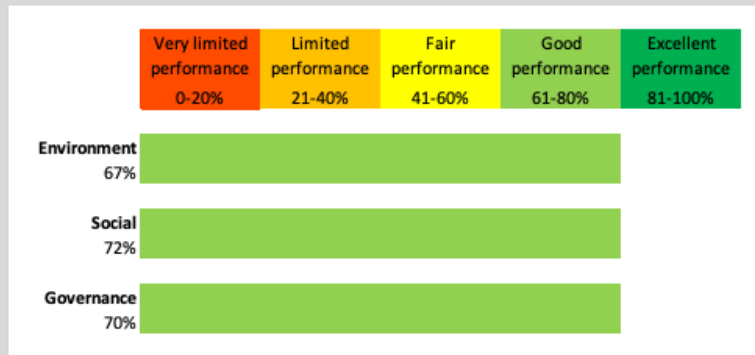


# TDH ESG Pathway: DataGardener

## ESG SCORE: 70%



## MATURITY

**VALIDATION**

EFFICIENCY

SCALE

SUSTAIN

TDH recognises the need for fair and informative representation of businesses at different stages of growth and maturity. Companies in their early stages of growth need to have effective strategies in place to be ESG ready as the company scales.

### Validation: Efficiency (Stage 1):

A start-up which has demonstrated a market fit. They are making sales while gauging the market and its value.

## ESG Overview

DataGardener produced an overall ESG score of 70%. This is a high score for a company at this stage of maturity, and scoring well in all three areas demonstrates a commendable holistic approach to ESG. As the company scales, there are a number of simple measures within Governance and Social which will further improve the score, and which can be monitored through Pathway membership. At the Validation stage however, DataGardener is outperforming its expected ESG commitments.

## Company Description

DataGardener is a B2B, big data company, which provides clients access to data on other companies. This data includes information on a company's financials, directors list, and list of properties owned by the firm. Moreover, DataGardener also offers access to their B2B marketing data, aiding firms make connections with other companies using over 100 filters to help find the right match.

**Founded:** 2020

**Headquarters Location:** Eastleigh, Hampshire, UK

**Number of offices:** 1

**Number of Employees:** 6

**Website:** <https://datagardener.com/>

**Contact:** Tarun Kumar (CEO)  
Robert Holland (Founder)  
Derrick O' Brien (Business Development Mgr)

# TDH Enabled ESG Sustainability Analysis

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TDH's unique ESG Pathway model enables start-ups to demonstrate their transparency and early stage commitment to sustainable responsibility and mentors them through to the next level as their business expands. The Pathway assessment is constructed from a survey of 123 strategic questions broken down into 25 specific topics within a rigorous E, S & G framework. Each question carries a weighting within each Topic, and each Topic is weighted for sector relevance under the E, S & G labels.

## Environmental

- ✓ Environmental policies
- ✓ Emissions
- ✓ Resource consumption
- ✓ Energy management
- ✓ Renewables and recycling
- ✓ Environmental supply chain management
- ✓ Certification

## Social

- ✓ Employee welfare
- ✓ Diversity and Inclusion
- ✓ Employee Engagement
- ✓ Training and career progression
- ✓ Customer Engagement
- ✓ Health and Safety
- ✓ Community Engagement and Charitable policies
- ✓ Product Responsibility

