

A close-up photograph of a purple flower, possibly a hydrangea, with numerous water droplets on its petals. The background is a soft, out-of-focus purple. The text is overlaid on the right side of the image.

**Impact Report
2022/23**

Mindfully Morphing

digital
wonderlab

From the beginning we were clear that we wanted to be a tech company that is a force for good. Working with individuals and organisations looking to make a positive impact in the world by committing our time and our bodies to great causes.

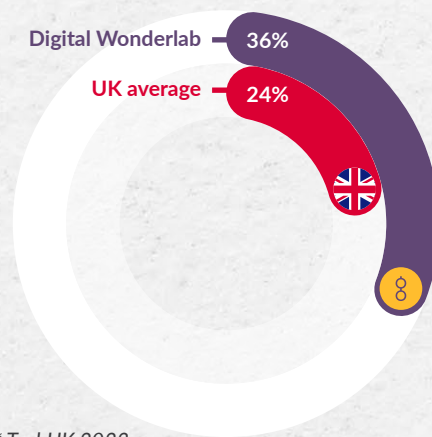
This year we started to think more intentionally about how we wanted to make that impact and align with others that had made the same commitment to ethical business practice. This year was about mindfully morphing and consciously choosing where we want to make impact.



Our year: an overview

62
projects
— for —
52
clients

36% female team (UK tech biz average was 24%*)



* TechUK 2023



Award won
(finalists for 7!)

Team increased by
25%



1,476 pro-bono hours donated

Gender diversity:



This is the first year we are reporting our impact to the wider world. We have benchmarked and set future goals. It has highlighted some clear winning traits, yet some big gaps to start to fill. As we look back at 2022/23, we do so fondly - it has been a year of talent growth, meaningful projects and giving back.



£60,000 donated in discounted revenue



7% company-wide pay increase



Sustainable Development Goals impacted

1	Intern
7	Jobs created
3	Volunteer days
1	External mentee
100%	Living wage
3	Conferences spoken at
2	Sponsored projects
+	Certified as Umbraco Gold Partner

Our people

We are an eclectic mix of problem-solving developers, probing strategists, meticulous creatives, questioning User Experience (UX) specialists and steadfast consultants – united by a passion to deliver excellence for great clients and purposeful projects.





ur people are our business, and we are a small agency of subject experts by choice. This allows us to deliver high quality within financially fair fees. This year we have focused on coming together and using the time to work more effectively. Carving out the uniqueness of each area of the business, whilst taking the time to ensure we are purpose driven in our delivery.

Fun, form and fundraising

Honestly, taking time away from the floor is actually quite difficult. We are a busy agency and care, sometimes a little too much, about delivery! The risk that we just keep ploughing ahead is real. Yet the grownups stepped in, and we had some great days away in the fresh air with our furry colleagues, spending time looking at ways we can carve out more time for creativity and development. This year we also voted to use our away days to volunteer. 🐾

GROWING GAINS

This year we saw our team grow by 25%. Driven by our desire to ensure that the technology we develop delivers for the people that ultimately use it, we expanded our UX team, with two new designers and a new React specialist joined the fold. We are committed to recruiting locally, to ensure talent remains in the South West and we add to the local economy.

Citizens' Assembly

Our people at the centre of our culture.

This year we introduced our Citizens' Assembly. A decision making forum for all employees, where initiatives that directly impact our people, culture, values and mission are discussed and agreed. This year our focus was on how we nurture our talent and how we want to direct our impact efforts on the areas that matter the most to our people.

Choosing health at every level

We have always focused on health promotion, supporting our colleagues in their wellbeing pursuits whether creative, physical or emotional. Prevention is sadly however not always possible and this year we voted unanimously to introduce health insurance for all employees and optional health cover for health management. 🧘

"Having a voice in how we work, what we stand for and where we focus our efforts, should not be the privilege of the few – this business is our people, everyone should have a voice!"

—
Nathan Baranowski, Co-Founder and CEO





The big discussions, debates and decisions

Wellbeing

Staying: Samten mindfulness app, standing desks, office dogs.

New: Vitality health insurance and paddleboards.

Benefits

Staying: Cycle to work, organic coffee, flexible working.

New: Time out to volunteer.

Investments

New: Investment policy to cement our commitment to ethical finance.

Impact

Staying: Pro Bono and fundraising activity.

New: Actively choosing SDGs we will focus our effort and pro bono activity on. Volunteering on team days.



100%

Want to focus our efforts on climate action in the future. We will actively seek to work with clients in this space and target our pro bono work in this field.



Wonder women

36% of our team are female, with 80% working directly in tech roles. From UX, strategy and digital transformation we are making a mark in digital.

**Laura Pinkstone — Head of UX**

Champion of the user and world class questioner. Laura has a wealth of experience in UX, and an extraordinary ability to never assume user behaviours. She will fight you, on behalf of your users, to ensure every journey or technology developed meets real user needs.

