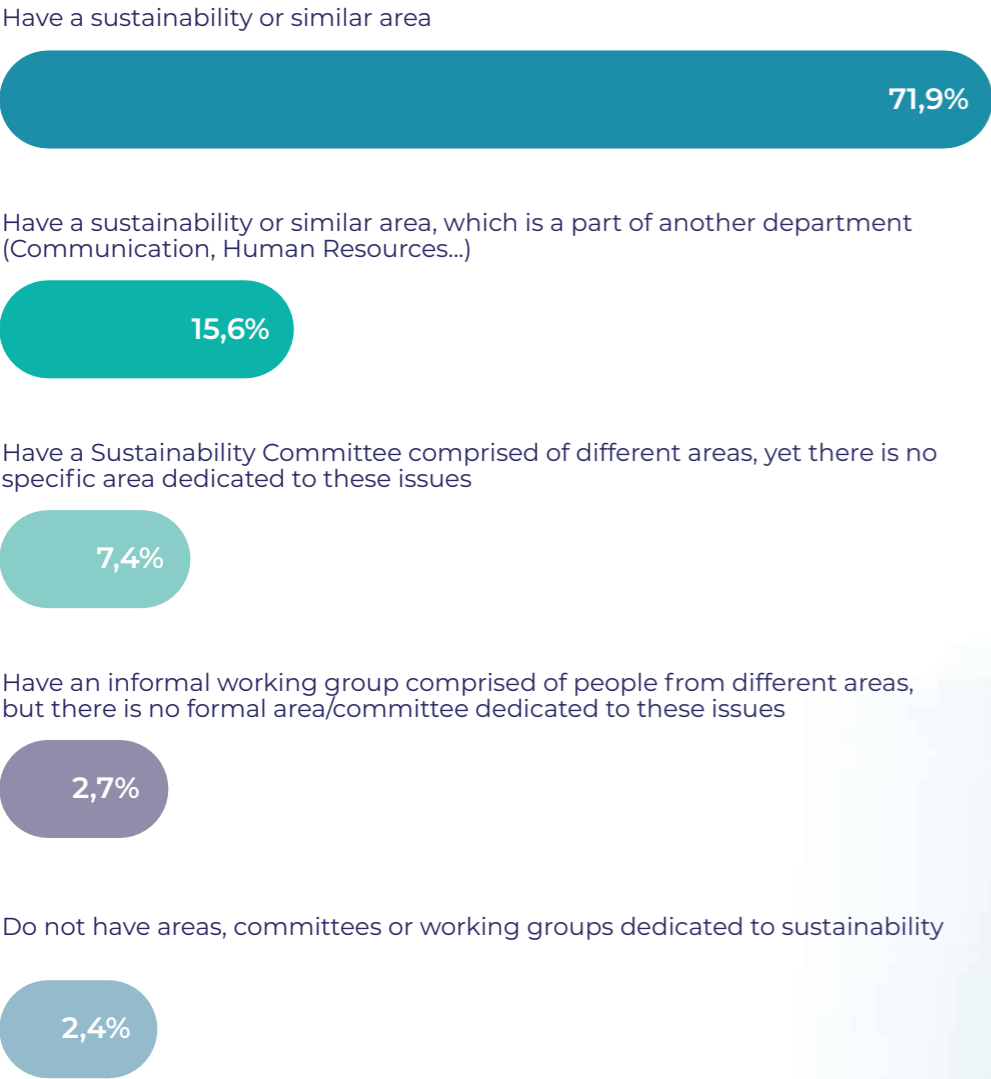
On the other hand, 15.6% of the sector have defined an integrated sustainability area **as part of another department** such as communications, human resources or others.

In a lower proportion, 7.4% of the sector have a Sustainability Committee that includes various

areas yet no specific department that is exclusively dedicated to making progress on sustainability and 2030 Agenda issues.

Another less common model for managing the commitment to the 2030 Agenda is creating **an informal working group** comprised of people from different sustainability-related areas (2.7% of the sector). Although less consolidated, these models are more common among smaller sized companies with less turnover.

Sustainability management within companies



Graph 4. Sustainability management within companies.
Source: Spanish Association of Consulting Firms (2022).



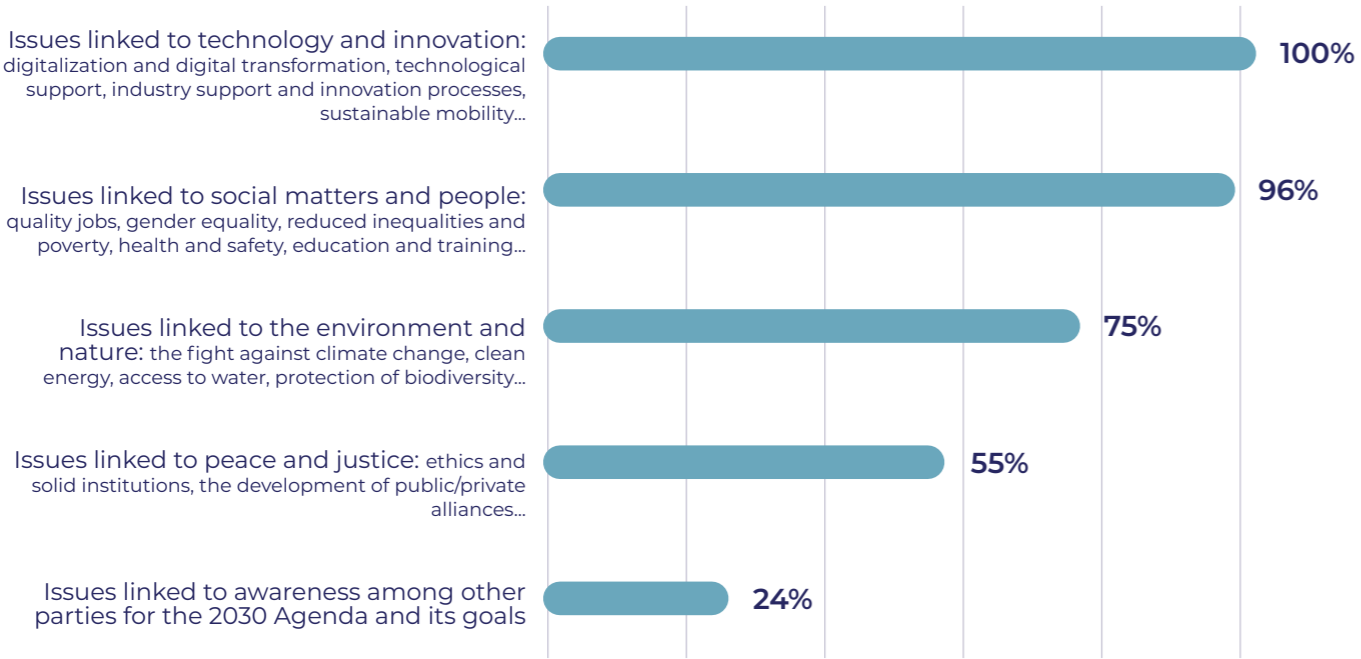
5. The Sector's Contributions to the Sustainable Development Goals (SDGs)

The consulting sector significantly contributes to achieving the 2030 Agenda and the Sustainable Development Goals. The survey conducted among AEC companies dove further into the type of contributions made by the sector to determine whether the impact comes from external projects, the contributions are made through the company's daily work with its offering of products and services, or is more related to internal company management.

This chapter will analyze how the sector's contributions to the various SDGs generally materialize, mainly **through the very services offered by the companies**.

Thus, the majority of the sector believe their impact is more easily perceived from a business model perspective and from the offering of products and services provided to customers so that they may contribute to sustainability. Secondly, **the sector believes that there is a greater positive impact with actions associated with internal company management** through good working conditions for employees or the management and reduction of consumables, for example. Finally, the implementation of initiatives with other stakeholders ranks third as concerns the sector's contributions to the achievement of the 2030 Agenda.

Relevant issues for the consulting sector in Spain



Graph 5. Relevant issues for the consulting sector in Spain. Source: Spanish Association of Consulting Firms (2022).

In line with this commitment and as reflected in *Graph 5*, the sector as a whole considers that it generates a major impact on the development of **new sustainable solutions**. Innovation, digi-

talization and the technological transformation are the primary areas through which the sector believes it can make a more direct positive impact.

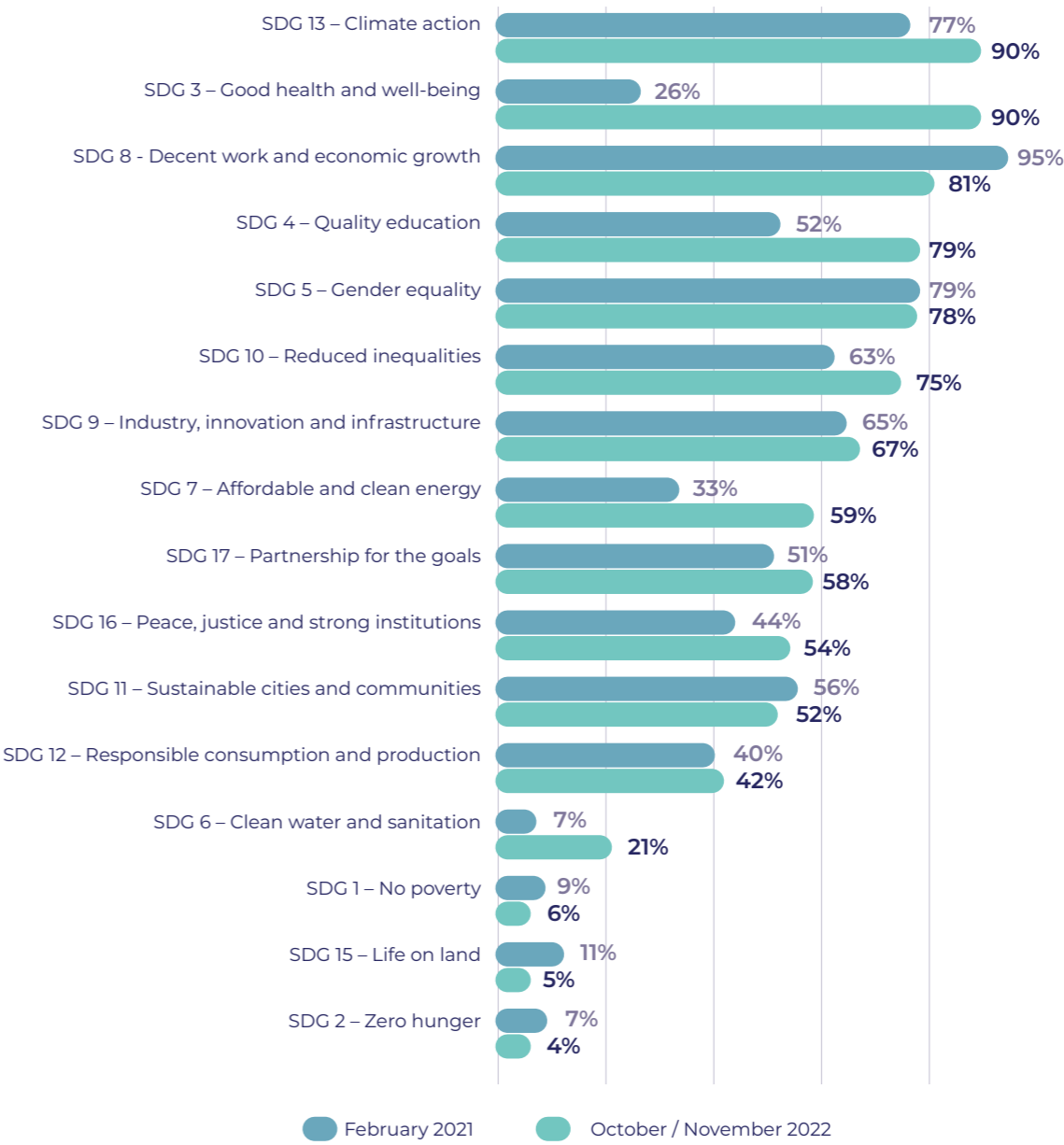
The fact that this area was chosen by the entire sector coincides with the fact that the majority indicate that the greatest impact they can make is **through the services companies offer their customers**.

