

Portfolio Company Case Studies



EFI is a global technology company leading the transformation of analog to digital imaging with its printer, inkjet ink technologies and professional services. As an innovator in the digital printing and inkjet ink technology space, EFI has been driven by a passion to help its customers save energy, reduce costs, enable new digital applications, and minimize waste.

Emission Reduction Efforts

EFI has developed a Lifecycle Assessment (LCA) tool to accurately quantify the environmental impacts of its Nozomi Digital Printer. The LCA tool allows the company and its customers to understand the global warming potential (GWP) and resource consumption of each job performed by a Nozomi printer on a print volume basis from the raw material stage through the printing process (cradle-to-gate). The tool's accuracy and reliability have been third-party verified.

According to the tool's calculations, the EFI Nozomi Digital Printer releases around 50% fewer carbon emissions, utilizes around 30% less energy, and consumes around 40% less water than traditional analog printing technologies. Through this tool, EFI gains insight into its carbon footprint and can identify additional measures to further reduce emissions.

Focus on Cybersecurity

As threats to cybersecurity are constantly increasing, EFI has placed a greater emphasis on ensuring its internal and customer-related data are consistently protected. The company recently implemented a Vulnerability Management Policy that proactively creates guidelines to prevent potential exploitation of vulnerabilities and loss of sensitive data. The policy was developed in compliance with industry best practices. By establishing the policy, EFI ensures that the related procedures, including regular vulnerability scans covering all internally and externally facing assets and penetration testing of EF's network by any independent third-party, are consistently applied. The company has also developed remediation and mitigation measures to reduce the overall risk that it faces from cyber-related threats.



EQ is an international technology-led services and payments specialist providing expert shareholder, pension, remediation, and credit services. With over 6,000 employees, EQ supports 36 million people in 120 countries. EQ's purpose is to care for every customer and simplify every transaction delivered with less of an impact on the environment. EQ is committed to embedding principles of responsible business through collaborative partnerships and strong governance.

Employee Engagement

In February 2024, EQ achieved its highest EcoVadis Sustainability Score yet, receiving a bronze medal, scoring in the top 41% of all participants. Improvements include an increased score for the Labour & Human Rights module reflecting recognition of the company's employee engagement efforts and the Top Employers accreditations in three countries from the Top Employers Institute.

The Top Employers Institute program assesses HR-related policies and practices and provides benchmarks for peer organizations. For the first time, EQ scored in the top 25% of organizations for each of the three countries assessed, US, India, and UK, and ranked 15th in the UK. EQ has a robust employee engagement program that includes monthly engagement surveys and employee learning opportunities. Colleagues benefit from EQ Horizons, which provides funding for professional qualifications, and from the LEAP Leadership program, which received a coveted best practice award from the Top Employers Institute.

Philanthropic Efforts

With a history of over a decade of support for charitable causes, EQ continues to provide philanthropic and volunteer opportunities. The company has a longstanding partnership with the UK-based organization, ShareGift, to facilitate donations of unwanted shares and cash entitlements from its shareholder services business to charitable causes. In 2024, the partnership raised £60,000, including £10,000 for the British Heart Foundation, a cause nominated by an EQ colleague whose son survived a cardiac event thanks to a bystander trained in CPR. The donation supports the organization's mission to advocate for life-saving CPR skills and promote the charity's RevivR training program. Over the years, the partnership with ShareGift has raised millions of pounds for charity.

In addition, each permanent EQ colleague receives two Volunteer Days annually to support their community or a chosen charity. EQ India colleagues partnered together to renovate a local secondary school, creating lasting benefits for the entire student body. Over 8 months, the EQ team helped with various tasks including roof insulation, gate construction, and classroom painting.

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Founded in 1981, BearCom has been trusted by customers across North America as an integrator of land mobile radio systems and related communications and video solutions for safety and security. BearCom's highly trained technicians deliver engineered product solutions and value-add technical services to ensure safety and security throughout the equipment lifecycle to customers across the distribution, manufacturing, chemicals, construction, energy, transportation, and live events industries, as well as the public sector.

Cybersecurity Resilience

In 2024, BearCom took positive steps towards increasing its cyber security posture by moving its servers from an on-premises model to a colocation model. In addition to making BearCom's systems more resilient in the event of a natural disaster, the colocation facility is located near the company's headquarters in Garland, TX, which allows BearCom to have more timely oversight of operations and business continuity in the event of a systems issue.

Employee Relief Fund

BearCom recently expanded its relief fund ("BearCom Cares") to cover both Canadian and US employees. Employees can apply for grants from BearCom cares for a variety of unanticipated expenses, including medical expenses and costs associated with catastrophic property loss. The average grant is about \$2,000, and employees have the option of donating through auto-deductions from paychecks. BearCom has also expanded its paid leave offerings to include an additional week of paid caregiver leave for eligible employees.



Mavenir is building the future of networks and pioneering advanced technology, focusing on the vision of a single, software-based automated network that runs on any cloud. As the industry's only end-to-end, cloud-native network software provider, Mavenir is focused on transforming the way the world connects, accelerating software network transformation for 300+ Communications Service Providers and Enterprises in over 120 countries, which serve more than 50% of the world's subscribers.

Formalizing Commitment to GHG Emissions Reduction through SBTi

In January 2024, Mavenir committed to the Science Based Target initiative (SBTi) program. Through this program, Mavenir strives to build upon its tracking and external verification of greenhouse gas (GHG) inventory and introduce targets for reducing overall carbon emissions. To support this commitment, Mavenir's 2022 & 2023 GHG inventory was informally verified by consultants, with plans for additional external verification of 2024 emissions.