Kim Hannon — Transformation Consultant

A transformation powerhouse. Often in the field, sadly for us, Kim works on the front line with our clients leading and supporting their digital transformation. Kim is focused with contagious high energy. Forging robust foundations, training and mobilising people and projects at speed.

**Katherine Shotliff — UX Designer**

Newbie Katherine has hit the ground running and brought an excellent new perspective to the UX team, coming from a more physical UX background. This year Katherine has been working on our new eLearning platform to optimise learners' outcomes.

Rachel Passmore – Office Manager

Steadfast and detailed, Rachel ensures everything is running smoothly in-house, supporting all our operational needs from Finance and HR, to arranging our volunteering efforts and team days. Confidant, ally and team player.



Deborah Fortescue – Head of Strategy and Customer Engagement

Ensuring every project has a positive impact, Deborah works with our clients on their digital ambitions. Developing inclusive and innovative digital strategies and providing insight on the tech and social trends to note, so we can balance digital inclusion with innovation and disruption.

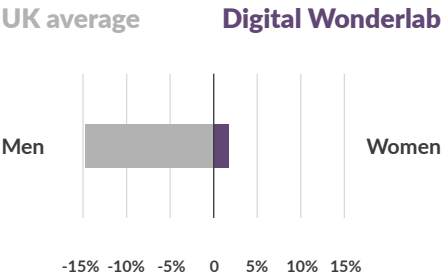


We are proud to tip the scale in the right direction for female representation in the tech field, and smashing the gender pay gap. Despite still not being where we ultimately want to be (coders please come join us!), the fierce females we have in the business are committed to paving the way for other females to excel in the sector.

Diverse thought and talent

Our women are brilliantly diverse in background, skills and strengths, from Kim’s detailed, structured and methodical approach to Deborah’s future, research and data focus, everyone brings their unique view. With previous careers in industry, holding senior and leadership roles, they combine commercial and consulting experience across many sectors, including energy, public health, justice, transport, government, charity, health and social care! That’s a lot of Insight! 🧐

GENDER PAY GAP



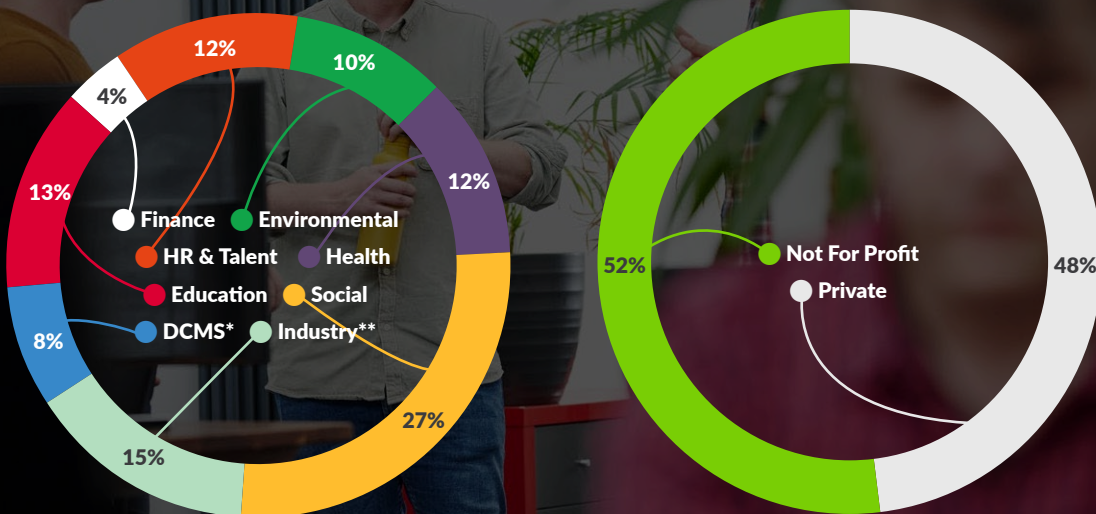
Women at Digital Wonderlab are paid 1.77% more than their male counterparts, compared to the UK average of 14.9% less. ONS, Oct 2022 (*Mean Salary, Founding Directors excluded)

Our work

90% of our project work had a direct and positive impact on our society. We actively align our work to the UN's Sustainable Development Goals and our greatest impact this year has been in the areas of good health and wellbeing, reducing inequalities, quality education and decent work and economic growth.

Our client portfolio mix

Our wider portfolio mix shows a strong lean towards organisations addressing our society's greatest social challenges, this year that work included supporting loneliness, human rights, women's aid and carers.



Clients by sector

* DCMS – Digital, Culture, Media and Sport. **Industry – Property, Professional services, construction, transport and logistics.

Digital safe space

Hersana: A safe digital space for black femme survivors, designed by black femmes, for black femmes.