Ranked second and third, 96% emphasize the potential of consulting firms with regard to social aspects and people-related aspects whereas 75% mention efforts related to **protecting the environment and nature**.

These issues reflect the sector's priority commitment to the following SDGs: Climate Action (SDG 13), Health and Well-being (SDG 3), Decent Work and Economic Growth (SDG 8), Quality Education (SDG 4), and Industry, Innovation and Infrastructure (SDG 9), as can be observed in *Graph 6*.

Gender Equality (SDG 5) and Reduced Inequalities (SDG 10) also **hold steady as key targets for the sector**, which continues working on reducing exclusion due to gender, age or social class, among others.

SDGs on which the consultancy sector in Spain is focused



Graph 6. The SDGs the Consulting Sector in Spain Focuses On (comparison between Feb 2021 and Oct/Nov 2022). Source: Spanish Association of Consulting Firms (2022).

The climate emergency has become a strategic priority for the sector. In comparison to the survey conducted in 2021, SDG 13 - Climate Action has moved up two positions to now rank first. On the other hand, the importance given within the consulting sector to SDG 3 - Health and Well-being has significantly grown. In 2021, only 26% believed this goal was one of the main ones. However, for this edition, SDG 3 **is ranked second in priority** for the sector, partly due to a more long-lasting impact from the pandemic than expected and

an extraordinary geopolitical and economic situation caused by the war in Ukraine and its effects. It is worth highlighting that the consulting sector contributes to a greater or lesser extent to **almost the entire 2030 Agenda**, observing a level of contribution of more than 50% towards 11 of the 17 Sustainable Development Goals. In other words, the sector's engagement with the various SDGs is not concentrated on just a few but rather consulting firms believe they make positive impacts on a number of issues.

Committed to the planet's health

Priority SDGs



Source: Spanish Association of Consulting Firms (2022).

The sector believes it can positively influence the achievement of the goals **associated with the planet's health and taking care of the**

Related SDGs

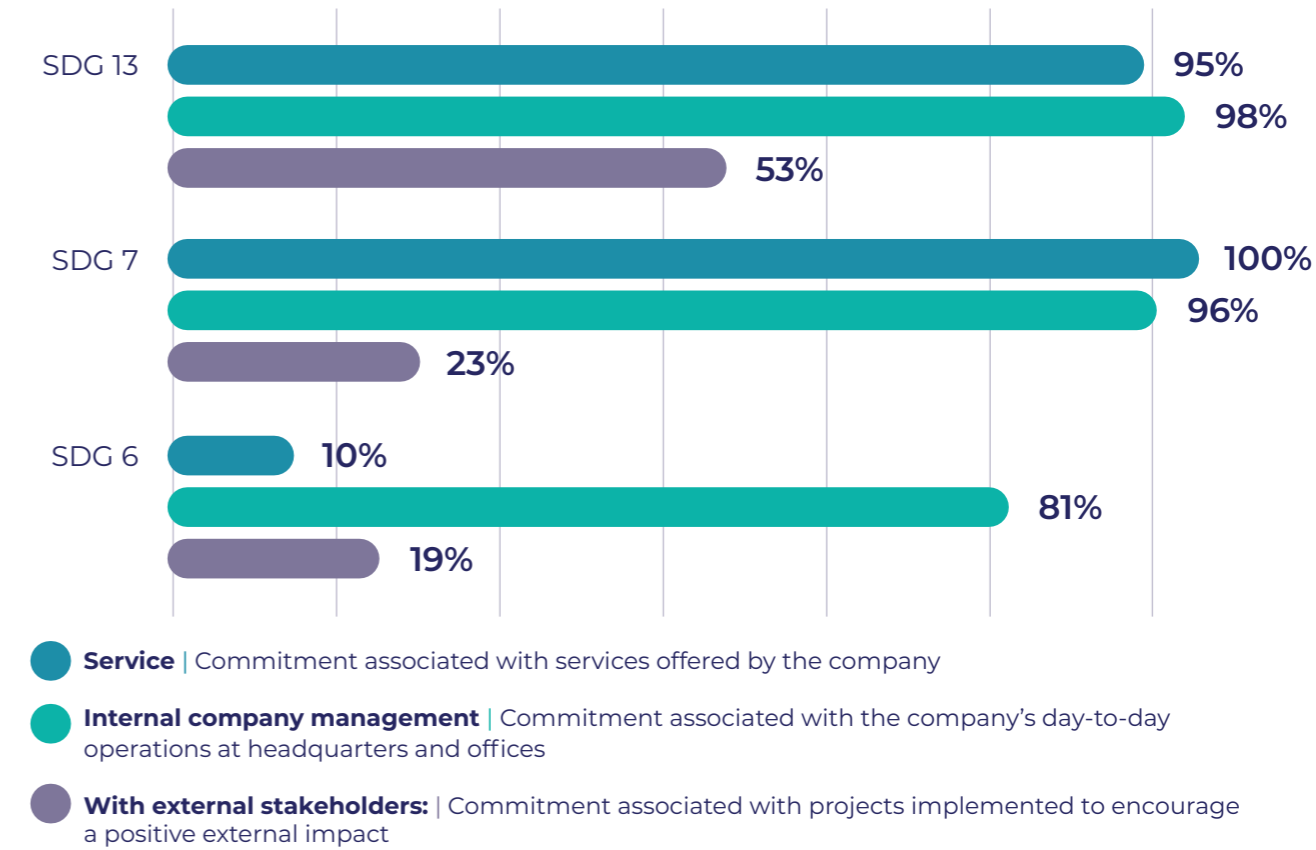


environment. Thus, SDG 13 – Climate Action is considered to be **directly impacted by 90% of those surveyed** thanks to the sector's role leading

the development of transformational technology solutions. At the same time, SDG 7 – Affordable and Clean Energy was identified by 59% of the sector

as directly impacted, SDG 6 – Clean Water and Sanitation by 21%, and SDG 15 – Life on Land by 5%.

Variables of the sector's commitment to SDGs 13, 7 and 6



Graph 7. Variables of the sector's commitment to SDGs 13, 7 and 6. SDG 15 is not included due to the fact that companies mark all variables. Source: Spanish Association of Consulting Firms (2022).

SDG 13 is worked on **transversally** within the sector. As shown in *Graph 7*, 98% of those who chose this SDG mentioned they are making progress with their targets through internal company management while **95% mentioned the services they offer**. Likewise, 53% highlighted the mobilization of resources towards external stakeholders through projects generating a positive impact.

Additionally, the consulting sector also contributes to SDG 7 - Affordable and Clean Energy by implementing **solutions that enhance energy efficiency** and through the use of renewable energy sources. To this end,

as reflected by *Graph 7*, sector services related to energy assets such as the management of access and connection points, process automation and optimized maintenance mainly channel the consulting sector's contributions (100%). Moreover, the sector also contributes to the achievement of SDG 6 – Clean Water and Sanitation, especially through internal management associated with responsible water consumption at headquarters and offices (81%).

Finally, the consulting sector is also working on **SDG 15 - Life on Land** (with a lower impact for the sector given the nature of its activities) through the development of products and services, the

implementation of external initiatives as well as internal business management. What follows are a few examples of companies of the likes of Alten, Bluetab, Minsait and Unisys clearly showing how sector companies are working to develop solutions that mitigate their customers' carbon footprint and include sustainability as a strategic line of business.

SUCCESS STORY

ALTEN

Environmental sustainability as the cornerstone of CSR strategy

Alten has a corporate social responsibility strategy with four fundamental pillars: transparency and good governance, engagement and motivation, environmental sustainability and positive social contributions.

When it comes to environment sustainability, the company signed a global commitment in November 2021 to the Science Based Targets (SBTi) initiative. This is a worldwide authority that allows companies to establish ambitious emissions reduction goals in line with the most recent climate science for the ultimate purpose of reducing emissions by half before 2030 and achieving net zero emissions by 2050. Its goals are to be defined very soon.

In Spain, the company is making progress on environmental issues through the certification of its environmental management system (ISO 14001), its carbon footprint (ISO 14064), a Best Environmental Practices plan and an Environmental Awareness plan, for example.



SUCCESS STORY

BLUETAB

Working to reduce its customers' carbon footprints

Bluetab has worked over the last year on a project for a customer in the financial sector, the end purpose of which is to identify its sustainable financing and exposure to fossil fuels (carbon related), as well as negative environmental activities other than CO2 emissions for the financial institution as a group and on an operational level.