## Governance

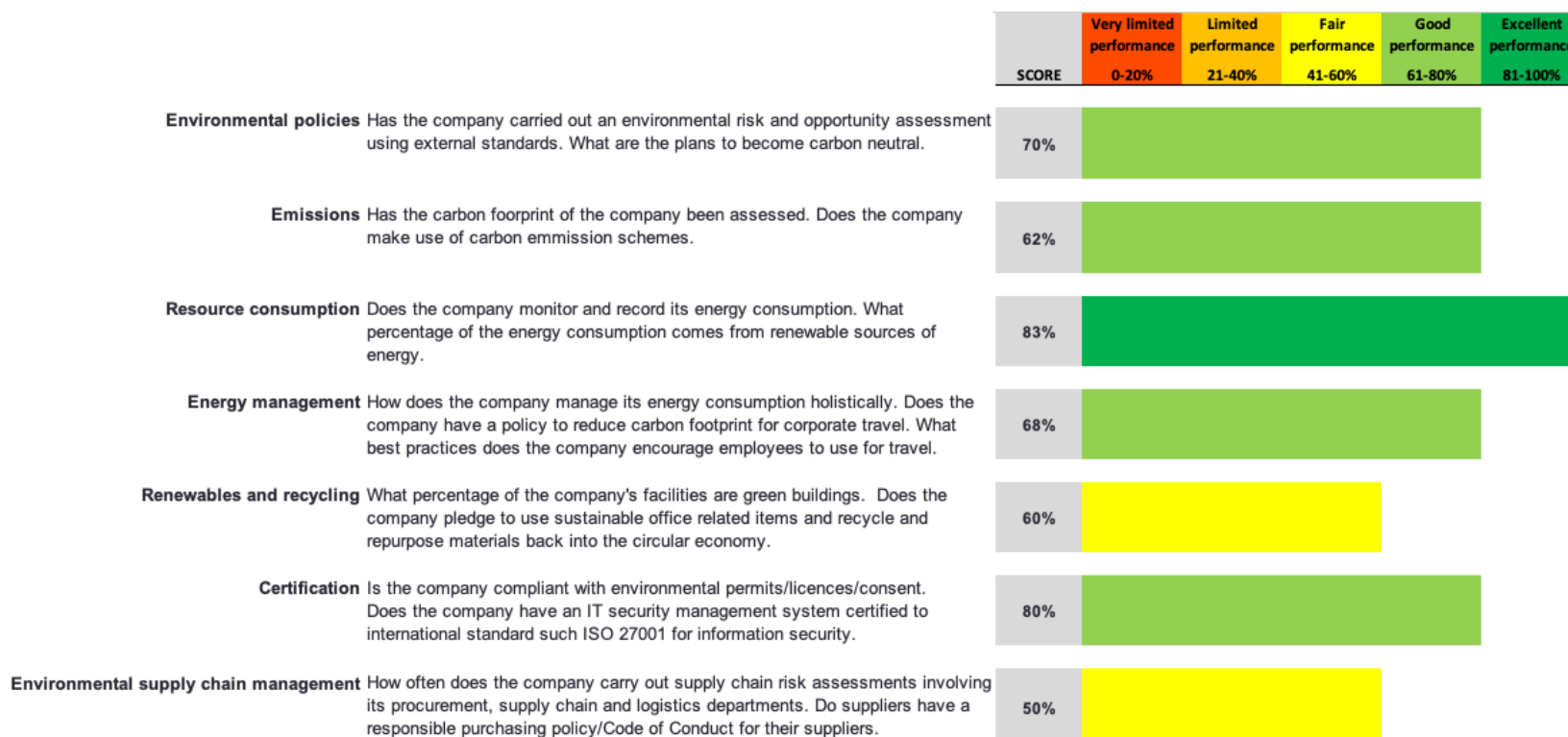
- ✓ Business ethics
- ✓ ESG Awareness
- ✓ ESG Policies
- ✓ ESG Stewardship
- ✓ Board Independence
- ✓ Board Diversity
- ✓ Management Remuneration
- ✓ Risk Management
- ✓ Data security
- ✓ Supply Chain Management

There is no pass-mark or wrong answer. Your score reflects where you are at a point in your journey to better ESG awareness and fulfilment. Taking the Pathway assessment periodically will help you demonstrate a qualifiable track record of your progress and positioning for the benefit of your business and your future partners and investors.

# Environmental 67%

The overall approach to the environment pillar from energy consumption, waste and water management and supply-chain risk can make a significant difference to the long-term costs, value proposition and attractiveness to counterparties for small companies.