Client: Hersana

Project: Website

Aligning with our goals:

- SDG 5: Gender Equality
- SDG 3: Good Health and Wellbeing

View the site at hersana.org/

8 6% of women of African and Caribbean heritage have been a victim

of violence or know a family member who has, yet only 57% are likely to report abuse to the police. Providing diverse safe spaces for black women is vital. Hersana, a group of self-proclaimed audacious women, have a mission to provide access to justice and counselling on all forms of gender based violence, by creating safe spaces designed by Black femmes, built for Black femmes and with Black femmes in mind.

The Power of Digital

Launched during Black History Month, Hersana introduced its inaugural website featuring a secure space and live chat. These additions have brought two vital new services for the people they support. Providing a digital space has enabled them to reach women they have not been able to reach before. The platform has also elevated their charity's visibility, thereby offering more women essential information and guidance and given a voice to black femme survivors. 🗨️



Dedicated Digital Safe Space for Black femme survivors



Live Chat service

“With such a strong vision of what can be achieved and such an understanding of the people they support, this space created is truly user driven.”

Laura Pinkstone, Head of UX – Digital Wonderlab

Enabling positive social change

British Institute of Human Rights: Showcasing vital information so our rights are protected, empowering us all to create a better society.

Client: British Institute of Human Rights

Project: Website

Aligning with our goals:

- SDG 5: Gender Equality
- SDG 16: Peace, Justice and Strong Institutions

View the site at
bihr.org.uk

Many of us are lucky enough to not think about our human rights, because we experience the freedom the Human Rights Act has afforded us since its inception in 1998. The British Institute of Human Rights provides vital information about our human rights, how they protect us and how they should be implemented. They work with people, community groups, and organisations with public power and their mission is to help everyone live up to their duties and ensure positive social change.

Timing is everything

Our target launch date for a new website was Human Rights Day - clearly a significant date in the diary for the organisation, however it also coincided with the planned second reading of a NEW proposed Bill of Rights in Parliament. This was a critical time, as significant changes to our human rights were being proposed.

Over the years they had generated so much vital information and content, yet it was overwhelming and hard to navigate. Together we created a new site that showcased the information in an easy and approachable way so that information can be found quickly and easily understood. At a time when people really needed to understand the implications of the changes to the Rights Act, BIHR were there and able to provide vital insight. 🧐

24x

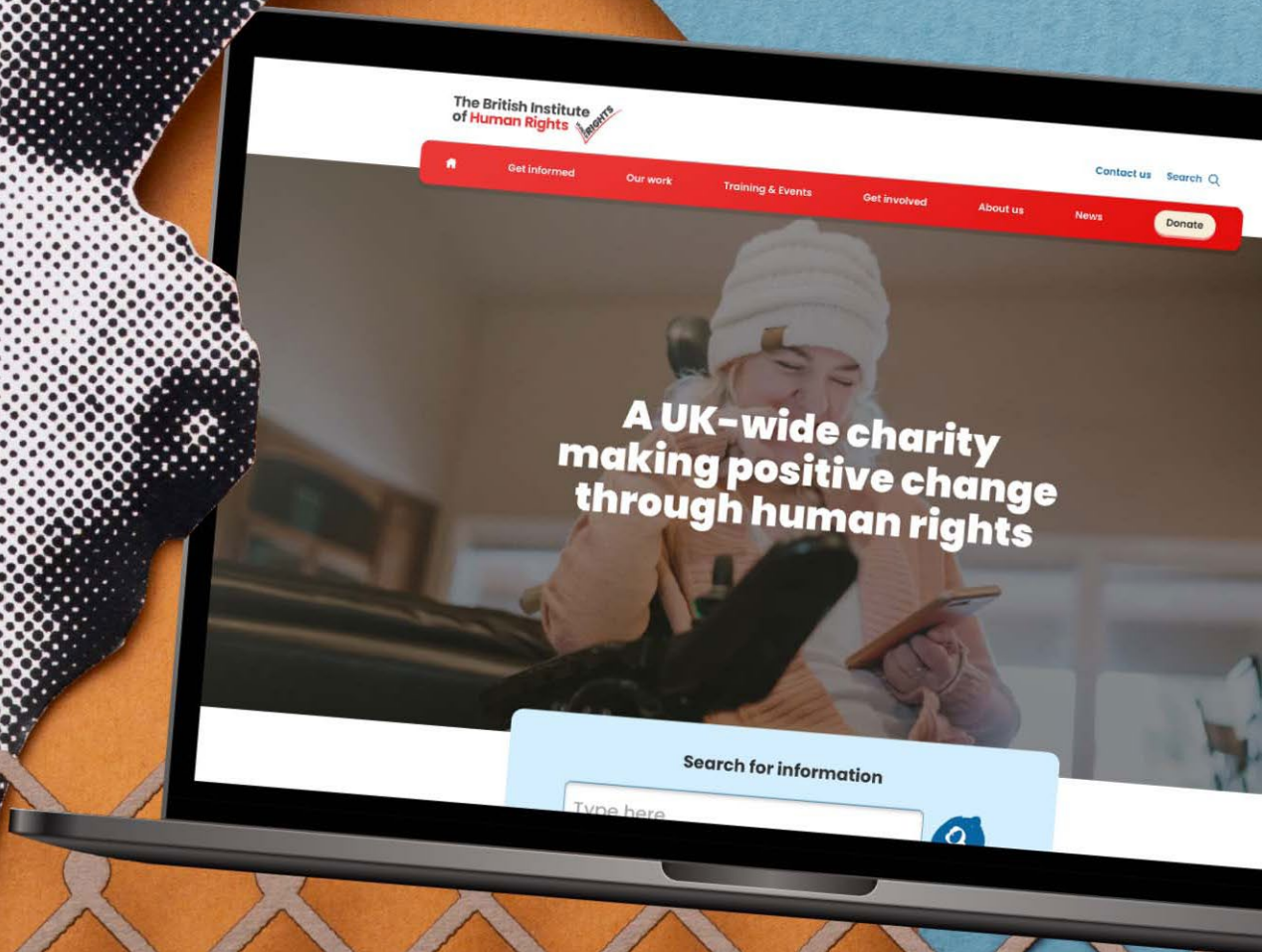
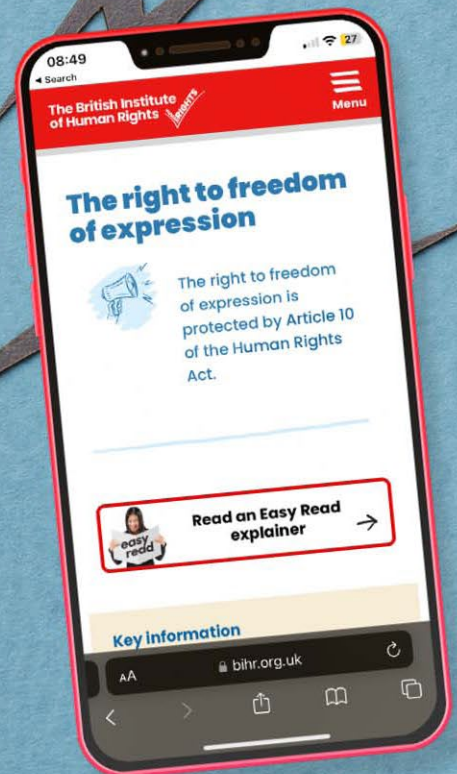
More visitors to the site on launch