The project seeks to standardize the data stored in order to use the information through different reports: funds mobilized as part of the 2025 commitment, total exposure to fossil fuels, assets eligible for sustainable bond issuance, a profit and loss account with a sustainability approach and, in general, global sustainability indicators.



SUCCESS STORY

MINSAIT

Internal carbon pricing

Indra, the company Minsait belongs to, has designed an internal carbon pricing project in order to measure and assign costs to the group's CO2 emissions as part of its 2020-2023 Framework Sustainability Plan.

The company is looking to align its value chain with the group's emissions reduction goals by including CO2 emissions as a decision-making factor. The project, which is backed by the Sustainability Commission, aims to include the "CO2 factor" in business processes and decision making to foster the implementation of greenhouse gas emissions reduction measures.

The model chosen for the project is shadow pricing: assigning a hypothetical cost to each ton of CO2. To set the cost (€40 per ton), they used the social cost of carbon and the average price of the EU emissions trade system (EU-ETS) as references. In the future, Indra's internal carbon pricing may evolve from the shadow pricing model to an internal fee model where a monetary value is assigned to each ton of carbon emissions so the carbon fee can fund the company's residual emissions compensation initiatives.



SUCCESS STORY

UNISYS

Reducing and compensating emissions globally

For more than a decade, Unisys has been participating in the global initiative to fight climate change and gain transparency in carbon emissions through the Carbon Disclosure Project (CDP).

The company's objective is to reduce its greenhouse gas emissions by 75% before 2026, using the year 2006 as the baseline. As reported by Unisys in its 2021 Sustainability Report, this reduction goal was almost reached in 2020 which is six years earlier than expected. Since 2006, the company has also been able to decrease the intensity factors associated with Scope 1 and 2 emissions. As its next steps, it will be setting science-based targets for its short-term goals (over the next five years).

With respect to its long-term goals, the company aims to establish a net zero target and continue helping its customers reduce their own carbon footprints through the products and services it provides.



Moreover, the sector is also working to implement products and services to boost energy savings and efficiency. This is the case of the consulting firms CEDEC, Getronics and Inetum.

SUCCESS STORY

CEDEC

Resource rationalization and optimization

Efficiency in energy consumption is a problem that concerns more and more companies all the time, not only because of the economic savings involved but also because of sustainability and environmental protection.

Aware of its customers' different needs, CEDEC offers ad hoc solutions for resource rationalization and optimization. Among other ways, LED lighting is considered as well as biomass, water savings solutions, waste-generated electricity, software for energy savings and energy market analyses.

The goal of these kinds of projects is two-fold: firstly, to help look after the planet through energy efficiency all while fostering cost savings within companies; and secondly, to contribute to our society's well-being by re-educating people and companies on the logical use of energy, managing each initiative so as to create value within companies as well as the surrounding environments.



SUCCESS STORY

GETRONICS

Integrating sustainability in its service offering

Getronics has started a program for the digitalization and sustainable use of public spaces. Combining IT and OT, the company is contributing to energy sustainability in buildings, spaces and cities.

To do so, and based on innovation, it is working on areas such as indoor geolocation, smart space management systems and energy savings through sensor installation and control to automatically adjust energy consumption (i.e., based on occupation, the type of use and availability of natural light). These systems even feature predictability: using machine learning algorithms to predict behavioral patterns and anomalies.

As part of Getronics offering, they are committed to including solutions that provide customers, citizens and society at large with differential value which clearly demonstrate the social impact of technology.



SUCCESS STORY

INETUM

Synergica, the digital sustainability management tool

The digital solution "Synergica" by Inetum has been adopted as an energy management solution within the company. "Synergica" is a real-time SaaS energy management web application that uses artificial intelligence and big data to manage the energy value chain (electricity, water and gas).

It fulfills the technological features required for implementation of ISO 50001: integration with measuring systems (hardware) to monitor, gather and analyze energy consumption (electricity, gas and water), calculate the consumption baseline and carbon footprint (scope II), the issuance of reports, etc.

With the technological advances provided by the platform, the company is able to monitor the energy consumption of its offices in real time and adjust it according to the needs. Moreover, the tool helps calculate the company's carbon footprint by direct consumption which is essential to obtaining important data so it may align any sustainability strategy. Consumption analysis, detection and control as well as analytical cost auditing, including future forecasts, have turned it into an essential platform for the organization's economic management and control of energy.

Likewise, Inetum customers are currently managing more than 600 million euros in energy bills in all sectors through "Synergica".



Finally, and in line with the sector's environmental engagement, there are other examples of companies working to protect and revitalize land ecosystems such as Tata Consultancy Services and Viewnext.

SUCCESS STORY

TATA CONSULTANCY SERVICES

Corporate volunteering to support reforestation

As a fundamental part of the company's sustainability plan, Tata Consultancy Services employees participate in various reforestation activities - specifically restoring forests that have been burnt down by planting new trees.

In October 2022, their volunteers planted a total of 270 trees of different species to prevent soil erosion and encourage tree survival in an area of the Iruelas Valley (Avila) which is part of the Special Conservation Zone and Special Bird Protection Zone in the Valley of Tietar. The hills caught fire in 2013, affecting the habitats of emblematic species such as the imperial eagle, black stork and, more recently, the Iberian lynx, the presence of which in this area is becoming more and more common.

The trees planted by the company's employees will absorb a total of 50 tons of CO2 each year, the quantity expected to reduce the local temperature over a period of 40 years to prevent heat islands.



SUCCESS STORY

VIEWNEXT

Cleaning up trash to protect nature



In June 2022, Viewnext started up Basuraless, which is a volunteer action plan against littering in nature in forests, hills and beaches across Spain. As an evolution of its Bosque Viewnext project, the aim of this corporate volunteering initiative is to recover deforested areas and improve biodiversity in natural environments. The idea came from the company's own professionals who organize themselves to participate actively in clean-ups.

The goal is to halt the consequences of littering in nature, which in Spain has been coined as “basuraleza”. This action is a part of the 1m2 campaign and LIBERA Project against littering in nature created by SEO/Bird Life, an environmental organization that works to preserve biodiversity through societal participation and implication.

Through Viewnext's Basuraless initiative, more than 60 kg of microplastics and cigarette butts were collected from various beaches in Almeria, Malaga and Valencia. This is a figure the company plans to increase very soon in order to keep making a positive impact on the environment.



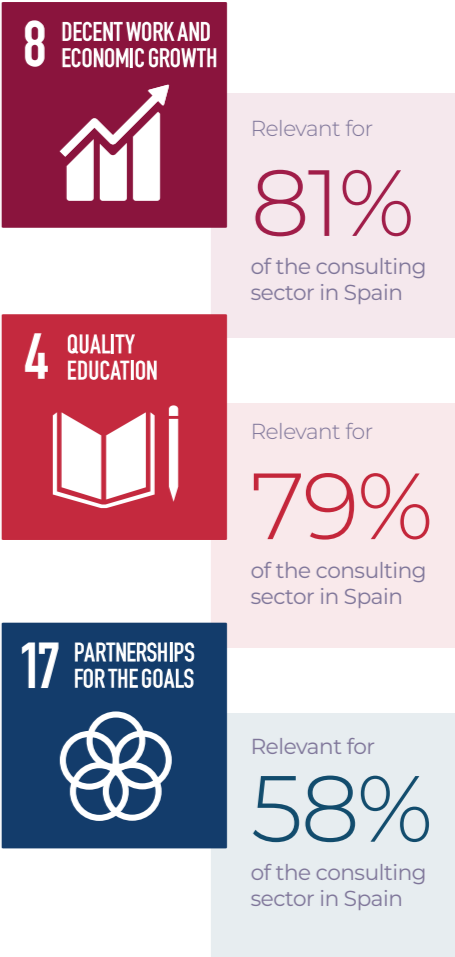
Employment capability and contributions to health and economic growth

Priority SDG



Directly relevant for
90%
of the consulting
sector in Spain

Related SDGs



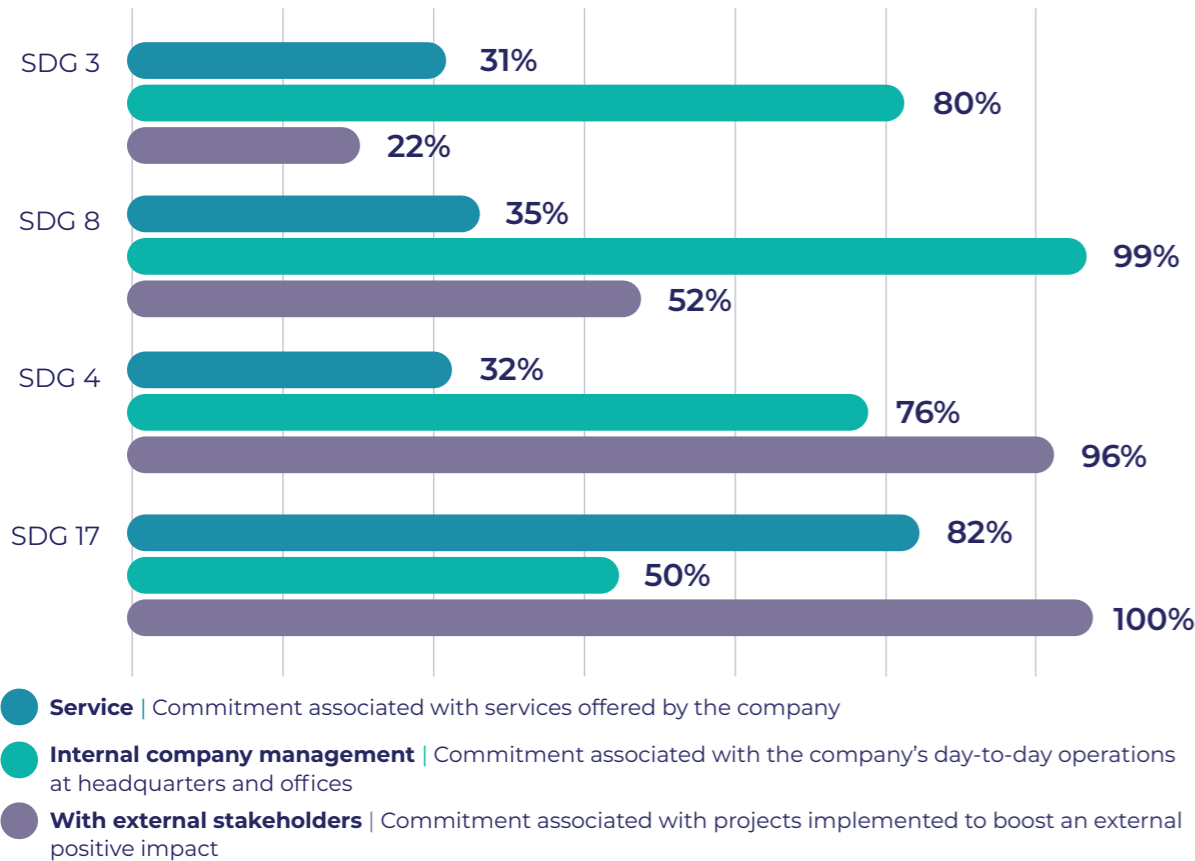
Source: Spanish Association of Consulting Firms (2022).