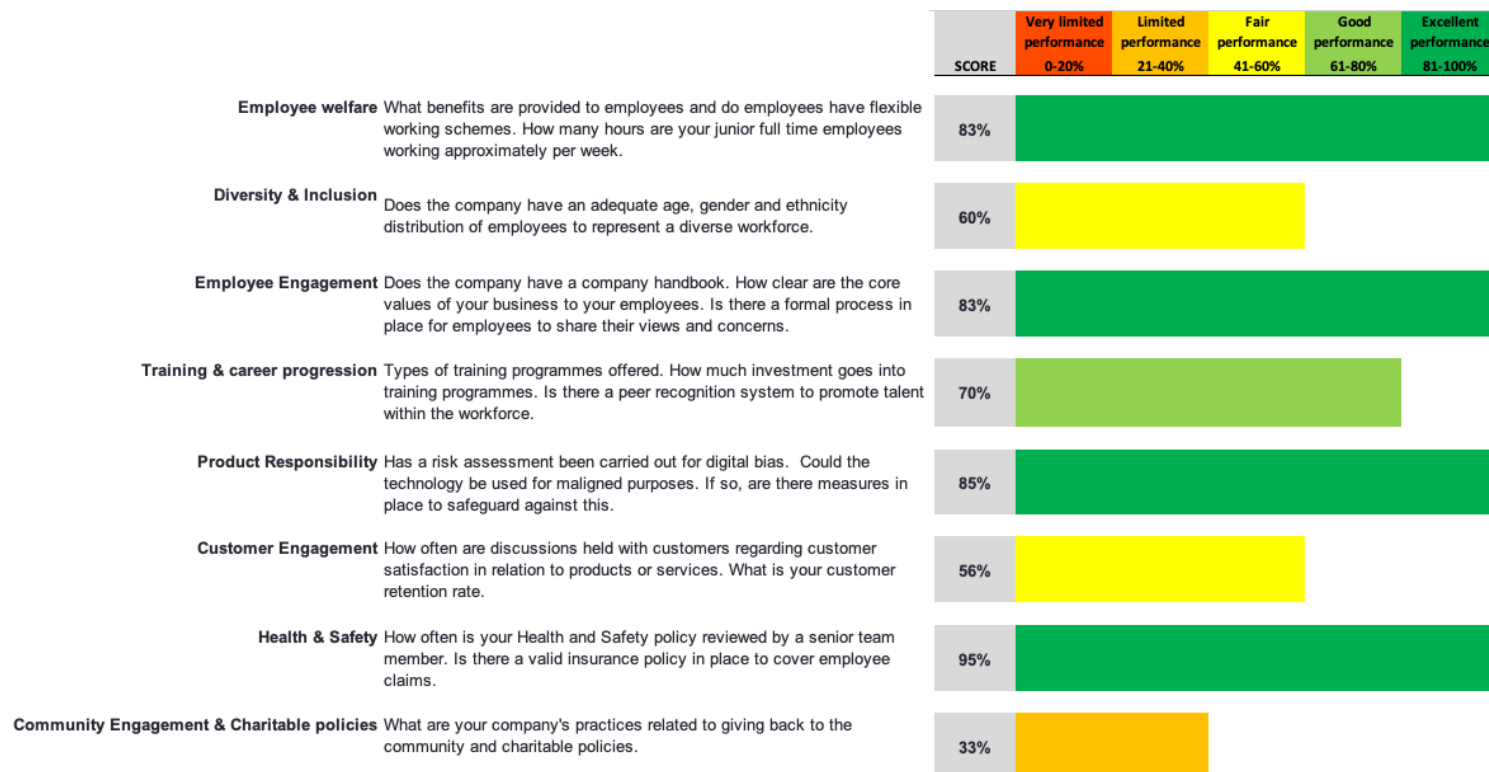
DataGardener produced a good score for Environment at 67% which is above average seen at this level of maturity. The company performs exceptionally well for 'Resource Consumption' as well as 'Certification'. As the company grows, putting in place additional simple environmental controls will strengthen its E score particularly in areas such as 'Renewables and Recycling' where an energy strategy will become more important.



