



skewb

Chapter 1: The Beginning





Transforming water, gas, power and telecom utilities

Delivering tangible outcomes through transformative services
and specialist out-of-the-box ready digital product solutions.

On the 13th March, 2018, our co-founders Shashi & Indu Seshadri decided to bring their vision of making a positive impact across the utility industry to life by founding Skewb.

Our unconventional and simplistic approach makes us unique, we integrate into our client's businesses, allowing them to manage their day job, whilst we deliver the transformational outcomes that are needed.

Shashi Seshadri

Co-founder, Director & CEO

Shashi sets the strategic direction of Skewb. Ensuring the business continues to grow and that all customer outcomes are met. Shashi leads the Executive Management Team setting our culture of putting Skewbers and clients in the heart of everything we do.

Indu Seshadri

Co-founder & Board Member

Indu has oversight of Support Services and Enabling functions at Skewb. Indu also has oversight of People Initiatives, Inclusion & Diversity (IDEA) Initiatives and our Community Initiatives.





PURE OFFICES

BP17 JBZ



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Redefine the Possible with Skewb

Our name itself alludes to the fact that we aim to be different and distinguish ourselves within the market.

Our ambition is to be at the forefront of innovation, collaboration, digital excellence, customer experience and value for money.

We aim to realise the full potential of technology to transform our water, gas, power and telecom utility clients, enabling them to proactively address the challenges that increasing regulation, customer expectation and climate change presents.



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We are committed to each and every member of our Skewb community ‘Skewbers’. We invest in their self-development, create an environment where they can flourish and never compromise on doing what is right – always.

Industry Experts

We are a team of industry experts from across the utilities sector, so we understand and appreciate your challenges. We have lived and breathed the utility world, and learnt a lot of lessons along the way, enabling us to develop and implement practical solutions to deliver what you need.

Partnerships

We want to develop long term sustainable partnerships with our clients and positively disrupt the industry. Our key driver is to impact the utility sector, positively effect both communities and consumer habits and drive a more sustainable use of resources. Skewb supports your business.

Outcome Focused

We seek to address the key challenges faced by the Utilities sector: How do we achieve our committed targets to regulators & shareholders? How do we operate efficiently and reduce costs? How do we improve customer experience? How do we manage and mitigate regulatory risks?

Collaboration

We are passionate about working collaboratively with you and we are hands on in our approach. We will integrate into your team, allowing you to manage your day job, whilst we deliver the outcomes needed.

Keeping it Simple

We aim to realise the full potential of technology to transform our water and utility clients, enabling them to proactively address the challenges that increasing regulation, customer expectation and climate change presents.





Our Mission

Partner of choice

Our expertise, tailored, trusted service, drives sustained change and value through collaboration and a great relationship with our customers.

Skewbers

What we stand for sets us apart. We are diverse, innovative and empower our people to strive for excellence. This makes us an employer of choice.

Shaping the Future

We are passionate about unlocking innovative solutions that drive a better future for our customers and communities.

Society

We will lead on positive change within our community, society and environment. We will enable our clients to have a lasting impact on critical issues in society.

Underpinned by our values

Our values are part of who we are, what we stand for, and how we work with our clients. Backed by a collective 2,500 years of utilities experience, our Skewbers bring deep industry expertise to every challenge.



Outcome Focused



Integrity



Simplicity



Citizenship



Co-create & Collaborate



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Our Brand

A skewb is a three-dimensional mechanical puzzle in the shape of a cube, characterised by its unique shape and rotational movements.

The corners of the skewb can be twisted, resulting in various configurations that require strategic moves to solve the puzzle.

This reflects Skewbs unique approach to everything that we do.

Green

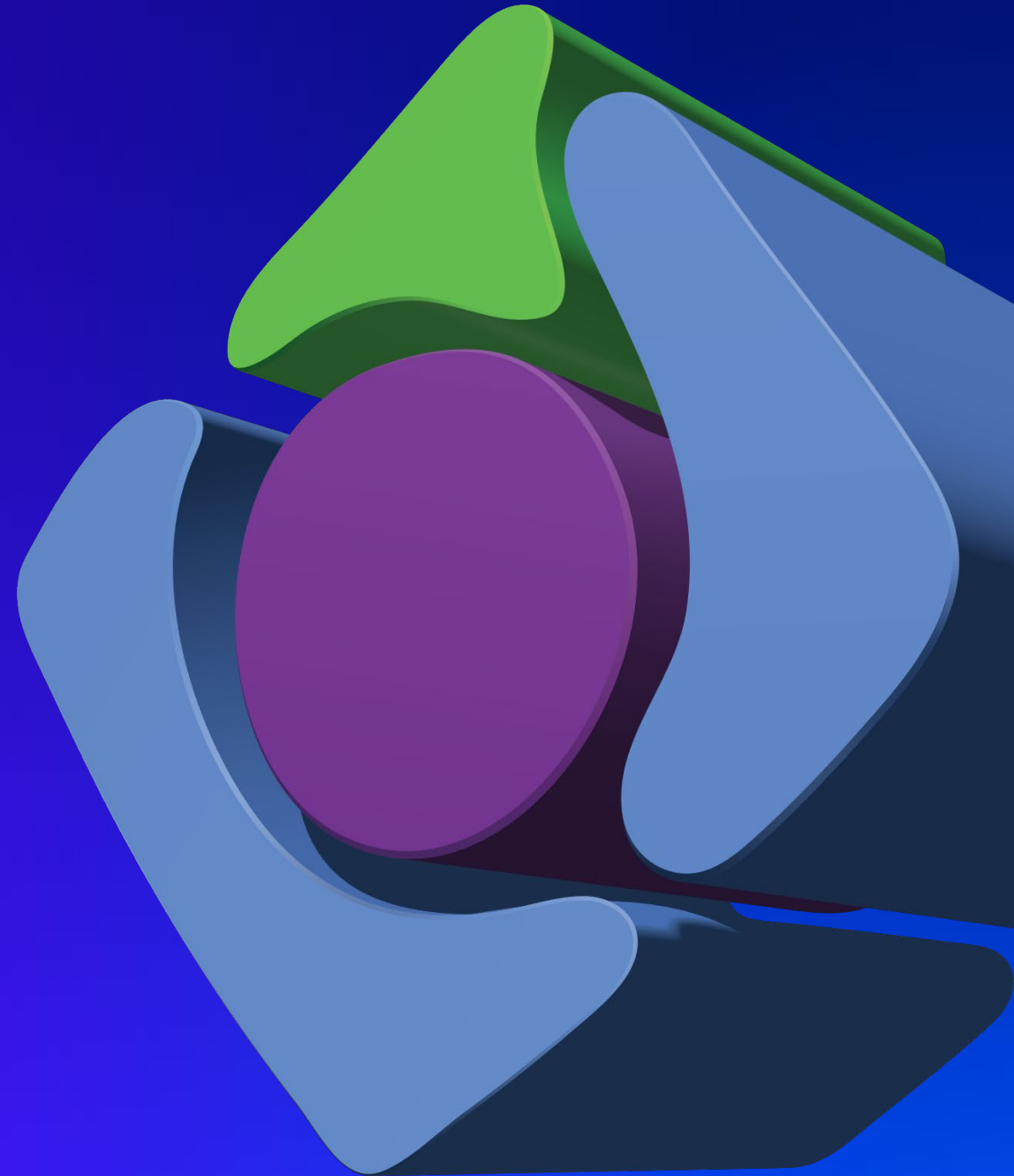
Represents trusted, open, purposeful, determined, ambitious and resilient

Purple

Represents deep (specialist), creative, knowledgeable, respectable, unconventional and compassionate

Blue

Represents growth, positivity, clarity, stability, safe and sustainable



The Board

Our Skewb Board holds critical responsibilities, guiding the company's strategic direction and operational integrity. They oversee Corporate Risk to manage potential challenges, provide Business Outcomes Assurance to align efforts with goals, and focus on customer satisfaction and growth oversight to foster relationships that drive expansion.



Ronnie McCombe
Non-Executive Chair

Ronnie is a Chartered Accountant, has worked both in the UK and Internationally and held a number of senior leadership roles including KPMG in London over 20 years as a partner. This included leading major transformation programmes across a range of FTSE Companies.

In 2019, Ronnie left to start a non-executive career with private equity backed growth companies. Ronnie joined the Skewb Board in 2024.



Nick Holder
Investor Director (BGF)

Nick is part of the Midlands investment team at BGF based in Birmingham. Nick has more than 20 years transactional and private equity experience as both an advisor and an investor.

He has significant expertise in leading investments in the technology, business services and consumer markets – working alongside entrepreneurs and business owners as they grow and scale their companies. Nick joined the Skewb Board in 2024.



Shashi Seshadri
Co-Founder, Director & CEO

Shashi Seshadri has over 20 years of experience in Consultancy and the Utilities industry. Shashi is an experienced leader with a strong background in strategy & business operations. Shashi has proven experience of growing business, being fundamentally involved with a start-up energy consultancy business taking it to over £50 million turnover in 12 years. Co-founded Skewb in 2018.