Professionals are the main asset of consulting firms which every year make significant efforts to attract and train qualified talent, thus creating quality jobs.

In line with these commitments, **90% of the sector identify significant contributions to the achievement of the targets under SDG 3 – Health and Well-being.** Plus, **up to 81% of the sector say they are working on SDG 8 - Decent Work and Economic Growth as a priority.**

They also emphasize the sector's responsibility towards SDG 4 - Quality Education, as **79%** of those surveyed are focusing on this goal. Finally, as part of the sector's contributions to the economy, they underline **their performance associated with SDG 17 – Partnerships for the Goals:** 58% of the sector say they are working to build multi-sectorial collaboration networks to foster responsible and sustainable economic growth.

Variables of the sector's commitment to SDGs 3, 8, 4 and 17



Graph 8. Variables of the sector's commitment to SDGs 3, 8, 4 and 17.
Source: Spanish Association of Consulting Firms (2022).

The **sector's contributions to SDG 3 is associated with company's day-to-day operations and workspaces** which aim to promote professionals' physical and mental well-being. According to the data in *Graph 8*, this is the belief of 80% of the sector as they have set such a goal. Nonetheless, this contribution is not developed internally only as 31% of the sector indicate that consulting firms also encourage SDG 3 **through their service offerings**, as detailed further below.

As concerns integration of SDG 8, practically all companies are committed to contributing to decent work and economic growth by improving the management of affairs associated with their **internal publics**.

In terms of quality education and training, consulting companies are developing two priority lines of action for SDG 4. *Graph 8* shows how 96% of

those who chose this goal are working on it externally through social initiatives making a positive impact; and, on the other hand, how **up to 76% believe it is essential to train workers** to expand their range of knowledge and skills considering how the scarcity of qualified professionals has been affecting the sector for a few years now.

Moreover, the impact of the consulting sector on SDG 17 is mobilized through two defined channels. On the one hand, 100% mention contributions through projects aimed at external stakeholders which are making a positive impact. Secondly, **up to 82% of the sector is collaborating on compliance with this goal through the provision of their services**.

Examples of companies working to enhance people's health and well-being include Worldline.

SUCCESS STORY

WORLDLINE

Technology and innovation to enhance seniors' well-being



In an effort to guarantee the safety of people who may be at risk due to their age, fragility, solitude or dependence, Worldline has implemented a "Senior Care" solution.

"Senior Care" is an IoT (Internet of Things) platform that can remotely monitor users with the installation of series of home sensors (motion detection, the opening of doors and windows, bed occupancy, smoke detection, electrical detection in appliances, etc.) and connected medical devices used to monitor a person's autonomy and safety at home.

The tool can be pre-configured with alarms based on a series of rules and according to activity data generated to warn of possible safety or wellbeing problems encountered by users to facilitate the detection of emergency situations or worsening health. "Senior Care" was operated as a pilot project for one year (2019-2020) in Santander through a European H2020 MSEC project in which Worldline and the local city council participated.

This remote care service has a roadmap for 2023 which seeks to orient the solution around four fundamental cornerstones: safety, autonomy, prevention (physical and emotional) and treatment. Future versions of the "Senior Care" solution will be able to manage and monitor medical protocols to ensure the proper treatment for each person.

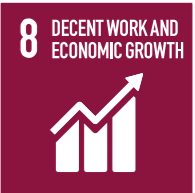
Similarly, boosting employment, particularly among youth, and training on specific skills are key to the sector. Also key is the use of technology

to approach issues related to decent work. Proof of this can be found within companies like Accenture, KPMG, IBM and VASS.

SUCCESS STORY

ACCENTURE

Using technology to spread awareness for salary gaps



Accenture has been developing its leadership in the digital revolution and taking advantage of the latest technologies ethically and responsibly for years to make a positive impact on people, business and the planet.

The company helped Twitter Spain and the Women's Foundation launch the #VerifiedForGood campaign on the European Equal Pay Day. This innovative, activist initiative was implemented through the creation of a reliable space within the digital platform Twitter in order to offer valuable information and encourage debate in society on how to halt salary gaps.

The account created, @BrechaSalarial (@SalaryGap), was verified by Twitter in recognition of the fact that it's a social reality of public interest instead of the certification of a person or company as is habitually done. This led to 24 key hours in the social, political and media conversation.

Due to its immense social impact, the initiative received several awards including a gold IAB Inspirational Award in the “Breakthrough Ideas” category, a silver Caples Award in the “Radical Strategy” category and a bronze National Creativity Prize in the “Innovation in the Use of an Existing Media Outlet” category.

SUCCESS STORY

KPMG

Fostering employment through vocational training

Through the KPMG Foundation, KPMG employees have been encouraging youth employment for 10 years with the “KPMG Objective Employment” project which supports the job insertion of young people about to complete their vocational training studies.

For its 9th edition held in 2022, 469 students benefitted from the project which offered initial in-person workshops and virtual interviews and group dynamics (as something new following the pandemic) to better prepare students for company’s current demands and needs.

Participating in the project were 136 volunteers from KPMG, who conducted 10 technical job search workshops at 8 different schools in Madrid, 217 job interviews and 2 group dynamics sessions where the most outstanding students were able to gain additional experience coordinated by volunteers from the KPMG Human Resources team.

Of the 469 students who participated in the plan in 2022, 217 did fictitious job interviews allowing them to gain knowledge of a real work environment in addition to identifying their strengths and areas for improvement in order to work on them. Moreover, 61% of the 217 successfully completed a selection process to do internships following their participation in the “KPMG Objective Employment” plan. The teachers at the schools as well as the students and volunteers highlight their satisfaction with the project and the positive experience. Over the nine editions of this plan, 643 volunteers from KPMG have helped 2,106 students secure their first job.



SUCCESS STORY

IBM

Digital competency and soft skills for all

In November 2021, IBM announced its commitment to training 30 million people around the world on digital competencies. The main program for achieving this goal is the free online “IBM SkillsBuild” training platform, which offers training on digital competencies and transversal skills for students, educators and people seeking to enhance their employability.



The training activities on the platform are quite varied with the user being able to choose the itinerary that most suits them, advancing through different programs and earning digital certificates recognized

by the industry, which can be included in their resumes. Some of the courses associated with technology competencies that can be found on “IBM SkillsBuild” are related to artificial intelligence, cloud computing, cybersecurity, blockchain and data analysis.

The training is not only focused on technology. Jobs today and for the future require certain skills that are common to several sectors. They’re known as soft skills, a key addition to the performance of many different jobs. Work can be done on skills such as collaboration, communication, leadership, planning, creativity, problem resolution and mindfulness with “IBM SkillsBuild”. Users can also find content directly related to job searches, preparing for interviews and drafting good resumes.

SUCCESS STORY

VASS

Resolving technical talent gaps

The VASS group has been monitoring the problem of the gap in technical digital talent since 2019 through an annual study in collaboration with the UAM: 25 universities, 900 students, nearly 200 university professors and a panel of experts from 50 significant sector companies all participate in the study.

Each of the four editions has revealed the paradox of a high demand for professionals not met in a country with a high youth unemployment rate, and the need to reinforce the cognitive skills creating a structural gap between what is taught in the education system (even in higher education) and what companies truly need.

Considering this skills deficit, the VASS Foundation is promoting SDG 4 - Quality Education through assistance for advanced programming courses ranging from basic levels such as Coding Foundations (CF, 60 hours) to a complete bilingual international program known as Full Stack Development (FS, 600 hours) through Tech Training Campus and the American school BOTTEGA LLC, a pioneer in online re-skilling .

Since 2020, more than 1,000 students have participated in these programs which are distributed through the country’s main foundations, and pilot experiments have been developed alongside the City of Madrid, Adecco Foundation and the Basque Employment Service. Moreover, post-graduate university training is being fostered with financial aid and participation in itineraries such as the UC3M Fintech Master’s program and expertise certification in cybersecurity operations center management from the UAM.



Finally, when it comes to building partnerships for the goals, the case of Capgemini is worth highlighting as it combines training and alliances with social organizations to foster employment.

SUCCESS STORY

CAPGEMINI

Digital academies to promote employability



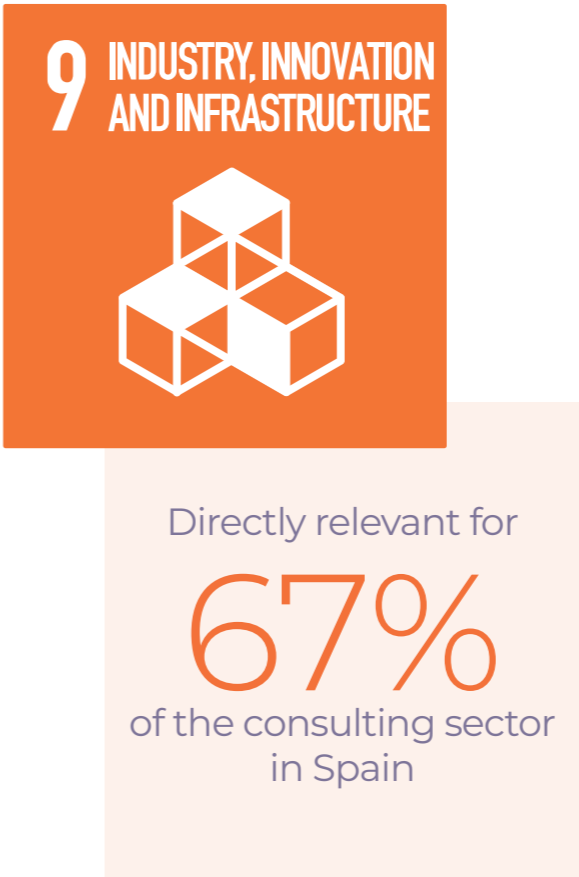
Capgemini Spain is committed to eradicating the digital gap among people in situations of vulnerability or at risk of exclusion. With this commitment, the company has started its “Digital Academies” through which it offers free quality training so certain groups of people may join the job market. The initiative is the result of collaboration with social organizations such as Factoría F5 and other companies like Microsoft and JPMorgan.