# Social 72%

Social factors are becoming increasingly prominent within ESG as they impact the company through relationships with its workforce and the societies in which it operates. Improved social awareness results in a results in a healthier, more productive workforce as well as an improved impact on wider society.

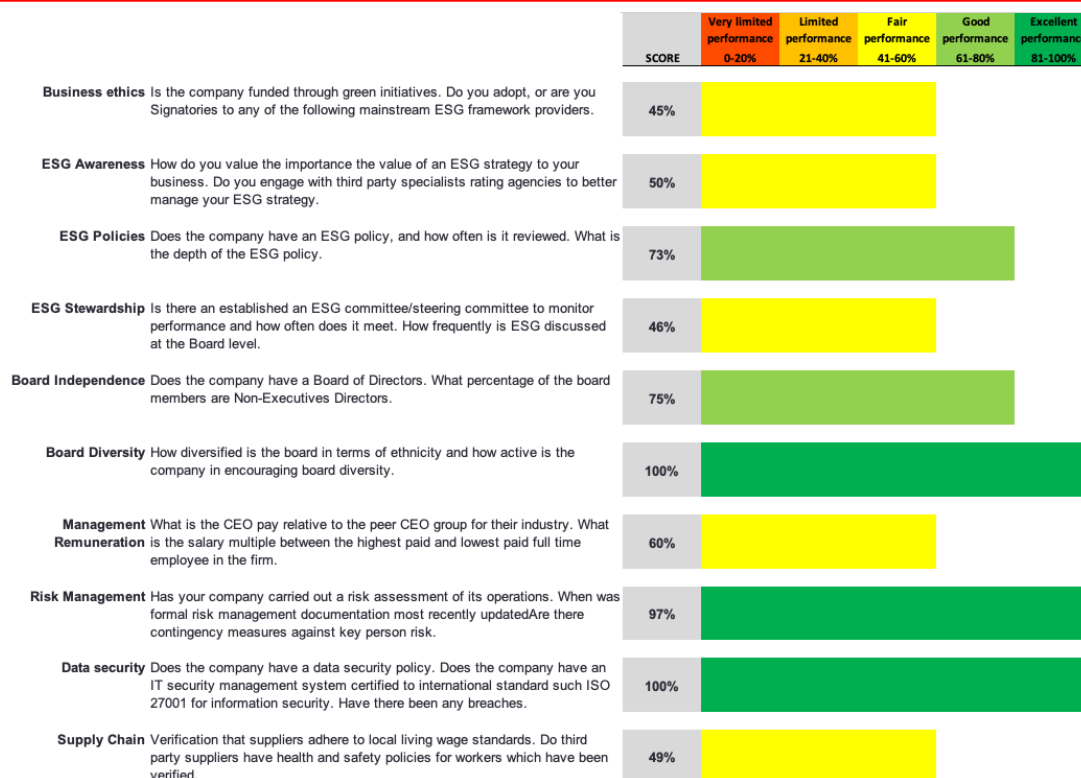
The Social score of 72% is above average for a company founded in 2020. The scores are high in 'Employee Welfare' and 'Product Responsibility', which are important as the company scales. Given current trajectory, over time we would expect the company to develop a strategy for 'Community engagement and Charitable policies'. Small improvements in Customer Engagement for example leveraging sustainability information on the website can also help.



# Governance 70%

Governance ensures everyone in an organisation follows appropriate and transparent decision-making processes and that the interests of all stakeholders (shareholders, managers, employees, suppliers, customers, among others) are protected.

DataGardener scored well for Governance at 70%. The company scored very highly for ‘Risk management’ and ‘Data security’. The company also scored well for ‘Board Diversity’ which is not often seen in early stage companies. As the company grows, management should look to increase ‘Business ethics’ by reporting on or becoming signatories for ESG framework providers which will further increase their ‘ESG awareness’. More can also be done to demonstrate ‘ESG Stewardship’, which will have a positive impact for the overall score. However, these are very good scores for a company in the Validation stage.



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