Through the SBTi program, which provides companies with defined paths to reduce emissions in line with the Paris Agreement goals, Mavenir has two years to develop an emissions reduction program which will then be submitted for official validation by the SBTi. The company is preparing to submit for review in early 2025.

Mavenir has the following aspirational reduction targets for inclusion within the SBTi plan:

Scope 1 & 2 carbon emissions: 20% reduction by 2030

Scope 3 emissions: 20% reduction in eight relevant Scope 3 categories

Net Zero by 2040


Broadening Supply Chain Evaluation

Mavenir's Supply Chain and Procurement team manages over 2,000 active suppliers around the world through economic and efficient management of the flow of goods and services. Additionally, Mavenir manages a screening processes of suppliers on topics including human rights, health and safety, cyber security and environmental practices to ensure robust practices are in place with its business partners. In early 2024, Mavenir expanded its supplier assessments to include various Diversity, Equity & Inclusion (DE&I) categories through EcoVadis' new DE&I Dashboard.

Mavenir believes in a diverse workforce and advancing equity, human rights and equal opportunities. Some customers also ask that Mavenir maintains an active DE&I program, to help them meet their supplier diversity targets. Mavenir identifies women-owned business suppliers, and asks that suppliers identify the scope of their DE&I programs and objectives to promote hiring from underserved communities.

In 2025, Mavenir is planning an internal Women of Mavenir program which will connect women across the organization to provide opportunities for collaboration, network growth and to share relevant and practical experience.

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Newfold is a leading web technology company serving millions of small to medium sized businesses globally to build a digital presence that delivers results. Newfold is committed to creating an open and inclusive environment that will ultimately help bring about positive outcomes for colleagues, customers, and the communities they represent.

DE&I Initiatives

To foster an inclusive culture, Newfold has focused on establishing employee resource groups, known as Affinity Groups, and increasing employee engagement and feedback. Currently, Newfold Digital has 23 Affinity Groups, with two more in development. These groups are championed at the executive level to provide a safe space for employees of various identities to connect and grow. Popular groups include Women In Newfold, PRISM@Newfold (LGBTQ), FIT@Newfold (Health and Wellness), Globetrotters@Newfold (Travel), Gamers@Newfold (Video Games), Golfers@Newfold and Greenthumbs@Newfold (Gardening).

2024 was a busy year for the Affinity groups. Events included the annual Women In Newfold fundraising activities, the rollout of the Globetrotters Travel Cookbook, the launch of the new Neurodiverse and Golfers groups, and the Writers@Newfold Campfire Stories Contest. Through these activities, Newfold aims to foster a culture of belonging and promote engagement across the global company and its local communities.

Because the company understands the importance of employee feedback and satisfaction, Newfold has also prioritized increasing engagement through the annual employee survey. From 2023 to 2024, the company has seen improvements in several key areas, including an increase in a "sense of belonging" and "commitment to diversity". With the responses, Newfold has been able to determine initiatives to prioritize that are important to the employee population.

Additionally, the Newfold India team engages in a number of Corporate Social Responsibility (CSR) activities and was recognized for its efforts with the Late Shri Subhash C. Gupta Memorial Award in February 2024. Activities include enhancing educational experiences and hygiene facilities with the Ek Pahel Memorial Welfare Society, training women as sign language interpreters, and more.

Carbon Tracking Efforts

Newfold Digital realizes the importance of understanding its firmwide carbon footprint. This year, the company engaged a carbon accounting platform to measure its 2023 Scope 1, 2, and 3 emissions. Through this partnership, Newfold is provided with a realistic assessment of its emissions, enabling it to track its carbon footprint and identify areas for improvement. Because the products and services provided are technology related, a majority of its emissions are Scope 3. Looking forward, Newfold is working with the platform to understand the sources of these emissions and identifying areas in its supply chain and operations to reduce its environmental impact.



TPx is a nationwide managed service provider helping organizations navigate the growing complexity of their IT environments. Founded in 1998, TPx offers comprehensive managed IT services including internet, networks, cybersecurity, and cloud communications. With a focus on service, TPx is dedicated to the success of its customers by making IT easy with solutions that address today's evolving technology challenges.

Focus on Cybersecurity

In 2024, TPx introduced Dark Web Monitoring, powered by Breach Secure Now, as part of its mission to help businesses strengthen their cybersecurity defenses. Dark Web monitoring offers continuous scanning of the dark web – the hidden parts of the internet where cybercriminals often sell or share stolen data. With around-the-clock monitoring, businesses can detect when confidential information is being shared or sold illegally, allowing quick and effective responses to such threats.

In today's fast-evolving threat landscape, traditional cybersecurity measures are not always enough to protect a business from emerging risks. TPx's Dark Web Monitoring provides an additional layer of security by offering early detection of potential breaches. The timely alerts enable businesses to respond proactively, reducing the risk of financial losses, safeguarding their reputation, and protecting customer trust. By equipping companies with the tools needed to stay ahead of evolving threats, TPx is playing a crucial role in helping them maintain operational security and build resilience in an increasingly digital world.

Days of Service

TPx remains committed to giving back to local communities through its annual Days of Service program, an initiative that kicked off in 2022. 2024 marked the third consecutive year during which employees dedicated time to support charitable organizations. Altogether, 229 employees volunteered over 830 hours across the US & Ireland, through 23 different charitable organizations. The Days of Service events included efforts to support underprivileged groups in the areas where TPx operates. During the year, employees prepared Christmas stockings for abused women and children at SAFE Alliance in Austin, Texas; served over 380 meals for St. Vincent Lied Dining Facility in Las Vegas, Nevada; and assembled over 1200 food kits for the Los Angeles Regional Food Bank in Los Angeles, California, among many other efforts.

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