Worldwide, Capgemini has a total of 45 digital academies having trained more than 13,000 people and employed 2,935 around the world. Two of these academies are in Spain (Asturias and Madrid).

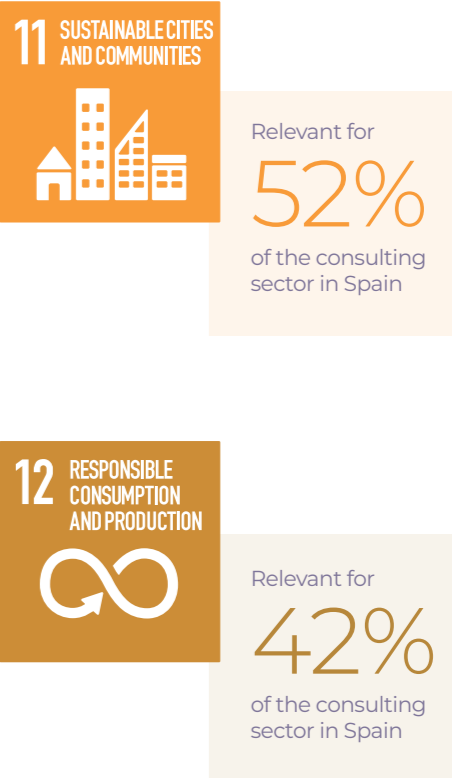
Capgemini not only participates by funding promotions to offer students free training, the academies are also a source of recruitment when searching for diverse talent due to the company's engagement of hiring people trained through these inclusive bootcamps. Of the groups trained in Asturias, the company has hired a total of 16 people throughout Spain.

United to technology and the development of innovative, sustainable solutions

Priority SDG



Related SDGs



Source: Spanish Association of Consulting Firms (2022).

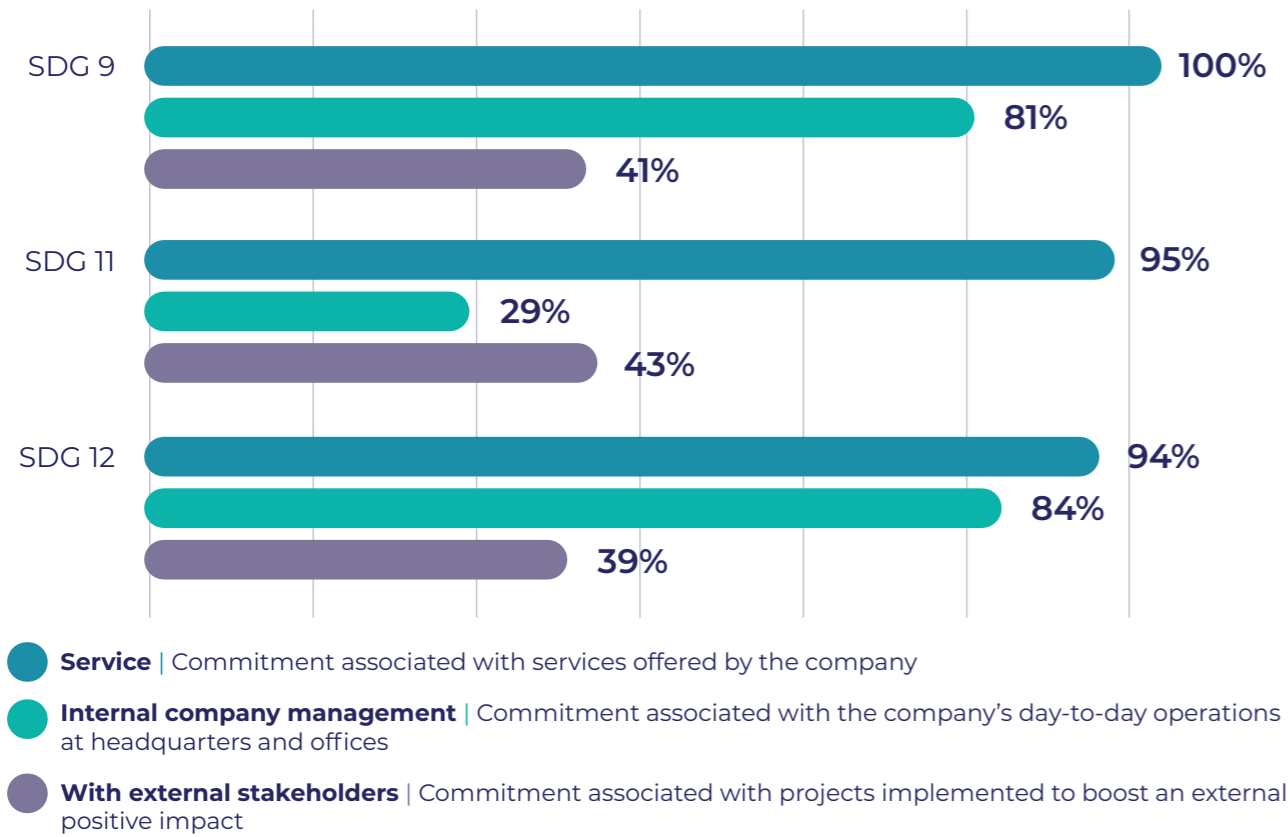
As was seen at the beginning of this chapter, innovation along with digitalization and the technological transformation are the primary areas through which the entire sector believes it can make the most impact.

In line with this view, **67% believe SDG 9 - Industry, Innovation and Infrastructure is directly impacted by the sector.** At the same

time, consulting services also contribute to the building of cities that are more respectful of the environment and people.

For example, according to the survey conducted, **52% of the sector is directly working on SDG 11 - Sustainable Cities and Communities** while 42% say they are contributing to SDG 12 - Responsible Production and Consumption.

Variables of the sector's commitment to SDGs 9, 11 and 12



Graph 9. Variables of the sector's commitment to SDGs 9, 11 and 12.
Source: Spanish Association of Consulting Firms (2022).

As can be observed in *Graph 9*, the commitment to innovation is mainly developed through specialist consulting services including, for example, cloud strategies and advising, enhanced operational security and returns on investment in technology. 81% of the sector companies that chose SDG 9 also highlighted their contributions through internal company management, and 41% through initiatives with external stakeholders. Thus, consulting firms work under the responsibility of transferring innovative, sustainable solutions to other companies.

On the other hand, the sector also focuses its efforts on building sustainable cities and communities (SDG 11) through the specialized services it provides. Moreover, 43% say they're working on external

projects implemented **to enhance their positive impact** in relation to this SDG.

It is worth noting that **84% mention a commitment to SDG 12 - Responsible Production and Consumption, linking it to internal company management**. This reflects the sector's intention of ensuring sustainable production and consumption within their own firms.

Companies such as atmira and NTT DATA are working on the development of specific digital tools that contribute to sustainability and responsible consumption, improve knowledge and skills, and reduce inequalities.

SUCCESS STORY

ATMIRA

An ecosystem of interaction #atmiraecosystem

In the last year, atmira has strengthened its years-long engagement with the 2030 Agenda. Through the comprehensive reworking of its business model, the company has taken on a multi-player, multi-theme and multi-level interconnection philosophy as the sole means for handling the global challenges of sustainable development.

In line with this strategy, atmira promotes a model based on an open and relational ecosystem where the main focus is on interactions between the various role-players who not only include its stakeholders but also the natural environment.

It is under this framework that atmira will continue developing sustainable production and consumption initiatives throughout 2023 (re-cycling and up-cycling), in addition to promoting its innovation and entrepreneurship programs such as its bootcamps supported by technology and the promotion of digital transformation services.

Likewise, and with the goal of promoting the sustainable development of industry, it has launched an initiative to make international projects focusing on sustainability more visible through a virtual journey around the world lasting 5 months.



SUCCESS STORY

NTT DATA

Boosting training in innovation and technology

NTT DATA offers participants vocational training and professional development opportunities. Specifically, it has engaged in awareness work in the areas of recruiting and staffing, selecting and monitoring each participant, and developed technical springs and training masterclasses.

The pilot project included a small group of 24 functionally diverse people who took part in personalized learning plans over the course of six months during which they received training focusing on FullStackWeb Development. In the end, a total of 12 students passed and joined NTT DATA as web developers.

The data from their pilot project is quite positive with an 83% success rate (20 out of 24 people finished the bootcamp) and 70% passed the recruiting process.

It is also worth mentioning that they were hired at six different offices and 40% were women.



On the other hand, Ayesa's success story is quite remarkable as they promote sustainable mobility to build less contaminating cities that are more environmentally-friendly.

SUCCESS STORY

AYESA

Boosting green mobility to build more sustainable cities



Ayesa has been developing an initiative for several years to promote its employees' sustainable mobility. To do so, it has undertaken several activities in the last few years.

One of them has been active participation in the configuration of the Cartuja Technology Park in Seville where two of its main offices are located with more than 3000 employees in the Low Emissions Zone.

