



Impact Report 2024





Welcome to the Ghyston 2024 Impact Report

At Ghyston, we believe in the power of technology to drive transformation—not just for our clients, but for our communities and the world around us. Our impact extends beyond delivering exceptional software; it’s about fostering innovation, championing sustainability, and creating spaces where people thrive.

This report highlights the milestones of 2024: the projects that have helped businesses grow, our commitment to the planet, the thriving community we’re building, and the ways we’re giving back. None of this would be possible without the dedication of our brilliant team and the trust of our incredible clients and partners.



**Thank you for
being part of this
journey - we’re
just getting started**

The Ghyston Team



Delivering Impact Through Technology

This year, we continued to make a **meaningful impact** with our **bespoke software solutions**, helping businesses streamline operations, reduce costs, and innovate.

118

projects delivered for **48 clients**, totalling over **5800 days** of expert development

22

new clients joined the Ghyston family

81%

of clients from 2024 have already **committed** to working with us in 2025

NEWTON



WESTCOAST

VerdEx

IOP Publishing

ONEPOST



Greencore

Nu-Heat
Feel the difference

ALD
Automotive

XMA

QR

“The SEA Software Team has now engaged Ghyston on several different projects, some on fixed price and some on day rates I have always found the Ghyston team to be very approachable, with excellent technical knowledge and a good understanding of a quality approach to everything they do” – **Pete Cullinane - Head of Software, SEA**

“We have worked with Ghyston over a number of years, and they have provided insight, quality of service and technical in a number of point solutions requiring bespoke technical solutions” – **Dan Holmes - Group Technology Officer, Greencore**

“ Ghyston have been instrumental in supporting our AI initiative at Kallidus. With their guidance we have been able to accelerate the development of the next iteration of our Learning and Development platform. Their insight onto the best practice and AI tooling, has enabled us to avoid the common pitfalls of adopting a new technology” – Arun Mundray – CTO, Kallidus



Our ability to **consistently deliver results** is reflected in our **100% support customer retention** and the addition of **6 new support contracts** this year.

- **Boosting Efficiency:** Our custom web applications replaced outdated spreadsheet-based systems, saving businesses an estimated 245 person-days per year.
- **Automating Processes:** Tasks that once took 30 minutes now run in seconds, maximising productivity.
- **Handling Complex Data:** We developed systems capable of supporting hundreds of millions of molecules and tens of billions of properties, ensuring scalability for our clients' future needs.
- **Strengthening Security:** Our software solutions have helped organisations enhance system security and regulatory compliance, reducing risk.



A Sustainable & Wellbeing-Focused Workspace

This year, we settled fully into our **new, sustainable office**, designed to support **growth, collaboration, and wellbeing** while minimising our environmental footprint.

133

plants, including edible ones in the kitchen, enhancing air quality and wellbeing

Sustainable furniture choices, including **99% recyclable chairs** and **worktops** made from **100% recycled materials**

A wellness room and **quiet focus rooms** for relaxation and deep work

100%

reuse of desks and chairs reducing waste

Flooring reuse and **recycling** to minimise waste

Dedicated yoga and activity spaces for physical health

Thoughtfully designed spaces to support both teamwork and focus

Our office transformation required **5,400 person-hours** (675 workdays), but the result is a space that truly reflects who we are



Fostering a Thriving Team & Culture

At Ghyston, morale isn't just an afterthought – **it's essential**. We know that when people feel connected, supported, and happy, great work follows. That's why we focus on **fostering friendships** and **creating a truly united team**. We had a whopping total of **62 morale events** in 2024!

We celebrate the **big wins, the small moments, and everything in between**. The Ghyston family is our most cherished asset, and we'll always **invest in making this a place where people love to work**.



780 teas and coffees enjoyed together at our fortnightly briefings

53 cakes eaten – stack them up, and our Victoria sponges alone would reach almost 4 metres tall!

126 team members, partners, and families – joined us for an unforgettable weekend adventure in the Forest of Dean

62 morale events – from boat trips and summer bbqs, to theatre trips and Westonbirt Arboretum adventures – we did it all!



Building a Thriving Tech & Business Leader Community

At Ghyston, we believe in bringing people together to share knowledge, spark ideas, and drive innovation.

12 Breakfast Clubs

200+ Attendees – A space for tech and business minds to connect, discuss thought-provoking topics, and leave inspired

Launched on International Women's Day 2024, the Bristol Inclusion Toolkit aims to engage more people in the conversation around inclusion.

- **75 attendees**, with **50% male participation**
- Sparked practical discussions on building **inclusive workplaces**
- **45 people** signed up to co-develop toolkits on key ED&I topics



Bristol Inclusion Toolkit: Driving Change Together

What started as an initiative has now **grown into a thriving network** dedicated to **advancing EDI efforts** across the South West.

9 Roundtables

68 CEOs & CTOs – Fostering peer-to-peer learning and collaboration among industry leaders

The Giant Minds Podcast

- **12 new episodes** featuring top business leaders
- **800+ listens** in the last 12 months

Impact Conference

100+ Attendees – Exploring how technology is shaping the future of business



The Ghyston Foundation: Giving Back to Our Communities

At Ghyston, **10% of our profits** go towards supporting meaningful causes. Our core areas of impact include:

- Build **tech for good**
- Further the cause of **software development with a conscience**
- Support our **local community**
- Increase **STEM outreach**, with a focus on **Equity, Diversity & Inclusion**
- Support Ghyston employees' **charitable endeavors**

2024 Charities of The Year



Mission Partner:

Digi Local – promoting **tech accessibility** for young people



Community Partner:

EveryFamily – supporting **local families in need**



The Welsh Three Peaks

The Ghyston team successfully **completed the Welsh Three Peaks Challenge in under 24 hours**, raising **£865** for our Community Partner of the Year, **everyFAMILY**. With the Ghyston Foundation **matching donations up to £1,500**, this effort supports everyFAMILY's vital work in providing resources and support to families in need, ensuring every child has the opportunity to thrive.



NASA Space Apps Challenge

As part of the **NASA Space Apps** initiative, we had the privilege of **collaborating with DigiLocal** to engage a **diverse range of participants**, including coders, scientists, designers, storytellers, makers, technologists, and innovators. These teams **tackled global challenges using open data from NASA** and its Space Agency Partners, focusing on both Earth and space-related issues. In our office, **nine teams worked on various challenges**, demonstrating the power of collaboration and innovation. It was inspiring to see people of all ages come together to use technology for positive change, reflecting the potential of the initiative to drive impactful solutions.



Here's to a brilliant year, thank
you to everyone that
helped make it special!