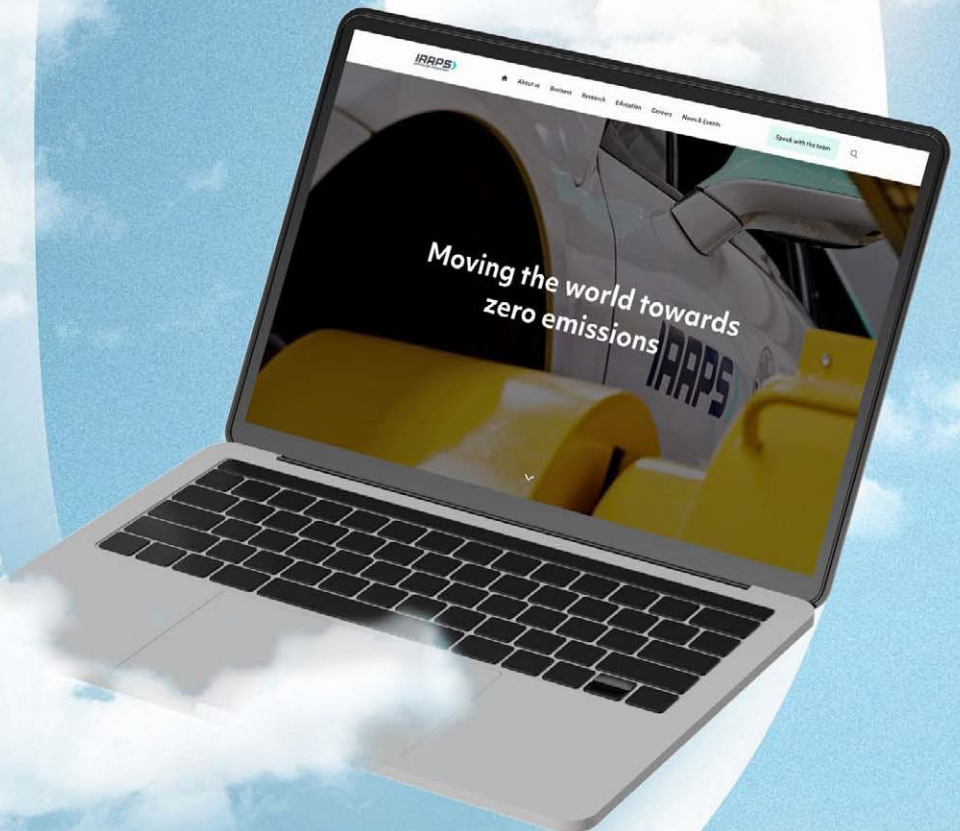
100%

Reduction in hotline distress calls

"Wow, it is so much brighter and easy to navigate with access to further reading. So happy to see the changes as I use this very frequently for work."