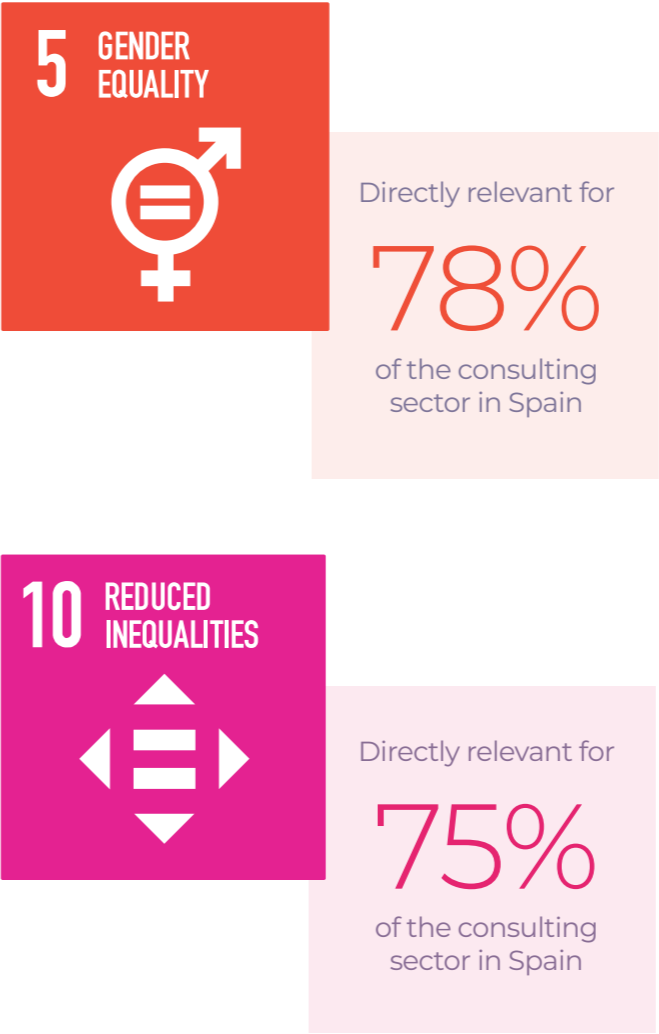
Likewise, its employees' participation in the initiative "Reto Smart Mobility Cartuja" is also rather outstanding. This initiative promotes mobility through the inter-operation of sustainable public and private means of transport. The company has also implemented a new measure: subsidizing the charging of employees' electrical vehicles, making private chargers available to users as well as charging stations on public roads.

With these actions, Ayesa is responding to the SDG targets associated with innovation, sustainable cities, sustainable consumption and, ultimately, helping fight climate change.



Commitment to equality, inclusion and diversity

Priority SDGs



Related SDGs

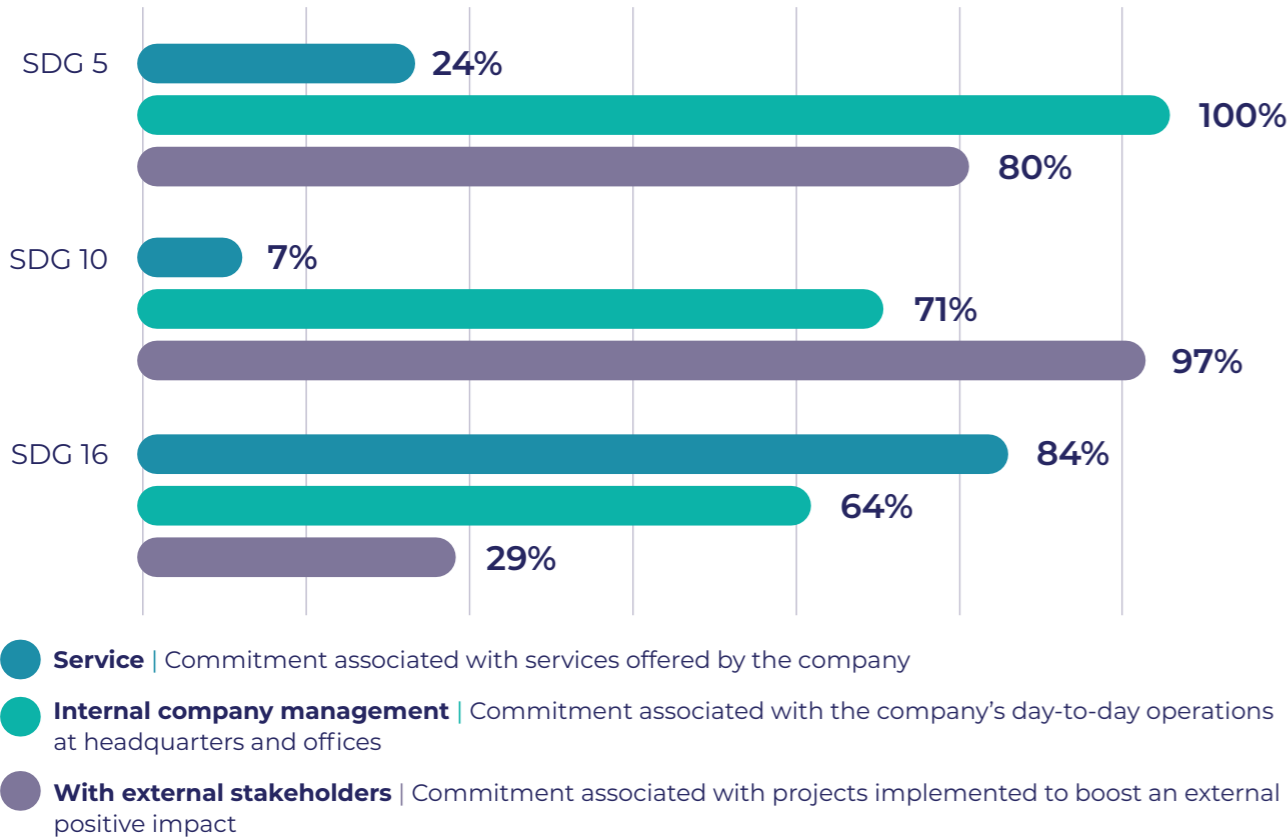


Source: Spanish Association of Consulting Firms (2022).

The consulting sector also stands out due to its potential to make an impact on social issues. According to the survey, **78% are committed to gender equality** (SDG 5) and up to 75% are working on reducing inequalities (SDG 10).

At the same time, **more than half of the sector (54%) is involved with SDG 16 - Peace, Justice and Strong Institutions**. Finally, the consulting sector is also working on projects associated with **SDG 1 - No Poverty (6%)** and **SDG 2- Zero Hunger (4%)**.

Variables of the sector's commitment to SDGs 5, 10 and 16



Graph 10. Variables of the sector's commitment to SDGs 5, 10 and 16.
SDG 1 and SDG 2 are not included since companies are asked to indicate only one variable.
Source: Spanish Association of Consulting Firms (2022).

Graph 10 shows how the entire sector **is working internally on SDG 5**: training plans, mentoring programs to encourage female leadership and policies that foster a work/life balance are just some of the initiatives developed by consulting firms in this area. The companies that chose this SDG also mention (80%) their contributions through projects with external stakeholders and (24%) the development of related services.

On the other hand, **97% of the sector demonstrate their commitment to SDG 10 through projects and initiatives generating a positive external impact.**

Contributions to SDG 16 are mainly through the provision of services through which consulting firms encourage other companies to develop

transparent, ethical and inclusive organizations. Finally, of the companies working to make an impact on SDG 1 and SDG 2, 100% focus their efforts on projects linked to **creating a positive impact among external stakeholders.**

In terms of gender equality and reducing inequalities, there are outstanding companies like Grupo Oesía, which has implemented a telephone hotline for the Institute of Women; and Bilbomática an Altia Company, DXC Technology and Sopra Steria, which are working to develop solutions aimed at groups at risk of exclusion.

SUCCESS STORY

GRUPO OESÍA

Telephone hotline for the Institute of Women



In the summer of 2022, Grupo Oesía expanded the provision of the telephone advisory service it was offering the Institute of Women to include services in the mother tongues of refugees from Ukraine and their family members.

The Institute of Women initiative consists of providing services and information on women's rights through the toll-free phone number 900 19 10 10. This service is provided by Grupo Oesía and it is currently being provided in Russian and Ukrainian as well to facilitate understanding by refugees and their families so they may be adequately guided as concerns their rights and the institutions that can help them.

Grupo Oesía has a multidisciplinary team including employees with extensive knowledge of the subject and experience, which is ideal for handling the tasks identified within the scope of the service and guaranteeing full coverage for all dimensions and areas of knowledge that may be in demand throughout the project.

SUCCESS STORY

BILBOMÁTICA AN ALTIA COMPANY

The Race for Capacities



For five years now, Bilbomática an Altia Company has actively collaborated with the Adecco Foundation to achieve the effective inclusion of the disabled.

In 2022, it participated in the 11th Race for Capacities, a charity event that helps find jobs for those with a disability. Under the slogan #EmploymentForAll, the race virtually mobilized employees, social organizations and companies to spread awareness through sport for the critical situation facing people with disabilities and the importance of employment as a vehicle for fighting social exclusion.

As part of this collaborative work, Bilbomática an Altia Company also participated and organized other charity events alongside the Adecco Foundation such as the launch of #PlanAflora (#FlourishPlan), for example. This initiative seeks to orient those who, as a result of some type of chronic health condition, are trying to receive certified handicap status.

SUCCESS STORY

DXC TECHNOLOGY

Integrating people with disabilities



In September 2022, DXC Technology signed a collaboration agreement with the Integralia Foundation (under the auspices of the insurance company DKV) to foster the integration of people with disabilities.

The agreement provides for the creation of the “1st Integralia DXC School”, the aim of which is to implement an ambitious training and jobs project that facilitates each person's professional development through the Foundation.

This agreement is the result of collaboration that began in early 2022 between both organizations thanks to which nine people have been recruited and trained, five women and four men, for inclusion on the DXC Technology staff where they will be a part of the Contact Center team in the Business Process Services area.

The nine DXC Technology employees have some type of physical or sensorial disability which does not prevent them from doing their job. The flexibility offered by DXC Technology allows them to do their work remotely to facilitate a work/life balance or in-person to simplify their day-to-day, especially in the case of people with a mobility disability for whom the company has made adapted and accessible workstations available.

SUCCESS STORY

SOPRA STERIA

Including vulnerable groups to reduce inequalities



Sopra Steria Spain has been carrying out a number of initiatives aimed at vulnerable groups as part of its commitment to education, training and access to new technologies. Every year, the company makes significant donations of computing equipment to various NGOs and local foundations including the Randstad Foundation and Balia.

In June 2022, Sopra Steria renewed its collaboration agreement for the fourth year in a row with the Balia Foundation to develop the Women and ICT program aimed at providing training on new technologies to women in Madrid at risk of social exclusion so as to foster their social and employment integration.

Through their corporate volunteer program, Sopra Steria collaborators directly support the Foundation's work to fight school drop-out and failure. They go to Balia sites in the afternoons to provide kids and teens in need with individual homework help.