Steve Douglas
Chief Financial Officer

Steve started his career at Deloitte in Birmingham working in both audit and corporate finance. In the early 2000s he joined a small investment bank, heading up the corporate finance team for a number of years. Steve moved into the role of CFO in the mid 2010s as the business grew.

Following the sale of this business in 2022, he has more recently been the Chief Operating Officer within the enlarged business and has been responsible for various integration projects. Steve joined Skewb in 2024 as CFO.



Indu Seshadri
Co-Founder & Director
of Business Services

Indu joined Wipro Technologies, an Information technology company in 2000 as a Business Analyst and Software developer.

Indu worked with National Grid and Wales and West Utilities in various projects to support digital transformation programmes following deregulation in the Gas Industry. Co-founded Skewb in 2018 and currently leading the Business Support Services.



Kyle Long
Observer (BGF)

Kyle is responsible for identifying businesses in growing and emerging sectors that would benefit from BGF funding, completing new and follow-on investments, and working closely with portfolio companies to support them in their growth journey.

Kyle qualified as a Chartered Accountant at KPMG, before spending over four years in its Corporate Finance team where he specialised in the TMT sector and advised on a range of sell-side and buy-side. Kyle joined the Skewb Board in 2024.



Senior Leadership Team (OPCO)

Our OPCO is tasked with vital duties that ensure the smooth execution of our business strategies and operational stability.

They are responsible for Corporate Risk Identification & Mitigation, ensuring that potential risks are detected early and addressed effectively. Additionally, they provide Portfolio Delivery Assurance & Oversight, guaranteeing that key projects align with business objectives and are delivered successfully.



Nicola Evans
Director of Gas
Transition & Futures

Experienced Chartered Engineer undertaking senior Business Performance roles with a demonstrated history of working in the utilities industry.



Gurvinder Badesha
Director of Water &
Natural Resources &
Interim Director of
Product Implementation

Gurvinder is a highly respected and experienced strategic leader with over 25 years working in the utility sector.



Andy Morris
Director of Digital
Products

Andy is a Senior IT Executive experienced in delivering IT strategy and operational success, developing and implementing IT products, platforms and architecture.



Ruta Blazeviciute
Director of Skewb
Climate

Ruta is a results-driven leader with over 15 years of experience in leading utility organisations, specialising in business change and improvement.



Robert Upton-Moir
Head of Delivery &
Head of CEO Office

Rob has worked in the Water Industry for over 12 years leading transformation programmes to drive efficiency and best practice for customer outcomes.



Bob Murray
Strategic Advisor

Bob has over forty-five years' experience in the Energy & Utilities Industries and is a recognised industry expert in Gas Transmission and Distribution Energy & Water.



Mel Karam
Strategic Advisor

Mel is a seasoned executive with extensive leadership experience in the utilities sector. A former CEO and global partner, he has driven business growth and industry strategy.



Bob Collington OBE
Strategic Advisor

Bob is an experienced Managing Director with a distinguished history in the utilities industry. Skilled in Operations Management, Water Treatment, Water Quality, Asset Management, and Workplace Safety.



Christopher Jacques
Strategic Advisor

Chris is a commercially driven leader with 30+ years in the utilities industry, specializing in programme management, strategic development, and business transformation.



Jane Johnson
Strategic Advisor

Jane is a seasoned industry leader with 30+ years of experience in service development and business growth.



Jim Cannon
Strategic Advisor

Jim is a seasoned leader in utilities and infrastructure, specialising in business transformation, programme management, and regulatory compliance



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Investing In Skewbers

At Skewb, we believe continuous learning is the foundation of our Skewbers' success. We are proud to invest in our Skewbers' growth by offering diverse opportunities for personal and professional development, enabling every Skewber to shape their own learning journey.

We are dedicated to offering personalised training and development opportunities that match each employee's unique needs and goals. With our custom Learning Platform, you can dive into a variety of memberships, qualifications, and personal development courses, plus access to coaching and mentoring with industry experts and seasoned Skewbers.

We believe in growing Skewb from within, giving every employee the chance to reach new heights and succeed. At Skewb, the sky's the limit. We are here to support your growth every step of the way! We are not just about work; we're about making sure our team feels valued, supported, and excited to be here.

The greatest benefit is not just the perks or compensation, it is the opportunity to work in a place where you are truly valued. We are a family-led business that believes in investing in our people, fostering a culture of growth, support, and respect.

At Skewb, you are not just an employee; you are a vital part of our Skewb family. We are committed to Skewber professional and personal development, ensuring that you have the tools, encouragement, and opportunities to thrive. When Skewbers join us, they are joining a community that genuinely cares about their success and well-being.





COLLABORATION STREET





Skewb's Growth Accelerates with BGF Investment

Skewb continues to build on its strong foundation following investment from BGF, a leading long-term minority investor. This partnership has played a key role in supporting our ongoing growth and expansion, enabling us to further enhance efficiencies for our utility customers.

Co-Founder and CEO Shashi Seshadri reflecting on our journey said: “In a short space of time, we have exceeded our growth ambitions. From a standing start, we have consistently enabled multi-million-pound efficiencies for our utility customers. Our focus remains on doing the right thing—always delivering for our customers and continually investing in our Skewbers. These are the core ingredients driving our continued success.”

BGF investor Nick Holder, who sits on the Skewb board, added: “Skewb is helping to drive business efficiencies across the water and energy sectors in an innovative and transformative way, translating the vast experience of the team into exceptional results for its clients. We are excited to continue supporting Skewb as it seizes new opportunities and strengthens its position as a dynamic force in the industry.”

“Partnering with an experienced, long-term, minority investor like BGF – one that is prepared to take a patient approach and support us over time as we grow – is an important stage in our growth cycle.”



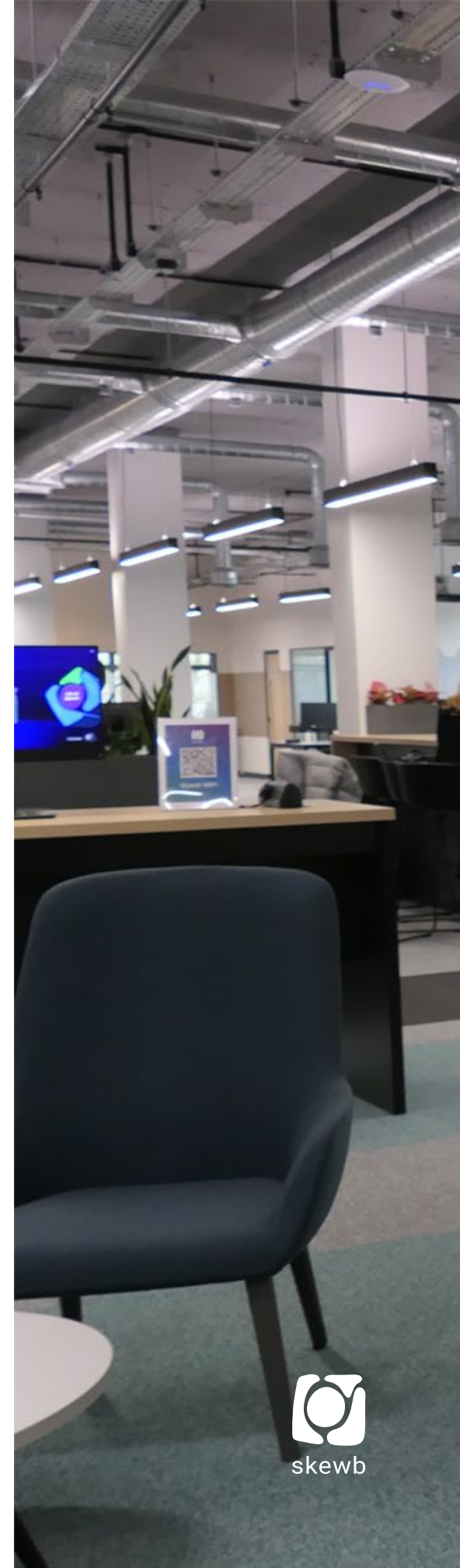
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THE WOODS

On 1st February 2024, we moved into our new home at The Woods, a space intentionally designed to foster collaboration, creativity, and connection. Our office isn't just a place to work—it's a hub where ideas come to life, relationships grow, and energy fuels innovation.

We encourage a strong office presence, believing that face-to-face interactions spark the best ideas and deliver the strongest outcomes. Over time, we've found that more and more clients choose to join us here, drawn by the infectious energy of our space. This dynamic environment leads to deeper collaboration, richer conversations, and ultimately, amazing results.

With its vibrant atmosphere and a design centred around teamwork, The Woods represents the way we work best—
together.



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The Skewdio

The Skewdio is a fully integrated recording studio, custom-fitted with broadcast-quality lighting, HD cameras, professional microphones, and sound mixers. Complete with advanced editing capabilities, The Skewdio provides a dynamic space for capturing high-quality content.

Our vision is to grow The Skewdio into the leading recording platform for utilities industry experts. To achieve this, we are committed to bringing in speakers from within Skewb, as well as influential industry voices, to share their knowledge, insights, and thought leadership. By fostering meaningful conversations and leveraging change, The Skewdio will serve as a hub for innovation, collaboration, and transformative discussions that drive progress within the sector.