Website visitor





Propelling the world towards Net Zero

IAAPS: Creating a cutting edge space for innovation to enable our journey to Net Zero.

Client: IAAPS

Project: Website

Aligning with our goals:

- SDG 9: Industry, Innovation and Infrastructure
- SDG 10: Sustainable cities and communities
- SDG 12: Responsible Consumption and Production
- SDG 13: Climate Action

View the site at iaaps.co.uk

The UK are committed to reducing its greenhouse emissions by 100% from 1990 levels by 2050. To meet this target fundamental shifts in industry need to take place. IAAPS has placed itself front and centre in supporting industry to make these changes. IAAPS is a world-leading centre of excellence supporting the transport industry in the transition to Net Zero.

Established to foster engineering innovation through the collaboration of industry, enterprise and academia, IAAPS combines cross-sector academic rigour with commercial focus to support industry in the development and adoption of clean, efficient and affordable zero carbon propulsion technologies for integration into commercial applications.

To attract industry talent to their facilities, they need to position themselves externally as the commercial powerhouse that they are. IAAPS is a wholly owned commercial subsidiary of the University of Bath, and their academic reputation is second to none, however our task was to create a new website and external presence that spoke to the commercial world, without losing the power of being part of the University of Bath. The impact was felt immediately with new qualified enquiries from great companies who have the power to move us to Net Zero. 🌱



increase in qualified enquiries



Increase in time spent on site

"[The site] represents our company perfectly. Friendly and engaging and has become a vital asset of our business. Within a few days of going live, we received an unprecedented number of quality enquiries...an excellent showcase of our company."

Isabella Griffiths, Marketing Manager – IAAPS

A safe space for young people to unite

Lonely Not Alone: Building a community, through stories in the stars, to create brighter futures for young people by talking openly about loneliness.

Client: Effervescent,
Co-op Foundation

Project: Website

Aligning with our goals:

- SDG 3: Good Health and Wellbeing

View the site at
lonelynotalone.org

1 .9 million young people in the UK feel chronically lonely (Co-op Foundation 2021) and The Lonely Not Alone initiative was developed to tackle youth loneliness. A campaign designed by young people for young people to address the stigma associated with loneliness and allow young people to talk openly about their experiences.

In 2021 we created the Lonely Not Alone Universe; a highly visual interactive website that allowed young people between the ages of 12 and 25 to share their stories of loneliness and create a supportive community in the stars. The site was designed to stand alone for three months as part of the 2021 Lonely Not Alone campaign, building on the success of the two previous years' work, yet the success of this campaign has meant that the universe remains live, alongside the community they have created, it reached 97 countries and reached over 45,000 people.

The power of camaraderie

This year we updated the site to allow people to share messages of support, widening the community and allowing those that might not be experiencing loneliness right now to share inspiring messages. The community has grown and the stars remain today. 🌟

45,000

Users in 3 months

97%

Of young people took positive action after visiting the site

"Creating a site that has such significant impact for young people has been a joy – creative flair and a great cause – a perfect project."

Kevin Trigg, Creative Director – Digital Wonderlab



Reimagining paediatric palliative care through digital

Helen and Douglas House: Stepping securely into Digital to reimagine the way they can deliver services.

Client: Helen and Douglas House

Project: Digital Audit and Strategy

Aligning with our goals:

- SDG 3: Good Health and Wellbeing
- SDG 8: Decent Work and Economic Growth
- SDG 10: Reducing Inequalities

Helen and Douglas House were the UK's first children's hospice, and they are still leading the way in paediatric palliative care today, helping terminally ill children to live life to the full and support families to come together and create happy memories during their child's short lives.

The digital world has moved quickly, and the younger parents of today are digital natives. Whilst the personalised face to face care will always be paramount, adapting and moving to more digital ways to support their families and young people is now front and centre in their mindset as they start to explore new services.

Our work with the team from clinical, to operations has set them on the path to think digitally at every step. By mitigating risk, and assuring their infrastructure, we have allowed them the freedom to think about how they can apply their expertise to digital in every area.

Their new digital strategy allows them to meet the digital needs of parents and children, reach more people beyond their service in the community and attract new talent, so they can remain at the forefront of innovation in paediatric care. 🧑🏻

30x

In depth interviews across the organisation

36

Months of planned activity

"Working with such inspiring individuals to play with the art of the possible in the digital world and knowing the impact that this work will have on supporting children and parents is why I love my job."

Deborah Fortescue, Head of Strategy and Customer Success – Digital Wonderlab

Great ambitions, accelerated by great digital leaps

Dorothy House: Revolutionising the way they work with
Bold digital steps, to reach everyone in the community.