The company also organizes training sessions to facilitate job insertion for the underprivileged with talks on the digital transformation, specific training and practical job search workshops.

Moreover, the sector also collaborates on specific humanitarian initiatives such as the case of Deloitte.

SUCCESS STORY

DELOITTE

Support for a humanitarian crisis



Deloitte Spain, in coordination with Deloitte Global, has collaborated by supporting various initiatives in response to the humanitarian crisis caused by the war in Ukraine.

First of all, they have made donations to the United Nations High Commission for Refugees (UNHCR) and the Spanish Red Cross, but they have also done a great deal of pro bono work. The first was done by a part of the Talent team in support of the Spanish Commission for Refugee Aid (CEAR) Human Resources as they recruited 120 people to assist refugees find shelter. Some pro bono legal work was also done by the Deloitte team of attorneys for UNHCR.

Moreover, Deloitte supported a CEAR project for Ukrainian children in Spain and their families which provided psychosocial support, non-formal education, language and recreational activities in addition to providing school supplies.

Other outstanding actions have included a charity walk in favor of Ukraine, a charity walk to raise funds for the Spanish Red Cross and a concert on the Riviera by The Loitte Band to raise funds for Ayuda en Acción, both in response to the humanitarian crisis created by the war in Ukraine.

Finally, other companies channel their positive impacts on the environment through social projects aimed at ending poverty such as the case of EY.

SUCCESS STORY

EY

Transforming the San Cristóbal neighborhood



EY, in collaboration with the Montemadrid Foundation and the Industrial Organization School (OEI) has implemented the “San Cristobal Neighborhood” 5-year project designed to make a comprehensive social impact. With a multidisciplinary approach, the primary objective of the project is to help transform the San Cristóbal de los Ángeles neighborhood in Madrid which has the lowest per capita revenue figures in the capital city along with high unemployment and school failure rates, not to mention a low level of official education.

The main line of work is providing training and employability possibilities to young people at the highest risk of exclusion. To do so, they have defined four youth cooperatives, one of which is currently under development (Digital Marketing) and three in the study phase (Lettering, Design and Sewing, and Co-Cooking).

Before implementing the cooperatives and with the aim of connecting and attracting the various groups that may benefit from the project, three transversal projects are being developed: EY Academy, Culture and Sports, to foster culture and recreational sports activities as mechanisms for integration and cohesion.

6. Implementing the 2030 Agenda: Benefits and Challenges

As highlighted in other reports of interest, companies in general identify **multiple benefits** of implementing the 2030 Agenda in their internal management and business, which encoura-

ge them to continue contributing to the SDGs. Companies also **encounter certain challenges** when integrating the 2030 Agenda in their organizations.

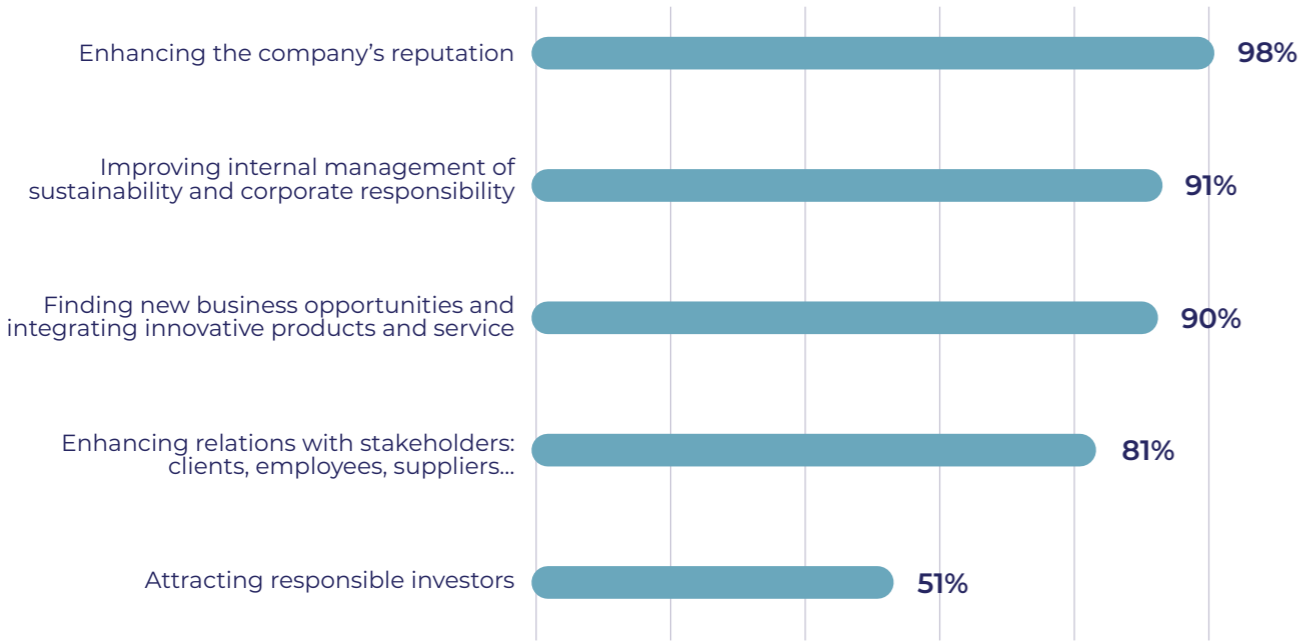
Benefits linked to integrating the 2030 Agenda

The companies that are members of the Spanish Association of Consulting Firms particularly mention **five benefits**:

Firstly, and as can be observed in *Graph 11*, nearly the entire sector (98%) believe contributing to

the SDGs **enhances the company's reputation**. 81% of the sector also believe that compliance with the 2030 Agenda **has a positive effect on improving relations** with various stakeholders: customers, employees, suppliers...

Benefits Linked to Contributing to the SDGs



Graph 11. Benefits Linked to Contributing to the SDGs
Source: Spanish Association of Consulting Firms (2022).

On a more internal note, **91% of the sector believe that having a 2030 Agenda framework improves internal management of sustainability** and corporate responsibility because it makes it easier to identify essential issues where companies can make a positive impact.

Quite noteworthy is the benefit associated with finding new business opportunities. 90% of the consulting sector say there is a positive link between the 2030 Agenda and the search for new business opportunities or the ease in developing products and implementing innovative services **based on targets reflected through the SDGs**. In the prior survey, this benefit was indicated only by 42% of the companies, which means the integration of the 2030 Agenda in the very services offered by companies has been quite high in these almost 2 years.

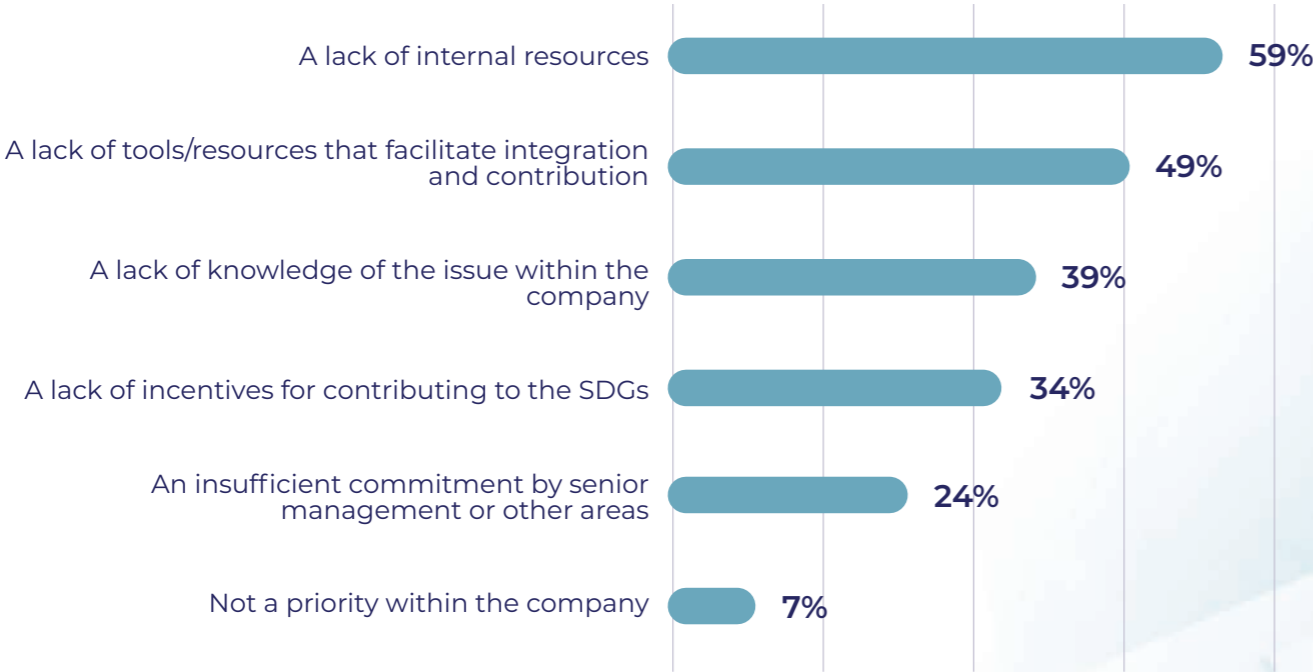
Innovation and the generation of products and services for a sustainable transformation is one of the five key ways to foster leadership linked to the 2030 Agenda, according to the Spanish Global Compact Network⁵. Specifically, and as underlined by that authority, it is fundamental for organizations, especially those in the consulting sector, to encourage innovation in the development of **new technologies, products, services, solutions and processes to facilitate the achievement of the goals**.

Finally, the idea that integrating the 2030 Agenda may attract responsible investors is growing. This benefit was chosen by 38% of companies in 2021; however, **the percentage rose to 51% in the survey conducted for this report**. This increase of thirteen percentage points **is in line with the latest data available on sustainable investment in Spain**. According to a study by Spainsif⁶, the total ESG (environmental, social and corporate governance) assets managed in Spain have increased by 10% in the last year, and the outlook for the coming years is optimistic as concerns the growth of these types of assets.

Challenges linked to integrating the 2030 Agenda

The consulting sector also highlights **a few challenges** related to engagement with the 2030

Agenda and contributions to the SDGs. Companies identified **six different challenges**.



