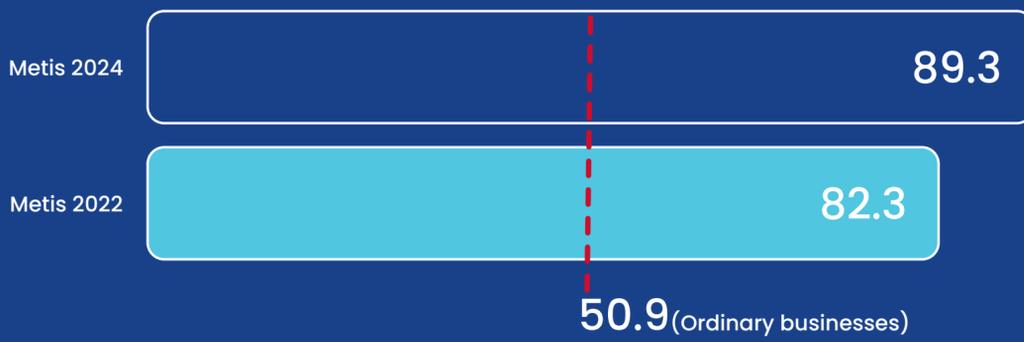




Our B Corp Journey: Progress and Commitments

Achieving B Corp accreditation in December 2022 was a proud moment for us. We met high standards of social and environmental performance, transparency, and accountability. Fast forward to 2024, we're sharing what we have achieved so far and our commitments for the year.

How We Score Since Certification



Our Achievements

Since certification, we have implemented initiatives to continuously improve our scores. We are confident that our B-Corp score will be higher at our next recertification assessment given that people and the planet continue to be at the heart of our business model.

GOVERNANCE	WORKERS	COMMUNITY	ENVIRONMENTAL	CUSTOMERS
<p>Accountable & transparent across the company.</p>	<p>Ensuring diversity, inclusivity & flexibility in the workplace.</p>	<p>Sharing time & resources with our community.</p>	<p>Making sure our impact is as little as possible.</p>	<p>Giving our customers the best service possible.</p>
<p>Improved our mission through financial reporting, performance dashboards, and regular updates.</p>	<p>Implemented mental health awareness training.</p> <p>Provided professional development through accredited training schemes with ice and CIWEM.</p>	<p>Donated 1% of profit to 4 charities.</p> <p>Provided one paid volunteering day per employee.</p>	<p>Reduced carbon emissions per employee from 6% in '22 to 22% in '23.</p> <p>In 2024 committed to achieving net zero by 2030 and launched our Net Zero Strategy.</p> <p>Our Environmental Score has doubled since certification, demonstrating our commitment to reducing our impact.</p>	<p>Assisted clients in achieving net carbon zero aspirations with our ESAT carbon calculating tool and other innovations, offering essential advice and reports.</p>

Our Priorities For 2024

<p>Maintain and continue improving our mission and transparency for employees and clients.</p>	<p>Provide ongoing skill development opportunities.</p>	<p>Sustain 1% profit donations and increase employee volunteering engagement.</p>	<p>Regularly review practices and seek new ways to cut carbon to reach net zero by 2030.</p>	<p>Continue assisting our clients in minimising CO₂ emissions and integrating environmental and social improvements into their projects.</p>
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