Client: Dorothy House

Project: Digital Audit
and Strategy and
Transformation

Aligning with our goals:

- SDG 3: Good Health and Wellbeing
- SDG 8: Decent Work and Economic Growth
- SDG 10: Reducing Inequalities

Dorothy House Hospice provides exceptional personalised care to the people of Bath, Somerset and Wiltshire who are approaching death. Their teams support patients and their loved ones, as much or as little as they need, so that no one in our community has to face death alone. The team are wildly ambitious, with their mission to support the whole community they serve and beyond. To allow us all to start to have healthy conversations about death, so that ultimately every one of us can die with dignity in the way we choose.

Digital is the answer

Digital is their vehicle to break the geographic and capacity barriers this ambition challenges and our focus on making them more efficient and modernising their processes and systems will allow them to drive this forward. Already in flight with their digital exploration, as their longstanding digital partner, this year we created a compelling yet achievable digital strategy. Because they are so ambitious we have focused their efforts on the things that will have the greatest impact, like building firm foundations for future innovations. Working inhouse we have enabled them to accelerate and mobilise quickly, so that their ability to action meets their great ambitions. 🌐

18

Months of
transformation work

36

Months of planned
digital activity

“One of the most exciting
documents to come to the
Board [ref: digital strategy].”

Board Member – Dorothy House

Our community

We care about our community and are proud to work with local organisations that make our lives safer, healthier and fairer. Here are a few



from Digital Wonderlab
via Winsley Rd/B3108

18 min 2.3 miles

Sector: Health

Work: A cornerstone of our community Dorothy House provides palliative care for the region. We have been their digital partner for years and this year we focused on digital transformation support and building a new candidate portal.

Community Impact: Everyone



from Digital Wonderlab
via High St

33 min 6.3 miles

Sector: Emergency Services

Work: Keeping Wiltshire safe, in times of crisis. Our long-term partnership continues, with this year seeing us complete their new website upgrade.

Community Impact: Everyone



**Wiltshire
Air Ambulance**
funded by you, flying for you



from Digital Wonderlab via
Bristol and Bath Railway Path
2hr 11 min 23.9 miles

Sector: Finance

Work: Ensuring ethical finance is available to our community. Having developed their digital strategy and transformation roadmap and transformed their online loan application process, we continue to be their digital partner, providing ongoing digital development.

Community Impact: Everyone



from Digital Wonderlab
via Two Tunnels
1hr 20 min 14.8 miles

Sector: Arts

Work: A research organisation with a focus on children's and young people's creative and critical thinking. We provide purely pro bono activity to support their creative work, which has included UX and website support.

Community Impact: Young people



from Digital Wonderlab
via Bathwick St
54 min 10.1 miles

Sector: Social

Work: Helping young people feel safe, feel heard and feel hopeful for their future. After creating their new website last year, we have continued to support them in their website development and fundraising activities.

Community Impact: Young people



from Digital Wonderlab
via Two Tunnels
1hr 3 min 12.3 miles

Sector: Social

Work: Supporting everyone that is looking after someone. Following last year's extensive UX and website rebuild, this year our work focused on furthering their digital transformation through a new CRM.

Community Impact: People looking after someone





£34,507

Given in sponsorship to charity events or donated to good causes.

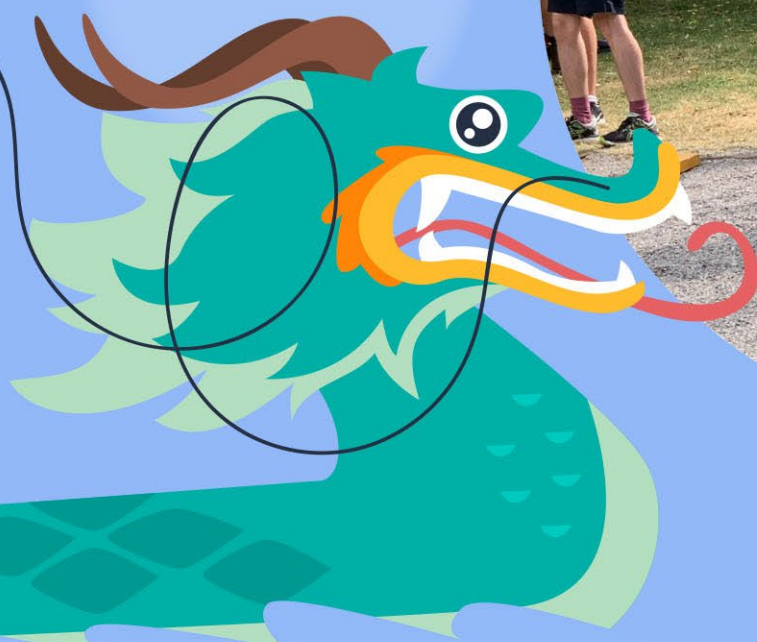
We actively support charity conferences and events to ensure they are accessible to all. We also know sometimes cold hard cash is the difference between a hopeful dream and making it happen so we also dig deep and support our charity partners through donations and fundraising.