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Skewb Futures: Investing in People, Building for Tomorrow

At Skewb, we believe that people are at the heart of everything we do. Empowering individuals to grow, develop, and contribute to meaningful change is not just a philosophy—it's a commitment that drives our business forward. The Skewb Futures Programme is a direct reflection of this commitment, designed to nurture emerging talent, strengthen our teams, and shape the future of our industry.

Through this initiative, we are creating opportunities for individuals to gain valuable experience, develop critical skills, and collaborate with experts who are transforming the way we work. We believe that by investing in people, we are investing in innovation, excellence, and long-term success.

This is just the beginning. As we continue to grow, we remain steadfast in our dedication to developing talent, fostering new ideas, and making a lasting impact—not only in our business but also in the industries and communities we serve. Skewb is committed to building a future where people are empowered to reach their full potential, and we are excited for what's ahead.



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Our focus lies on achieving three key outcomes for our clients: regulatory compliance, surpassing performance targets, and efficiency gains.

We collaborate closely with clients to realise operational enhancements, leveraging extensive subject-matter proficiency. Rather than adopting the conventional consulting role, we integrate seamlessly with clients' teams, serving as an extension rather than an external partner.





The Skewdio
ON TOUR



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Our Solutions & Specialist Impact Areas

Compliance, Outperformance & Cost Efficiency across everything we do

Skewb supports its customers in enabling sustained change and improved performance and efficiency. Working in partnership with customers, in a one-team ethos, we collaboratively strengthen operational performance in the areas we operate, supporting business teams with operational tool-kits and working alongside in enabling, delivering and sustaining the change outcomes.

Water & Waste Water

- Network Optimisation
- Smart Metering
- Leakage & Interruptions to Supply
- Water efficiency, demand management
- Developer Services
- CSO compliance & oversight
- TOTEX operational efficiencies
- PR24 regulatory support – key areas
- AMP8 mobilisation & delivery efficiencies
- Operating Model transformation
- CSAT turnaround
- Street works & reinstatement
- Net Zero delivery pathways
- Talent & Skills Lab
- Managed Services – key operational areas

Products, Data & Digital Transformation

- Business led Technology Change delivery
- Skewb Business Insights enabled by Data, AI & specialist business process understanding
- Skewb Opus – Street works
- Skewb Novus – Network Optimisation
- Connect Me – Customer Contact, Connections & Developer Services
- Skewb Works – work management, incl. backfill & reinstatement
- Skewb Climate – specific customer campaigns enabled by gaming, schools engagement, talent & skills lab
- Skewb One – Project and Portfolio management

Gas & Power

- Network Optimisation
- Leakage, Faults & Supply Interruptions
- Connections
- TOTEX operational efficiencies
- RII02/3 regulatory support – key areas
- RII03 readiness, mobilisation & efficiencies
- Operating Model transformation
- CSAT turnaround
- Street works & reinstatement
- Safety and Technical Competencies
- Net Zero delivery pathways
- Talent & Skills Lab
- Managed Services – key operational areas
- IGT/IDNO's business readiness, operating model & transformation delivery

Targeted Outcomes Enabled by Skewb Products



Culture & Mindset

- Problem solving and collaboration is firmly embedded
- Effective internal communications is ingrained



Processes

- Lean, low effort (agile) E2E processes designed around delivery of customer value
- Common work planning, delivery and closure processes



People

- Multi skilled (cross flexed) operational resources and team managers
- Right sized – business support, back office & field teams



Sourcing & Alliances

- Market based Ts & Cs aligned to workload and rewarding outperformance
- Franchise models to ensure customer and safety management consistent



Customer & Stakeholders

- At the heart of our business model
- Stakeholder & customer impact central to planning & service design



Org & Governance

- Fully accountable (incl. P&L) geographic team structures supporting all work types
- Rapid and agile decision making at the lowest possible level closest to outcome



Technology & Data

- Integrated system enabled data model – linking work, assets, customer and finance integrated with digital planning & scheduling
- Agile apps that adapt to new processes



Performance Management

- Balanced scorecard and dashboard capabilities
- Mobile enabled near real time performance management (with alerts)



Assets & Location

- Predictive models for asset health, condition, resilience & failure; focus to improve maintain–repair work mix
- Self diagnosis & prioritised action using remote sensor and IoT tools



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Transformation Services

Our transformation services, enhanced by our product suite, are designed to drive and deliver stretching performance outcomes, transforming ways of working and establishing strong and sustainable business foundations.

We focus on outcomes, working at pace to deliver effective solutions and positioning ourselves as the partner of choice within our clients' organisations. Our approach ensures that clients experience and feel early results, while also collaborating with us to shape longer-term visions of success. We stand shoulder to shoulder with our clients on every project, and our unique, refreshing approach to teamwork is frequently praised.

Additionally, we implement advanced tools and techniques to enhance the productivity of your field force, ensuring they are equipped for the evolving demands of the industry. We streamline back-office processes through redesign and automation, reducing overheads and improving overall operational efficiency.



Skewb's **exceptional in-house digital team**, together with its **divisional experts**, have been developing a **suite of digital products**.

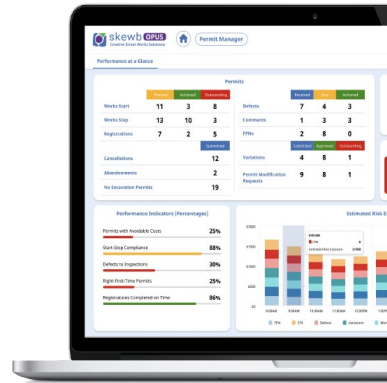
Their philosophy is to create lightweight solutions that focus on helping clients outperform commitments to customers, boards and regulators; improve their operational efficiency; and hit ESG targets.



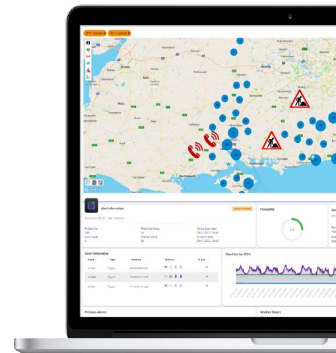
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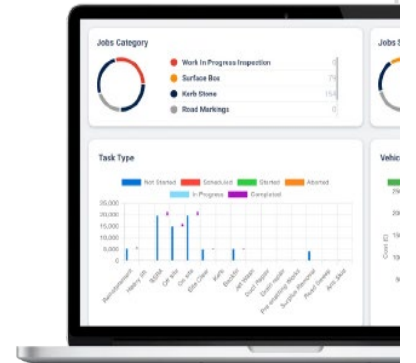
A flexible diagnostics and outcomes-driven product that is deployed alongside Skewb's expert Street Works consultants to deliver efficiency and cost savings across Street Works Operations.



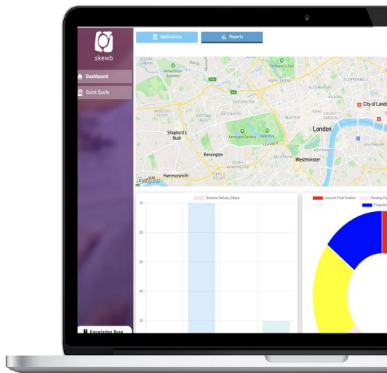
Our groundbreaking product monitors utility networks in real-time, predicting and reacting to leaks, bursts, and other anomalies with state-of-the-art hydraulic modeling, complex clustering, and automated targeting



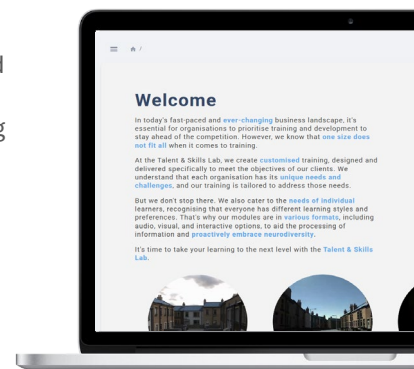
Full works management capabilities including people and team management, vehicles and plant, jobs, planning & scheduling and optimised mobile application for the field force. Includes data capture, data assurance and reporting of all Carbon Emissions (Scope 1, 2 and 3).



Transforming Developer Services through process automation, customer portals, self-serve, integrated field applications for surveys and work management. An end-to-end digital product for a new water connection.



Accelerate Climate and social action through digital education. Using digital means, we specialise in nurturing interest in children and adults on subjects which would otherwise seem hard to reach



In-house software developed on PowerBI, used to manage all Skewb's project deliveries to its clients, as well as manage internal corporate activities (potential for ONE to be developed for external use, however not currently in the plan and so presents further potential upside)



We offer technical managed services for the Gas and Water sectors

Our Technical Managed Services help utilities co-manage critical operations, enhancing safety, efficiency, and performance.

We optimise key functions through expert-led, scalable solutions, embedding advanced technology, cyber resilience, and automation for seamless integration. By leveraging data-driven insights and best practices, we drive measurable improvements, ensuring long-term sustainability and future readiness.





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The OPUS suite

All the tools you need to optimise your Street Works operations and management, connected to DfT Street Manager and One.Network tools.