Graph 12. Challenges Linked to Contributing to the SDGs
Source: Spanish Association of Consulting Firms (2022).

As indicated in *Graph 12*, the most often mentioned challenge (shared by 59% of the sector) is **a lack of internal resources**. According to the sector, this shortage in access to resources (economic, human...) represents **the main obstacle to full contribution to the 2030 Agenda**. It is closely followed by a lack of tools facilitating contributions, as mentioned by nearly half of the sector (49%). Some sector companies also mentioned a lack of knowledge of the issue within the company (39%), a lack of incentives for contributing to the SDGs (34%), and insufficient engagement by management or other areas of the company (24%).

Finally, **only 7% of the sector believe integration of the 2030 Agenda is not a priority within their company** which clearly proves the widespread interest in these issues throughout the sector.

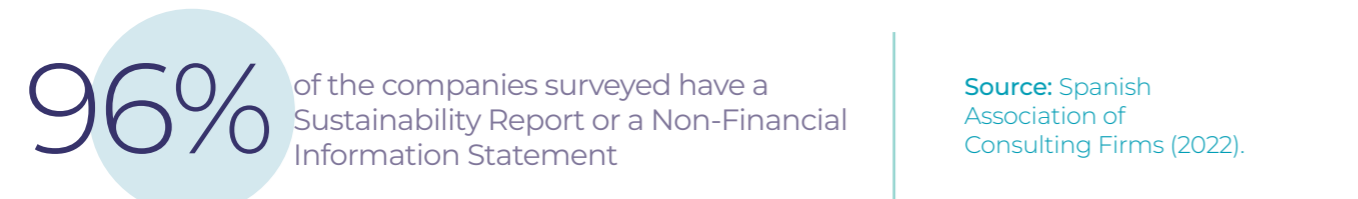
It is quite outstanding that 24% of the sector believe that nowadays there **are no obstacles in their environment** negatively influencing contributions to the 2030 Agenda.

7. Measuring and Communicating Contributions to the 2030 Agenda

How do sector companies measure and communicate their engagement with the 2030 Agenda? The survey revealed a few relevant matters in this area, **the importance of which does not stop growing** given all the regulations continuously being implemented and standards associated with sustainability.

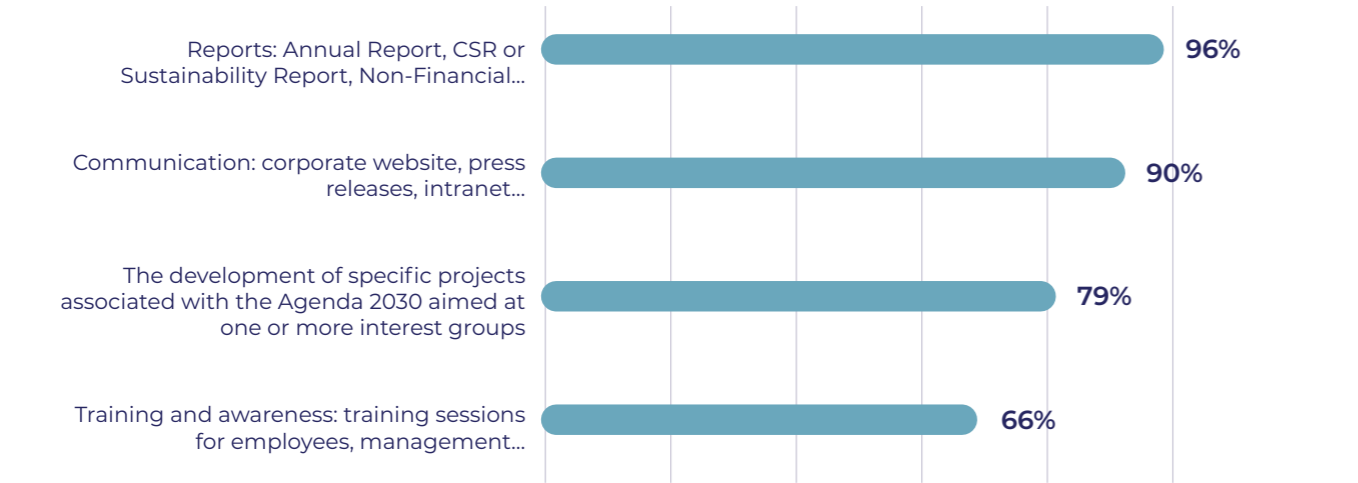
Communication and Awareness of the 2030 Agenda

According to the results summarized in *Graph 13*, the most common channel for communicating and reporting the progress associated with the SDGs is a Sustainability Report. In the survey conducted, **96% of the companies surveyed say they have a Sustainability Report** either due to their own decision or because they have a legal obligation to produce a Non-Financial Information Statement (NFIS) based on Spanish Law 11/2018 on Non-Financial Information and Diversity.



Nonetheless, there are two other resources for communicating actions and initiatives associated with sustainability. Besides a Sustainability Report, they highlight the use of website communications, press releases, intranet and other channels (90% of the sector), the development of specific projects linked to the SDGs (79% of the sector) and internal training and awareness (66%).

Agenda 2030 Communication and Awareness Channels



Graph 13. Agenda 2030 Communication and Awareness Channels. Source: Spanish Association of Consulting Firms (2022).

Establishment of metrics, indicators and goals

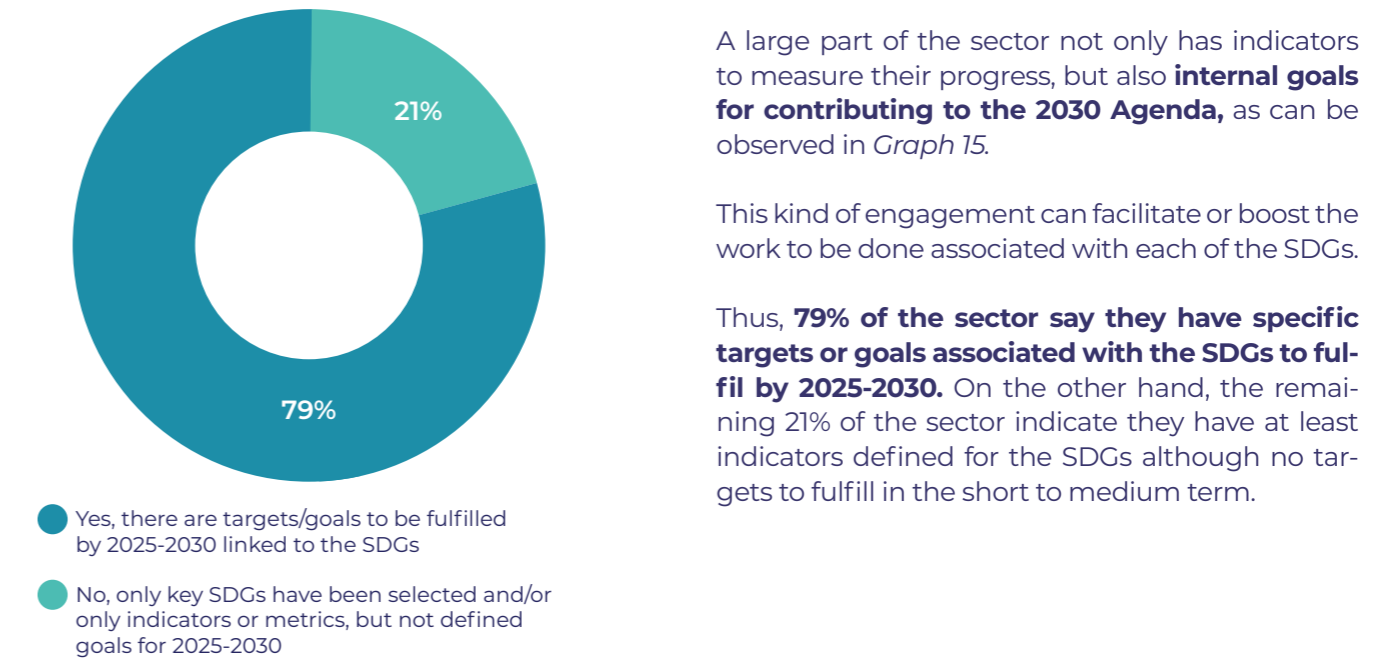
Having measurement indicators, metrics and targets help with the **materialization of engagement with the 2030 Agenda**. As indicated in *Graph 14*, **82% of the sector say that their company has not only identified the SDGs but there are metrics or indicators associated with each SDG for in-depth monitoring of the achievement thereof**. This figure has increased in comparison to the survey conducted in early 2021 when the percentage of the sector with metrics was **71%**. This increase of 11 percentage points demonstrates the high level of professionalization in contributions to the 2030 Agenda by sector companies.

Establishment of metrics, indicators and goals associated with the 2030 Agenda



Graph 14. Establishment of targets and goals associated with the 2030 Agenda. Source: Spanish Association of Consulting Firms (2022).

Establishment of targets and goals associated with the 2030 Agenda



Graph 15. Establishment of targets and goals associated with the 2030 Agenda. Source: Spanish Association of Consulting Firms (2022).

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For more qualitative content and in order to develop best practices for the various entities, the corporate websites and annual and sustainability reports for Spanish Association of Consulting Firms companies were also checked.

About This Report

About the Spanish Association of Consulting Firms

The Spanish Association of Consulting Firms (AEC) is a non-profit association that was founded in 1977. It groups together 25 of the major consulting and information technology firms in Spain, which employ nearly 100,000 professionals.

The Association promotes and protects the interests of all its members and develops the industry's image by defending and boosting the role of consulting firms in the modernization of the economy.

[This report was prepared based on the responses to an ad-hoc survey conducted during the months of October and November 2022 among AEC firms.]

Methodology Data Sheet

Survey keys | An online survey entitled The Consulting Sector's Contribution to the 2030 Agenda - Consultation with AEC Companies was sent in October 2022 to the management of Association firms to gain an understanding for the perspective of the sector's companies with regard to SDG integration, the main trends in 2030 Agenda engagement, their management within companies as well as the benefits and challenges when implementing them considering the latest world events and the consequences thereof.

Participation percentage | The survey response percentage was 96%.

Weighting of the results | The responses received were weighted according to the size of each firm based on the number of employees in order to more accurately reflect the dimensions and contributions to the 2030 Agenda at each associated firm.

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