Charitable and community activities

Never afraid to don the trainers, throw a ball, jump on a stage or rattle the tin, everyone in the team came together to raise funds and champion great causes.

Dragon boat racing

A team of 10, pirate attired, rowers stepped forward to compete in the epic dragon race along our lovely River Avon in support of Mentoring Plus. Together we helped them smash their fundraising goal of £3,600.





Sharing the love

To meet our mission we are keen to share knowledge and insight beyond our clients. This year we created free eBooks on developing digital strategies and apps and spoke at national charity conferences, to empower anyone to take a digital step.

Better together



Charity Digital Skills Report 2022

A huge fan of the report and the value it adds to the charity sector, this year we supported the development of content and were one of 4 sponsors. There were 435 responses from charities, large and small including the Scouts, Royal College of Surgeons and Paul Hamlyn Foundation. Over 4,600 people visited the report site to absorb the findings and gain valuable digital and sector insight.

Business Exchange

We supported the hosts of the South West charity conference again to share new tech and sector insights.

Creative Bath

We provided pro bono UX for a new website coming next year – watch this space!



Bowling together

As annual sponsors and players, in 2022 we joined forces with our friends at Rocketmakers to create the app for the games for free. Bath Boules has enabled local companies to come together to raise over £750,000 for local charities to date.



“Local support strengthens not just the charity but the whole community.”

—
Kim Hannon, Transformation Consultant

Our tech

We work with many technologies inhouse and are Microsoft Partners and Umbraco Specialists. This year we grew our tech capabilities in React and AI.

Tech exploration

The tech world moves fast, and we are forever exploring the NEW to establish the tech that is going to add real long term value to grow our expertise and offer. This year of course AI was front and centre and we have been working with integrating ChatGPT into projects and after years of providing bespoke eLearning solutions for clients this year we developed a new white label blended learning platform.

CTO on boards

A full time in-house CTO is a luxury that not all our clients can achieve, either through recruitment or financial constraints. We provide interim CTO services for many clients through transition periods, mobilising strategies, launching products, enabling startups and managing transformation. 🧑‍💻

Ethical Digital finance

The financial sector has seen significant digital change over the last three decades, with incumbent banks starting online banking, then the influx of new Fintechs has changed the way we bank today.

Fintech with purpose

The very first website for banking was a credit union back in 1994. We have been working with Great Western Credit Union for the last 3 years to transform the way they deliver services.

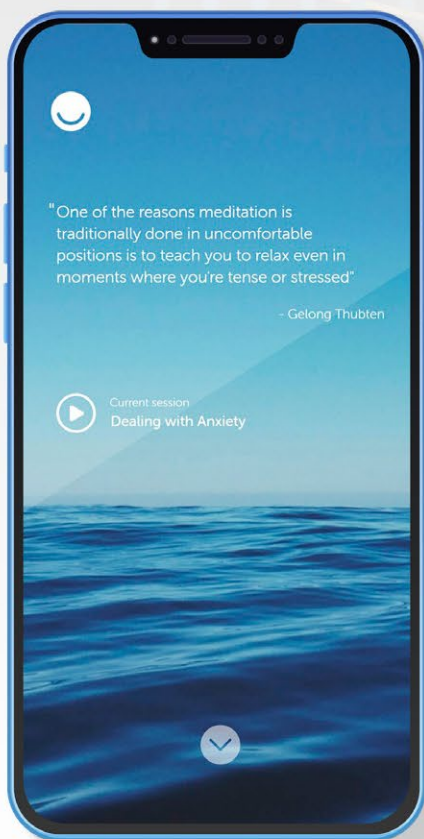
From developing their digital strategy, revolutionising the way they deliver loans online (moving from 7 days to a day!) we have supported their move to becoming a FinTech for good. Watch this space there is more to come.



Mindful investment

1 in 6 adults in the UK have a mental health concern, with anxiety and depression being the most common presentation. It has not been an easy year - cost of living, rising inflation - and that is just the big stuff. We all have life events that affect our mental wellbeing.

Studies show that mindfulness can help with stress, anxiety and depression and in response we have invested and built the mindfulness app, Samten. There are free sessions accessible to all. That means that 88% of the population who own a smart phone, and 96% of 16-24 year olds (those most affected by poor mental health) have support in their hands.



Umbraco Gold!!

Off to Copenhagen our trusty developers went to chat all things Umbraco, learn new features and share best practice from around the world. With a few bicycles and beers along the way.

Gold Standard

We are proud to be named Gold Partners. Having worked with Umbraco for many years, we believe it is a brilliant, user friendly platform, and we are delighted to evolve with it.



GOLD
UMBRACO PARTNER

TECH TALENT CHARTER

We are part of the growing number of organisations committed to driving greater diversity and inclusion in technology roles.