Optimise your Street Works

OPUS is an enabling platform for optimising Street Works operations across Promoters, Delivery Partners and Highway Authorities.

The OPUS suite of products embeds visibility and controls of business outcomes within the operational workflows for each stakeholder in the delivery value chain.

Skewb's turnaround experts provide business services that use OPUS products to achieve one of the following four business outcomes: reduction in operating costs; reduction in avoidable costs; improved operational efficiency and improved collaboration.

Skewb OPUS is a flexible diagnostics and outcomes-driven platform that is deployed alongside Skewb's expert Street Works consultants to deliver efficiency and cost savings across Street Works Operations.



Permit Manager

Real time jeopardy Management.

Dashboard showing daily operational & financial performances.



Works Permit Workbench

Platform for administrators to raise and manage Permits.



Cost & Penalty Manager

Enables unit cost management. Estimates cost of permits, automatic matching of invoices and workflow enabling to assign costs to accountable party.



Start-Stop Register Manager

Business Improvement tool to manage work starts and stops in order to avoid FPNs.



Inspections & Defects Manager

Workflow system to manage the completion defects to the right timeframe and quality standards.



Reinstatement Manager

Workflow system for financial management of reinstatements.



Reporting as a Service

Instant reporting, no resources or BI tools required.



Direct links to DfT street manager
OPUS tools link directly to DfT's street manager to ensure you have real-time data



Customer Satisfaction Impacts
Track the impact of street works on your customer satisfaction



Highway Authority Engagement
See where you have strong relationships to ensure the ability to get approvals



Proactive Jeopardy Management
See your entire street works operations all in one system, making it easy to see opportunities to save and increase efficiency



Cut Avoidable Costs in Half
See, track and avoid fines through easily prioritising interventions and actions



Optimise Resources
Increase the impact of your people by freeing up their time with OPUS tools that slash admin tasks



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Advanced Water Network Optimisation through AI and Machine Learning.



Skewb NOVUS brings together disparate systems and data into a single pane of glass view of water network operations including field teams, jobs, customer contact, assets, history, consumption, weather, demographics, satellite imagery, sensor data, vehicle telematics and much more.

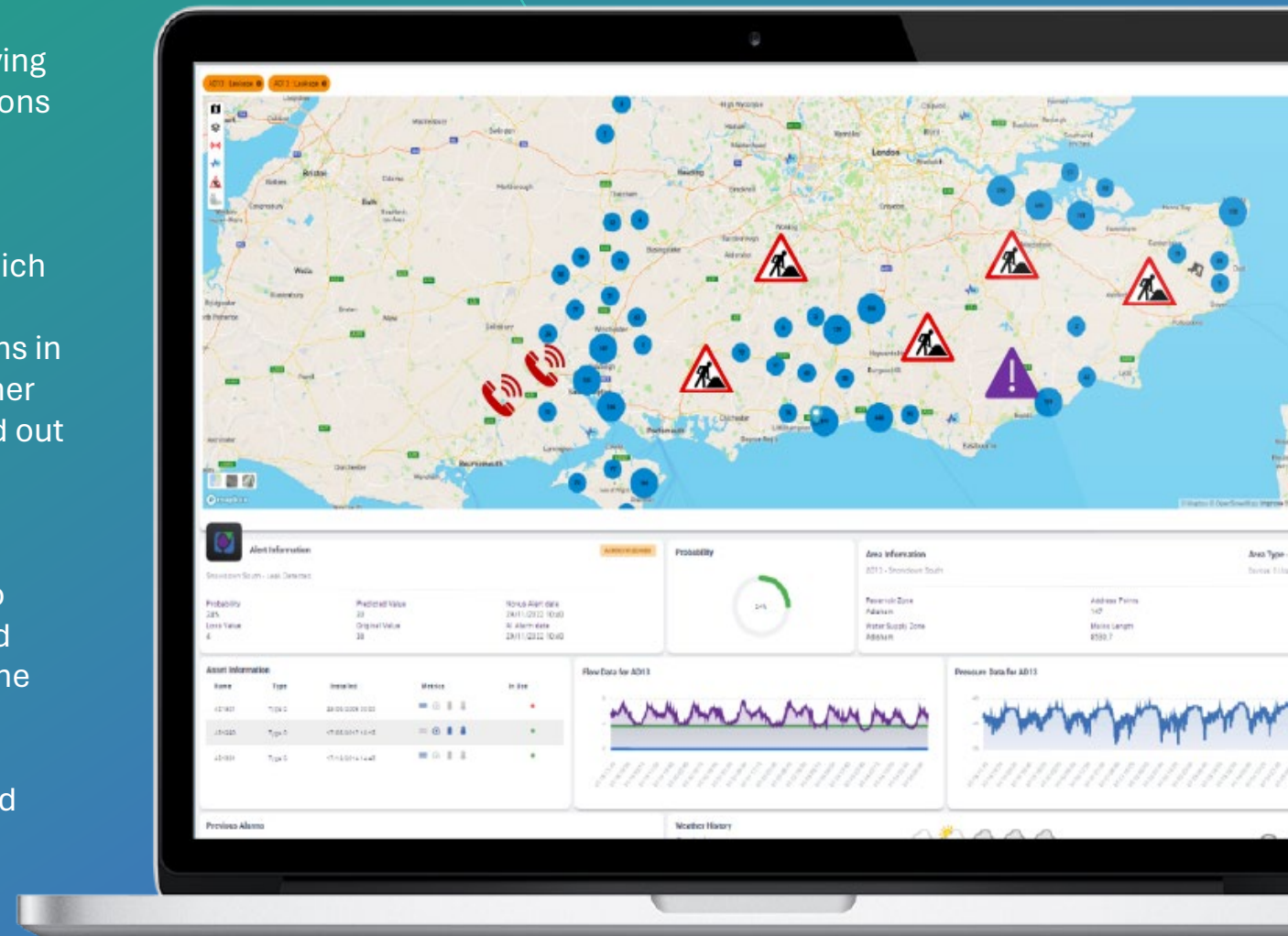
We can then visualise all of this data geospatially to give operations and field teams an ability to really understand behaviour change on the network.

Sitting behind the visualisation is sophisticated AI and machine learning which constantly learns and generates insights to enable the right responses to issues and predict future ones.

- Skewb NOVUS Leakage is our advanced digital leakage product which monitors water networks and assets to predict and react

to leak events in real-time giving meaningful insight to operations and investment

- Skewb NOVUS Demand Management is a product which enables demand teams to monitor consumption patterns in real-time regardless of whether there is smart metering rolled out across the network.
- Skewb NOVUS I2S monitors water networks and assets to predict and react to burst and interruption events in real-time giving meaningful insight to operations and drastically reducing the time to react and respond and minimising customer impact.

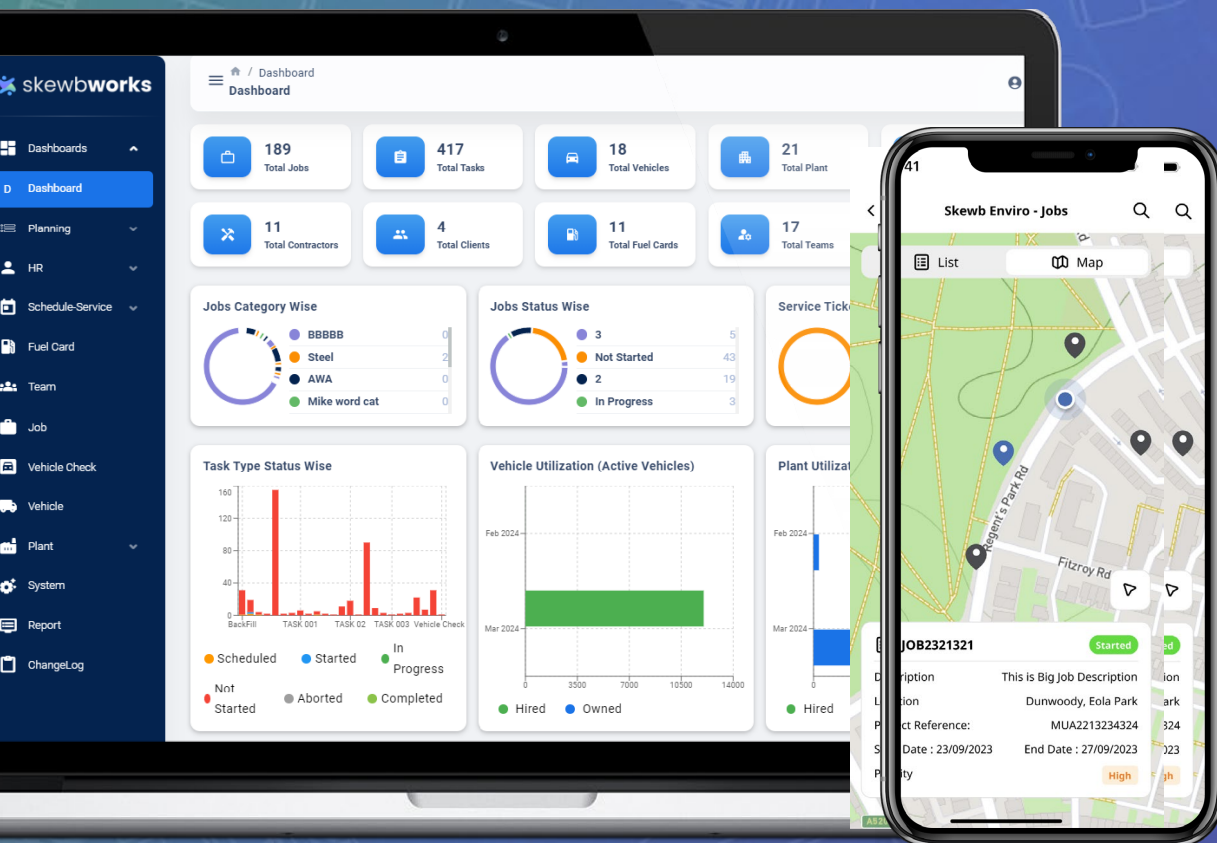




End-to-end Works Management Capabilities



Skewb Works streamlines every stage from HR, fleet, plant and stores through to planning/scheduling and completing jobs driven by real-time insights. With mobile access and automation, it ensures efficient, data-driven control over your contracts and your teams.



