

Continued

Going concern (continued)

To assess the level of headroom within the board approved forecast which has been extended to 31 December 2022, a reverse stress test was performed to see what level of performance deterioration was necessary to challenge liquidity requirements. However, given the mitigating actions that are available and are within management's control such performance deterioration was not considered plausible.

The effects of the coronavirus (COVID-19) pandemic on the Company have not resulted in material impacts to liquidity or operations to date. Accordingly, COVID-19 has not had a material impact on the ability of the Company to continue as a going concern.

In conclusion, the directors continue to adopt the going concern basis of accounting in preparing the annual financial statements.

Engagement with employees

CACI recognises the importance to its future success of retaining and developing its skilled workforce and has implemented effective human resources strategies delivered by line management to support this objective.

We understand the need for continued training and development of our employees including regular engagement with them to ensure the future success of the Company. We provide a variety of training courses from both within the Company and from external sources to meet the development needs of employees. Active encouragement is given to help employees attain the relevant training and qualifications within their chosen profession to ensure the highest standards are maintained by all.

The Company operates a recruitment policy based on experience and qualifications, and on an equal opportunities basis, without discrimination on account of sex, age, race, ethnicity, religion, disability, marital status or sexual orientation.

CACI gives full consideration to employment applications from disabled persons where the candidate's particular aptitudes and abilities are consistent with adequately meeting the requirements of the job. Opportunities are available to disabled employees for training, career development and promotion. Where existing employees become disabled, it is the Company's policy to provide continuing employment wherever practicable in the same or an alternative position and to provide appropriate training to achieve this aim.

Regular communication occurs to inform all employees of CACI's strategy and progress in its delivery, with the aim of creating awareness with all employees, of the financial and economic factors affecting the performance of the Company and the wider CACI Group.

The Company is committed to encouraging the involvement of all employees in its performance through various financial incentive and employee recognition schemes. The Company has various incentive schemes open to certain employees tailored to deliver both current and longer-term profitability. In addition, the company has share-based incentive schemes open to all employees, designed to encourage participation in the Company's longer-term success.

The directors give consideration to employees' interests when considering the company's long-term plans and strategy as outlined in the s172 statement in the Strategic Report.

Streamlined Energy & Carbon Reporting

Methodology

The Streamlined Energy and Carbon Reporting (SECR) requirements were introduced on 1 April 2019, when The Companies (Directors' Report) and Limited Liability Partnerships (Energy and Carbon Report) Regulations 2018 came into force.

As a large, unquoted organisation, CACI Limited is required to report its energy use and carbon emissions in accordance with these regulations. The data detailed in the table below shows emissions and energy use for which the Company is responsible including gas and electricity usage on our sites and fuel used in vehicles on company business. We have used the UK Government GHG Conversion Factors for Company Reporting 2020 to calculate our energy usage. Any estimates included in our calculations are derived from actual data extrapolated to cover missing periods.

As this is the first year of our energy reporting, there are no comparative figures.

CACI Limited
Directors' report
30 June 2021



Continued

GHG emissions and energy use data for the year ended 30 June 2021

	tCO2e
Emissions from the combustion of gas (Scope 1)	95
Emissions from combustion of fuel for transport purposes (Scope 1)	18
Emissions from purchased electricity (Scope2)	216
Total gross emissions above	329
Energy Consumption used to calculate emissions / kWh	1,452,903
Intensity Ratio: kgCO2e gross figure per FTE employees	375

Energy Efficiency

For the year to June 2021, the Company completed the following energy efficiency projects:

In an effort to improve our transportation footprint, CACI has closed its company car scheme and reduced the number of company vehicles to one.

State-of-the-art conferencing facilities has been installed to facilitate on-line team and client meetings, and staff are encouraged to travel to client sites only when necessary.

To reduce our electricity demand CACI has relocated its Data Centre from the Head Office to an energy efficient, Tier 3 operation. The Data Centre uses renewable electricity, follows science-based targets on reducing GHGs and maintains a robust waste management program.

Business relationships

In accordance with the Companies (Miscellaneous Reporting) Regulations 2018 disclosure is required with respect to how the directors have had regard to the need to foster the company's business relationships with suppliers, customers and others, and the effect of that regard, including on the principal decisions taken by the company during the financial year. This disclosure is provided within the s172 statement in the Strategic Report.

Disclosure of information to the auditor

So far as each person who was a director at the date of approving this report is aware, there is no relevant audit information, being information needed by the auditor in connection with preparing its report, of which the auditor is unaware. Having made enquiries of fellow directors and the Company's auditor, the directors have taken all the steps that they are obliged to take as directors in order to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

Auditor

The Company has made an election under Section 487 of the Companies Act 2006 to dispense with the obligation to appoint auditors annually and accordingly Ernst & Young LLP are deemed to be reappointed.

This report is made in accordance with a resolution of directors.

On behalf of the directors



Steve Sadler (Dec 10, 2021 12:59 GMT)

S A Sadler
Secretary

10 December 2021