Our planet

The most pressing challenge of all. We believe that every company has a responsibility to take action to support our planet, and we have a long way to go to be where we need to be.

The first step we can all take is to reduce the impact we have on the planet and for us that means we have adopted the reuse, repair, recycle methodology to consciously monitor our impact. Most of our people work in our head office and we have recycling facilities on premises. We recycle paper, cardboard, glass and plastic (we even run across the road to the soft plastic recycle bin). We use rechargeable batteries and reuse hardware wherever possible until it is no longer fit for use, when it is then appropriately disposed of. We use non-toxic cleaning products, unbleached paper products (yes that is brown loo roll) and recycled office supplies.

Making the right moves

The joy of working in tech is that we are all set to run client meetings online, yet the times we do go to client sites, it is by train or bundling in one car together. We are certainly not perfect. We have a few remote workers that have to travel by car to the office, but we consciously think about the impact before we get in the car. 🚗

POSITIVELY POWERED

100% of our energy
use is produced
from low-impact
renewable sources
– thank you Good
Energy



OUR TOTAL EMISSIONS BY SCOPE - 2022

Ecologi



● Scope 1* - Direct Emissions: Emissions from sources that Digital Wonderlab controls.

● Scope 2 - Indirect Emissions: Emissions related to Digital Wonderlab activities, generated on our behalf.

● Scope 3 - Value Chain Emissions: Emissions from sources within our supply chain, not controlled by Digital Wonderlab.

* The Greenhouse Gas (GHG) Protocol Corporate Standard categorises a company's emissions into three scopes

COMMITTING TO WHAT WE BELIEVE IN

No more standing on the sidelines, from the 1st April we are signed up to join 1% for the Planet to stand alongside great organisations making positives moves for our planet

2022/23 highlights

Tracking our carbon footprint

We use ecologi to track our carbon footprint and our direct and indirect emissions are pretty good. Our value chain emissions (scope 3) is a significant area for improvement. The lion's share of this is hosting and although we actively seek to reduce our emissions through effective delivery of our websites and apps there is more improvement to make. We will be working to reduce this and fully offset in the next year as we move to Net Zero.

Too good to waste

The team are fans of Too Good to Go, so we are often well fed with food that would otherwise be wasted.

350 trees planted!

Together with spending a rather brilliant couple of days in the fresh air planting some rather fabulous oaks last year, we have formed a longstanding commitment to donate to a quarter acre at the Coforest acorn site.



Our commitments

Moving in the right direction...



Quarterly volunteering

£18.6bn... that is how much volunteering contributed to the UK economy in 2022 and next year we plan to make strides in our own volunteering efforts - the team want to get their hands dirty and see for themselves the impact they can make outside of work to our community - so we are going to start with our quarterly days!

Client impact

In recent years we have brought in impact workshops to kick off our client work to make sure the projects we deliver are aligned to the wider impact they are seeking to deliver as an organisation. Next year we will work with our clients to establish new ways to measure impact that support their ambitions.

OUR 2023/24 SUCCESS GOALS

1. Carbon Neutral
2. Increasingly Diverse Workforce
3. Project Work on Priority SDGs
4. Project Impact Reporting
5. Volunteering with Priority SDGs
6. One Gifted Website

Race to Zero Carbon

We are working towards becoming recognised as carbon neutral next year, therefore we will seek to make sure we meet recognised measures of our carbon footprint

...but a long way to go

Donating a website

As part of our pro bono work, we want to donate a website for an individual, charity or organization that is making positive waves in their field. A website can break geographical barriers, generate income, raise awareness and provide credibility. When done right they can transform an organisation. Next year we will open a competition for a free website (or technical equivalent) to a winning cause - so watch this space and get ready to apply!

Which SDGs

We have aligned our work to the United Nations' Sustainable Development Goals in recent years and many of our clients are operating directly to address specific goals. Our impact survey highlighted 8 SDGs that our people are most passionate about supporting. Next year we will prioritise these areas in our investment, volunteering and pro bono work.

Diversity - a long way to go

We care deeply about diversity, but we have a long way to go before we are where we want to be. Whilst we have good gender diversity, there are areas where we fall woefully short. If we are to support our society's big challenges, we need to be more diverse in backgrounds. We accept that the actions we have taken to date have not attracted the diverse talent we would like to see in our business. Next year we will get the help we need to make a shift - we can't do it alone.

Impact Report 2022/23



Digital Wonderlab champion purpose-driven organisations to explore, design, and build positive digital futures. We utilise technical insight, strategy, and people-centric creativity to proactively shape the future we want to be a part of by designing and building effective websites, apps and software.

digitalwonderlab.com

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Notes

Report covers the financial period 2022/23.

This information is correct on the date of 31st March 2023.
Exception: Ecologi data is for the year 2022 due to their reporting cycle being January to December.

Gender Pay Gap calculated using gov.uk guidelines.