Designed specifically for supply chain and utilities to streamline operations, increase productivity, and drive results.

Increased performance
Boost productivity quickly through streamlined operations, optimised resource allocations, SLA adherence and route planning.

Mobility
Keep field teams informed with access to the right information, drive quality data capture in a simple to use, intuitive interface.

Reduce Costs
Streamline operations and minimise unnecessary expenditures with real-time tracking and optimised resource allocation, significantly lowering overall costs.

Keep your teams safe
Prioritise safety by having the right people, with the right competencies and equipment available for the right jobs at the right time. Benefit from built-in compliance checks, risk assessments, and incident tracking, creating a secure working environment for all team members.

Realise cost efficiencies
By integrating AI-driven analytics, Skewb Works enables deeper insights from the data captured, enabling more effective decision-making and driving measurable outcomes.





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Digitising the Connections customer journey

Elevate customer experience with ConnectMe—a cutting-edge, digital-first solution that places your customer at the center of the connection journey. Our comprehensive platform offers everything from an intuitive customer portal and seamless jeopardy management to robust mobility solutions, regulatory reporting, and commercial tracking. With ConnectMe, both customers and utilities have access to the right information at the right time, ensuring exceptional service delivery every time!

- **Real-Time Communication:** Offers instant updates and notifications, ensuring customers are informed about their journey; building trust and stronger CSAT.
- **User-Friendly Customer Portal:** Allows customers to manage their accounts easily, access billing information, and track their connections. Meets the demand for simplicity and convenience in customer interactions.
- **Proactive Jeopardy Management:** Allows utilities to proactively address concerns, minimising disruptions and enhancing the overall customer experience.
- **Robust Feedback Mechanism:** Includes features for collecting & analysing customer feedback, continuously improve services based on real user insights, keeping the customer at the heart.





THE TOTE BAG



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Guiding your story through engaging learning experiences

Skewb Climate design custom digital education products that make learning fun and impactful. Our team of artists, designers, developers and learning specialists create cutting-edge EdTech solutions, mixing popular gaming platforms like Minecraft and Unity with educational content. This unique combination not only helps utility companies hit their Corporate Social Responsibility goals but also uses gamification to break down learning barriers and spark interest in all kinds of learners.

Innovative, Inclusive & Immersive Learning

Our unique training delivery platform creates realistic training scenarios in which employee skill levels are assessed and content customised to keep users challenged and progressing forward. Employees can succeed and fail, experiment through trial and error, and learn high-risk skills in an entirely safe environment.

Learn by going on educational adventures!

A large range of core games for children and young people.

All are created to appeal to and be accessible to neurodivergent learners. We provide training in coding skills to support children to take part in development and testing. We create an agile environment for clients to promote, prioritise and track the development of their modules.



Crafted to Inspire, Engage, and Transform

Unlock the potential of your events with our meticulously designed campaigns, tailored to ignite curiosity and fuel creativity. At our core, we're dedicated to creating experiences that resonate deeply, leaving a mark on your audience. Each event is a unique journey, and we excel in crafting bespoke campaigns that seamlessly blend the right tools and strategies to engage your attendees.

From school events to industry conferences, workshops to webinars, we specialise in delivering innovative and immersive experiences that leave a lasting impression. Our approach centres on creating interactive environments that foster active participation, meaningful discourse, and hands-on learning opportunities. With a keen focus on sparking curiosity and fostering connections, our events are designed to inspire creativity and facilitate knowledge exchange.

Partner with us, and together, let's craft an event that not only informs but also empowers, driving meaningful change and lasting impact for all involved.

Embark on a Climate Action Journey with Minecraft

Join us on a transformative journey as we harness the power of Minecraft to inspire immediate climate action among children. We seek to ignite a spark in young minds, catalysing change that ripples through families, schools, and communities.

Through immersive modules and engaging gameplay, we aim to instil a sense of responsibility and drive sustainable behavioural change. Join us in shaping a brighter future, one block at a time.

Elevate Learning with Esports

Where Inclusivity, Purpose, and Fun Collide

Step into the world of esports with Minecraft: Education Edition, where inclusivity, purpose, and fun converge to redefine learning. Embracing the power of gaming, our esports activities offer a dynamic platform for skill-building, content mastery, and genuine engagement.

More than just a game, esports provide a welcoming space for all students, offering an outlet for those who may feel excluded from traditional sports or activities. As classrooms evolve, esports emerge as a beacon of inclusivity, allowing every student to shine.

Whether it's through a build challenge or a live tournament, we're here to support you in harnessing the full potential of esports in education. From fostering a sense of community to promoting leadership skills, esports offer a wealth of benefits comparable to traditional sports.



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Accelerating people transformation for a sustainable future.



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Be-spoke delivery management platform

Developed from concept to deployment internally, a system which sits at the heart of our business and project assurance and our quality management system.

We now manage our client projects and Skewb initiatives through this platform to log their plans, track progress, monitor delivery of outcomes and benefits, with real-time visibility of delivery progress. All reporting, reviews and project discussions will focus on the content updated within SKEWB-ONE. Progressively, we will welcome our clients and provide access to the live reports and dashboards for their project portfolio.

Skewb One includes the following features:

- Benefit tracking
- Risk register
- Milestones and plans

- Weekly governance updates
- Project and portfolio level dashboard

Skewb One has supported the rapid introduction of our quality management system (including ISO9001 accreditation) and project controls, both supporting executive assurance for the work we do for our clients, in addition to internal improvement projects. The intuitive platform includes dashboards and data to review our progress in delivering our client outcomes and other projects within the business.

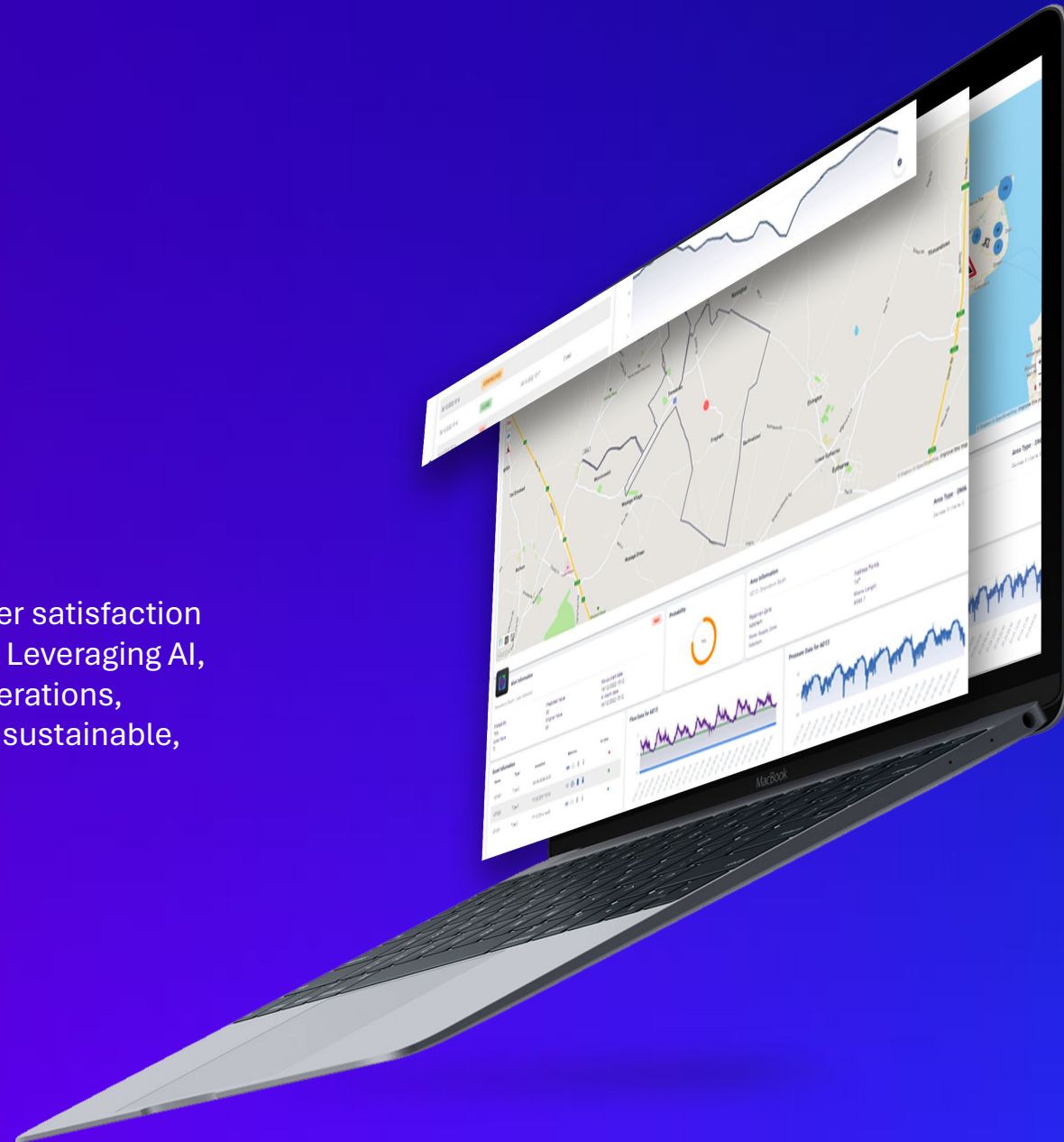
It enables:

- Quality of data & ways of working
- Control and compliance
- Simplified and consistent processes
- Real time visibility
- Better collaboration & communication



Solutions

Our solutions drive efficiency, compliance, and customer satisfaction through expert-led Transformation & Managed Services. Leveraging AI, automation, and data-driven insights, we streamline operations, reduce inefficiencies, and enhance resilience, ensuring sustainable, future-ready performance for utilities and contractors.



Developer Services & Connections

Driving Performance and Enhancing Customer Outcomes

Leveraging our team of highly experienced subject matter experts, we conduct a comprehensive 40-point health check on your Developer Services function. Our in-depth assessment identifies strengths, areas for improvement, and potential risks, ensuring alignment with industry best practices and regulatory requirements.

Based on these insights, we design and implement a tailored transformation programme to optimise efficiency, effectiveness, and compliance. Our structured approach enhances operational performance, streamlines processes, and drives long-term customer improvements. By embedding best-in-class service standards, we ensure higher customer satisfaction and a stronger operational foundation.

To further enhance customer experience, we integrate ConnectMe, our digital platform that simplifies interactions, provides real-time tracking, and ensures a seamless, personalised service journey. This improves transparency, responsiveness, and overall customer engagement, making Developer Services effortless for all stakeholders.

Street Works

Optimising Street Works for Efficiency, Compliance, and Seamless Collaboration

Our Street Works Transformation & Managed Services enable utilities, delivery partners, and highway authorities to streamline operations, ensure compliance, and improve collaboration. By embedding visibility, control, and performance tracking into workflows, we help organisations reduce inefficiencies, improve stakeholder engagement, and minimise disruption.

Through expert transformation and data-driven insights, we help reduce operating costs, avoidable fines, and inefficiencies. By modernising approvals and regulatory engagement, we create smoother, faster decision-making processes that improve service delivery. We also ensure customer satisfaction remains a priority, helping businesses track and mitigate the impact of street works on service performance.

To support this transformation, we utilise OPUS, our digital platform that provides real-time visibility, automated workflows, and enhanced decision-making, ensuring operational consistency and efficiency across Street Works operations.

Our Site Management approach digitises workflows, providing real-time visibility of jobs, permits, and customer data in one place. By enabling proactive task prioritisation, structured safety management, and automated site tracking, we streamline operations, enhance compliance, and maximise on-site efficiency in Street Works.



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Water Leakage Management

Delivering Measurable Leakage Reduction for a Resilient Future

Our Leakage solutions provide a turnkey approach to reducing water loss and improving regulatory outcomes, working closely with utilities to drive efficiency, compliance, and financial reward. We collaborate with contractor partners, delivering expert-led strategy, data-driven modelling, and innovative design solutions to achieve leakage reduction targets.

By deploying advanced methodologies such as network calming, we help utilities optimise infrastructure, prevent water loss, and meet regulatory obligations. Our approach goes beyond operational efficiency, ensuring utilities benefit from enhanced reputation, financial incentives, and industry leadership in water management.

To further enhance performance, we integrate Novus, our digital platform that delivers real-time insights, predictive analytics, and workflow automation—enabling utilities to make faster, more informed decisions in leakage reduction strategies.

Network Management

Intelligent Decisions, Stronger Networks, and a Better Customer Experience

Effective Network Management ensures utilities can maximise efficiency, reduce operational risks, and improve service delivery. By leveraging real-time insights and predictive intelligence, we help utilities reduce inefficiencies, optimise network performance, and enhance long-term resilience.

Through proactive monitoring, we help identify and resolve network issues before they escalate, minimising unplanned outages, water loss, and operational risks. Our approach enables utilities to allocate resources efficiently, ensuring a balance between short-term service needs and long-term sustainability.

By improving network responsiveness and real-time control, we enable better customer outcomes, reducing service disruptions and enhancing communication across teams. Our approach ensures compliance, cost efficiency, and a network that is future-ready and customer-centric.



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Water Efficiency & Demand

Changing Behaviours, Reducing Demand, and Delivering Lasting Water Efficiency

Our Water Efficiency & Demand solutions focus on influencing customer behaviour to drive sustainable reductions in water usage. Through award-winning behaviour change campaigns, we help utilities engage communities, promote responsible water consumption, and deliver measurable impact.

We have successfully delivered award-winning campaigns demonstrating our ability to shape consumer habits and drive long-term water efficiency. By combining data-driven insights, innovative engagement strategies, and compelling messaging, we empower customers to make lasting changes that support both their needs and the wider water ecosystem.

Our approach not only reduces demand but also delivers better outcomes for customers and water companies alike, helping utilities meet regulatory targets, enhance reputation, and secure long-term sustainability. With our expertise, utilities can turn behaviour change into lasting water savings and a more resilient future.

Planning & Scheduling

Smarter Scheduling and Strategic Planning to Maximise Efficiency and Productivity

Our Planning & Scheduling expertise helps utilities and contractors drive productivity, reduce inefficiencies, and unlock better operational outcomes. By optimising fleets, team sizes, and workforce allocation, we ensure the right people and resources are in the right place at the right time.

We take a data-driven approach to schedule optimisation, aligning maintenance programmes with regular site activities to minimise downtime and maximise field productivity. Our deep understanding of workforce skills, locations, and capacity enables smarter deployment, ensuring work is completed efficiently and cost-effectively. To enhance planned & response based dispatch, we streamline response processes, ensuring rapid mobilisation of the right teams while minimising disruption to planned work. We also review team rosters to reduce unnecessary overtime, maximise shift efficiency, and balance workloads effectively.

Through field management insights, we analyse time allocation for different work types, identify bottlenecks, and refine processes to enhance overall performance. Whether it's improving shift patterns, optimizing travel routes, or streamlining job scheduling, our solutions help organisations achieve higher efficiency, better service delivery, and improved operational resilience.



Asset Data Services

Unlocking Asset Data for Performance and Smarter Decisions

Our Asset Data Services transform how utilities capture, manage, and utilise asset data, ensuring greater accuracy, efficiency, and strategic decision-making. By integrating Robotic Process Automation (RPA), AI-driven analytics, and real-time digital field data capture, we create a structured, intelligent data ecosystem that enhances operational performance.

We streamline data collection and validation by deploying digitised field capture solutions, eliminating manual processes and reducing errors. With AI-powered insights, we analyse asset performance trends, predict failures, and enable proactive maintenance strategies that reduce downtime and extend asset life. RPA further automates data entry, validation, and reporting, freeing up valuable time and resources.

By embedding these technologies into a seamless, automated workflow, we help utilities transition from reactive data management to a smart, predictive approach. We optimise asset utilisation, improve compliance, and enable real-time operational intelligence for long-term sustainability.

Customer Excellence

Reimagining Customer Service with Digital Innovation and Personalised Experiences

We help utilities transform customer interactions by optimising digital channels, self-service solutions, and communication strategies to improve engagement and operational efficiency. Our Customer Excellence transformation and managed services focus on streamlining customer journeys, ensuring timely, clear, and accessible information, particularly during critical moments such as outages.

By enhancing digital platforms and automation, we create seamless experiences that empower customers to manage their services efficiently while reducing strain on contact centres. Our approach integrates data-driven insights to personalise interactions, anticipate customer needs, and proactively resolve issues before they escalate.

We also support process optimisation and employee engagement, ensuring frontline teams have the tools and training to deliver consistently high service standards. With a focus on efficiency, digital transformation, and proactive customer care, we enable utilities to increase satisfaction, reduce costs, and build long-term customer trust in an evolving market.

Operational Data Insights in Gas & Water

Streamlining Operations Through Intelligent, Data-Driven Insights

Utilities generate vast amounts of data, but unlocking its full potential requires structure, analysis, and actionable insights. Our Operational Data Insights service transforms raw data into real-time intelligence, enabling proactive decision-making, risk management, and operational efficiency. By integrating real-time analytics, predictive modelling, and performance tracking, we provide clear visibility into network operations, asset health, workforce productivity, and customer interactions. This enables organisations to identify risks, optimise resource allocation, and improve service performance.

Embedded within our approach is the Control Room framework, creating a Single Pane of Operations that monitors plans, field activities, and network events in real time. By applying preconfigured rules and predictive alerts, we detect potential risks before they escalate, triggering automated responses and corrective actions. Rather than reacting to challenges, we help utilities embed proactive and predictive insights that reduce downtime, improve customer experience, and enhance long-term resilience. With a focus on efficiency, compliance, and operational excellence, our data-driven approach ensures that businesses can optimise performance, increase agility, and unlock long-term value.

Programme Management

End-to-End Programme Leadership for Smarter, Integrated, and Measurable Asset and Work Lifecycle Success

We lead and deliver specialist programmes that drive transformative outcomes across the end-to-end asset and work lifecycle, ensuring compliance, cost efficiency, and outperformance. Working in true partnership with our customers, we act as one integrated team, maximising the best talent and resources to achieve a holistic, target-driven outcome.

Our approach ensures Exec and Board-level engagement, supported by the right balance of leading and lagging indicators, critical path milestones, and key KPIs. By leveraging Skewb One, our integrated management toolkits, alongside ISO-compliant mobilisation and delivery processes, we embed robust governance and operational control, working in harmony with customer systems to drive success.

Beyond strategic planning, we develop clear, evidence-backed cost-benefit cases that support investment decisions, ensuring initiatives move from business case to full implementation. Our expertise ensures programmes are structured, measurable, and outcomes-focused, delivering long-term value and sustained operational excellence.



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Target Operating Model

Transforming Operating Models for Agility, Efficiency, and Strategic Success

We help organisations refine, restructure, or redesign their Target Operating Model (TOM) to align operations with strategic priorities, efficiency goals, and long-term growth. A well-structured TOM ensures that strategy is embedded into day-to-day operations, rather than being an afterthought.

By benchmarking performance through an outside-in lens, we identify best practices and optioneer relevant utility models that fit within the emerging regulatory landscape. Our approach eliminates inefficiencies and structural bottlenecks, helping businesses focus resources on high-value areas, empower employees to make informed decisions, and foster greater collaboration. This enables organisations to streamline operations, improve decision-making, and reduce administrative burdens, ensuring clarity, resilience, and a sharper focus on innovation for sustained success. With deep expertise in regulated and deregulated markets, we support utilities in developing new business ventures, ensuring they are structured for commercial success while maintaining regulatory alignment. We also provide guidance on consultations, policy shaping, and stakeholder engagement, ensuring organisations stay ahead of industry changes and governance requirements. Our approach embeds safety and technical competency frameworks, ensuring that organisations are equipped with the right skills, governance, and operational controls to deliver excellence. By integrating benchmarking, strategic optioneering, and robust governance, we enable utilities to build resilient, high-performing operating models that are fit for the future.

Multi-Utility Engineering Contractors

Driving Cost Efficiency and Outperformance by Empowering Multi-Utility Contractors with Digital Products and Strategic Expertise

We work in partnership with multi-utility contractors, delivering cost efficiency and outperformance-led solutions through a blend of managed services, digital products, and operational expertise. Our holistic approach integrates capabilities across planning & scheduling, fleet & field force management, logistics, and workforce skills & competencies, ensuring a seamless, high-performing operation.

By embedding our planning & scheduling expertise, we optimise resource deployment, ensuring the right people, in the right place, at the right time. Through Works, OPUS, and Control Room, we provide end-to-end digital visibility, enabling real-time decision-making across Street Works, Developer Services, and Connections. Our Site Management approach enhances on-the-day efficiency, compliance, and safety, reducing delays and ensuring smooth project execution. With a data-driven, partnership-first approach, we help multi-utility contractors deliver more efficiently, improve collaboration, and enhance overall service performance, ensuring they stay ahead of regulatory requirements and operational challenges.



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Technical Managed Services

Expert-Led Managed Services for Safer, Smarter Performance

Our Technical Managed Services enable utilities to co-manage and deliver critical operational functions, ensuring a clear focus on safety, efficiency, and measurable performance improvements. We take ownership of key utility functions, including repair and maintenance, planning and scheduling, customer services, and developer services, delivering expert-led, scalable solutions that drive efficiency, cost savings, and service quality. To enhance and future-proof these operations, we embed specialist application support, operational technology transformation, cyber-related enhancements, and infrastructure and virtualisation assurance, ensuring resilience, security, and seamless integration. Through data aggregation, middleware management, and digital workflow automation, we create a secure, interconnected operational ecosystem that strengthens compliance, performance, and long-term sustainability.

Our approach is outcome-driven, delivering real, measurable improvements—whether reducing downtime, increasing workforce efficiency, or optimising customer engagement. By embedding best practices, digital tools, and data-driven insights, we ensure utilities can operate safely, efficiently, and effectively, while maintaining future readiness.

De-Regulated Growth

Unlocking New Revenue Streams by Expanding Utility Capabilities Beyond Regulation

We help regulated utilities identify and develop new revenue streams, leveraging their expertise, infrastructure, and market position to expand into digital services, new business areas, and cross-utility synergies. Our Deregulated Growth services ensure that new business opportunities are strategically aligned, commercially viable, and future-ready.

With a proven track record in identifying and executing high-impact growth opportunities, we work closely with utilities to design, implement, and optimise new business models. Our approach supports digital transformation initiatives, helping organisations launch new service lines, integrate smart technologies, and capitalise on emerging market trends. By connecting capabilities across utilities, we unlock synergies that drive cost efficiencies, operational effectiveness, and long-term value creation.

By focusing on commercial expansion, partnerships, and innovative service models, we help utilities diversify revenue streams while maintaining compliance and operational excellence, ensuring sustainable success in a rapidly evolving energy and infrastructure landscape.



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Digital Control Room

A Single Pane of Operations for Proactive, Safe, and Efficient Networks.

The Control Room is the future of utility operations, providing a Single Pane of Operations that delivers real-time visibility, intelligent decision-making, and proactive risk management. By continuously monitoring plans and field activities, it applies preconfigured rules to detect potential issues, triggering immediate actions that minimise risk and prevent failures before they occur. Built on an AI-ready framework, the Control Room enables the Predict-Sense-Respond-Learn (PDSR) paradigm, supporting automated decision-making and reducing reliance on specialist knowledge. It streamlines operations, eliminates inefficiencies, and creates an interactive hub where teams can collaborate effectively.

With multi-channel, real-time visibility, the Control Room ensures fewer meetings, improved productivity, and reduced rework, allowing Ops Managers, Project Engineers, and Site Managers to focus on delivering results. By embedding live in-day jeopardy management and Kanban-style project oversight, it provides end-to-end operational consistency, ensuring a proactive, safe, and customer-centric network.

Smart Metering

Smart Metering, Smarter Outcomes: Reducing Waste, Enhancing Insights, and Delivering a Better Customer Experience

Our Smart Metering offering is designed to deliver targeted programmes that maximise the benefits of smart technology, focusing on maximum return to drive demand reduction and detect leakage more effectively.

We create seamless customer journeys by integrating communications strategies, real-time visualisation of customer sentiment and usage data, and proactive engagement to ensure a smooth transition to smart metering. By acting as a conduit between key suppliers including network communications providers, meter manufacturers, and installers we ensure programmes run efficiently, with minimal disruption and maximum impact.

Our strategic approach not only enhances customer experience but also supports utilities in meeting regulatory targets, improving operational efficiency, and unlocking the full potential of smart metering to create a more resilient and sustainable utilities network.



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SKY Capital Delivery

Optimising Performance, Minimising Risk, Delivering Excellence for Capital Delivery

Our Capital Delivery offering is designed to bring structure, efficiency, and risk reduction to complex Capital Works and Major Works programmes within utilities and the supply chain. By introducing guiderails, we establish clear governance and accountability, ensuring projects remain on track and aligned with strategic objectives. Through digitised visibility of performance metrics, we provide real-time insights into project progress, costs, and risks, enabling data-driven decision-making. Our approach embeds workflow, checkpoints, and control mechanisms to proactively identify and mitigate risks, ensuring compliance and reducing the likelihood of costly delays or rework.

We implement best practice frameworks, leveraging industry-leading methodologies to enhance consistency, collaboration, and continuous improvement. By integrating technology and structured processes, we help organisations de-risk delivery, improve efficiency, and enhance overall project performance. The result is a resilient, accountable, and high-performing Capital Delivery function, capable of delivering projects on time, within budget, and to the highest standards while minimising operational and financial risk.

Renewable Energy & Net Zero Futures

Accelerating Decarbonisation for a Greener, Sustainable Future

Achieving Net Zero and adopting renewable energy are critical for utilities aiming to reduce emissions and enhance sustainability. Our transformation and managed services provide organisations with the strategies, expertise, and frameworks needed to integrate sustainability into their operations while ensuring compliance with evolving regulations.

We help businesses embed sustainability across the value chain, ensuring decarbonisation efforts are aligned with strategic goals. Our Environmental, Social, and Governance (ESG) services support responsible business practices, while our environmental management expertise helps organisations enhance compliance, mitigate risks, and implement sustainable initiatives.

By leveraging data-driven insights and reporting frameworks, we guide businesses in tracking progress, improving transparency, and aligning with global sustainability standards. Our approach combines deep industry expertise with government experience, enabling organisations to accelerate their Net Zero transition, embrace innovation, and build long-term resilience in an increasingly green economy.



Site Management

Digital Workflows at the Heart of Smarter, Safer Site Management

Our Site Management approach places a digitised workflow at the heart of daily operations, providing a single, centralised view of each site. By integrating job details, permit information, and customer data, we create a one-stop-shop for on-day site management and supervision, ensuring seamless coordination and control.

Supervisors gain full visibility of their team's workload and site tasks, enabling them to proactively prioritise, manage resources effectively, and drive productivity. With an automated and structured approach to safety and performance management, teams benefit from a consistent framework for site safety inspections, performance tracking, and progress monitoring, improving compliance and operational standards.

By tracking non-value-adding activities such as travel time and admin-heavy tasks, our system proactively recommends efficiency improvements, ensuring supervisors spend more time actively managing teams and optimising delivery on-site. With real-time data, automated insights, and seamless workflows, we help utilities create a safer, more efficient, and high-performing workforce.

To support this transformation, we utilise OPUS, our digital platform that provides real-time visibility, automated workflows, and enhanced decision-making, ensuring operational consistency and efficiency across Street Works operations.





Our focus on **sustainability, net zero, and ESG** reflects a **commitment** to fostering **long-term environmental, social, and economic resilience.**

We aim to integrate environmental health, social equity, and economic vitality to build thriving communities for today and future generations.





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What does **ESG** mean for Skewb?

Environmental

We strive to achieve minimal adverse environmental impacts across all our operations whilst also seeking ways to enhance the local environment.

Social

We aim to deliver sustainable social impact, promoting the wellbeing of our Skewbers and adding value to both the communities within which we operate, and wider society.

Governance

We have a robust internal system of practices and procedures allowing us to make effective decisions, comply with the law and provide assurance to our stakeholders and customers.

Corporate Social Responsibility

We want to do right by our Skewbers and by our clients, and we want to contribute to the well-being of communities and wider society through environmental and social measures.

We therefore take Corporate Social Responsibility (CSR) very seriously. We deem it vital to operate in a way that is socially accountable, and we want to have a positive impact on our society.

At Skewb, our CSR commitments are not just lip service, but something tangible and fundamental to our whole ethos.

In the Workplace

At Skewb, we prioritise the wellbeing of our Skewbers, ensuring that they are supported with comprehensive benefits such as private healthcare, a company car scheme, enhanced family leave, a discount platform, a wellbeing platform, training and development opportunities, pension contributions, and life assurance.

Beyond these essential benefits, our commitment to a fair and ethical workplace is embodied in our Skewb IDEA initiative, which stands for inclusion, diversity, equity, and accessibility, and serves as the foundation of our business culture.

In the Marketplace

At Skewb, we are deeply committed to considering the wider implications of everything we create, from our products to our services. We recognise that in today's world, businesses must do more than simply meet market demands—they must contribute positively to society. That's why our solutions are not just built to be effective, but also to embody the principles of innovation, inclusivity, and immersion. By focusing on these core values, we aim to support the utilities market in

driving meaningful change, ensuring that our clients are not only successful but also part of a broader movement towards a more sustainable and equitable future. Our goal is to empower the utilities sector to become a force for good, leveraging technology and human-centred design to create lasting, positive impacts for all stakeholders.

In the Community

Even from our earliest days as a growing business, Skewb has always sought to contribute to the creation of a positive society. One way we continue to do this is by engaging with communities, giving to charities and other causes for good in order to enable positive social change.

In the Wider World

Skewb is always seeking ways to ensure our environmental impact is minimised or improved. Our Skewbers bring a wealth of industry focused business transformation experience and work with customers to meet their sustainability and ESG goals, as well as to achieve their net zero ambitions.



Our Clients & Memberships

We are proud of our trusted partnerships, industry memberships, and professional qualifications that set us apart.

Our collaborations with leading utility organisations demonstrate our commitment to excellence, while our certifications and memberships reflect our dedication to meeting industry standards and best practices.

Our affiliations reinforce our credibility and ensure that we continue to deliver the highest level of service and expertise.



Skewb's Partnership with the Institute of Customer Service (ICS), under the trademark 'Service Nation,' underscores our commitment to delivering exceptional value to our customers.



Street Works UK Ltd is the UK's only cross-sector trade association representing gas, electricity, water, sewage and telecommunications utility companies, their contractor partners and a range of affiliate companies that provide goods, materials, equipment and services that support Street Works UK's Vision for Street Works.



Spring is the innovation accelerator that enables collaboration within and beyond the water sector to drive transformational innovation. Skewb partnered with Spring in June 2023 to support the growth of the innovation centre of excellence and be at the forefront of innovation solutions for the Water industry.



Our Awards

At Skewb, our commitment to innovation and excellence has been consistently recognised by industry leaders. In recent years, we have been honoured with several prestigious awards that highlight our groundbreaking work and collaborative spirit.

2023: Gas Industry Awards - Product of the Year

In 2023, Skewb's OPUS was awarded Product of the Year at the Gas Industry Awards, hosted by IGEM and the Energy & Utilities Alliance (EUA). This recognition was a result of our successful collaboration with the Cadent North London team on their £55 million delivery programme. OPUS was developed with a clear mission: to enhance street works compliance by simplifying access to crucial data, thereby enabling the Cadent team to make timely and informed decisions. By streamlining processes and driving operational efficiency, OPUS has significantly impacted Cadent's operations, and we are incredibly proud that our innovative solution has been celebrated at such a high level.



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2024: Considerate Contractor Streetworks Scheme - Gold Award for Innovation

In 2024, Skewb was thrilled to receive the Gold Award for Innovation from the Considerate Contractor Streetworks Scheme's Judging Panel, in collaboration with Cadent Gas. This award was a testament to the hard work and dedication of our teams, who have consistently gone above and beyond to exceed the Code of Good Practice requirements. Our commitment to excellence, public safety, and environmental stewardship was exemplified through the Skewb Climate initiative, where we partnered with Cadent to develop a 'Children Travelling Responsibly' Minecraft module. This project was recognised by Alderman Alison Gowman, who presented us with the award, highlighting the impact of our innovative approach.





2024: UK Green Business Awards - Highly Commended for 'Can for the Cam' Campaign

Another highlight of 2024 was our Highly Commended recognition at the UK Green Business Awards for our 'Can for the Cam' campaign, created for Cambridge Water. This initiative encouraged Cambridge residents to conserve water by using watering cans instead of hoses, which can use up to 1,000 litres of water per hour. The campaign was a huge success, saving 0.94 megalitres per day (MLD), as calculated through AI machine learning modelling on household consumption data. This commendation underscores our commitment to environmental sustainability and our ability to drive meaningful change through innovative solutions.



2024: The UK Customer Experience Awards - Gold in the Best Business Change and Transformation Category

Skewb was delighted to win the award for Best Transformation and Change at the 2024 UK Customer Experience Awards for our work in Cadent's Customer Experience Centre. The programme of work saw fantastic improvements in employee experience, operational performance and customer experience, with Cadent's networks topping the industry league tables for customer satisfaction for the first time ever!

The programme also harnessed our team's digital expertise to implement innovative technology enablers to benefit customers and support employees by giving them tools they need to do their jobs effectively, whilst preparing a roadmap for future technology improvements.

We were especially pleased with the judges feedback that Cadent and Skewb were the perfect example of a partnership, working seamlessly together so they couldn't differentiate where one ended and the other began. That is testament to how we believe in delivering our projects, working shoulder to shoulder with our partners to achieve amazing success.





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In the Community

From the beginning, Skewb has been built on the belief that businesses have a responsibility to give back. Citizenship is at the heart of who we are, shaping everything we do to strengthen and empower the communities we serve.

We actively engage with local communities, support charities, and contribute to causes that drive positive social change. But our commitment goes beyond financial support—it's about fostering long-term impact.

Whether through volunteering, mentoring, or creating opportunities for individuals and businesses, we strive to make a meaningful difference.

At Skewb, we believe that success is not just measured in business outcomes but in the positive footprint we leave behind. By embedding citizenship into our core values, we ensure that every action we take contributes to a stronger, more inclusive, and empowered society.



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Unparalleled Future Possibilities

A Reimagined Future for Utilities—Innovating, Transforming, Leading.

Pushing Boundaries, Unlocking Potential, and Shaping a Smarter Tomorrow.

Creating the Next Generation of Utility Excellence—Smarter, Faster, Stronger.

Leveraging Technology to Build a More Resilient, Intelligent Utility.

The Power to Outperform, The Vision to Transform.

Co-Creating the Next Generation of Utility Excellence—Breaking Barriers, Redefining Possibilities, and Delivering Unrivalled Outcomes

The best is yet to come...



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