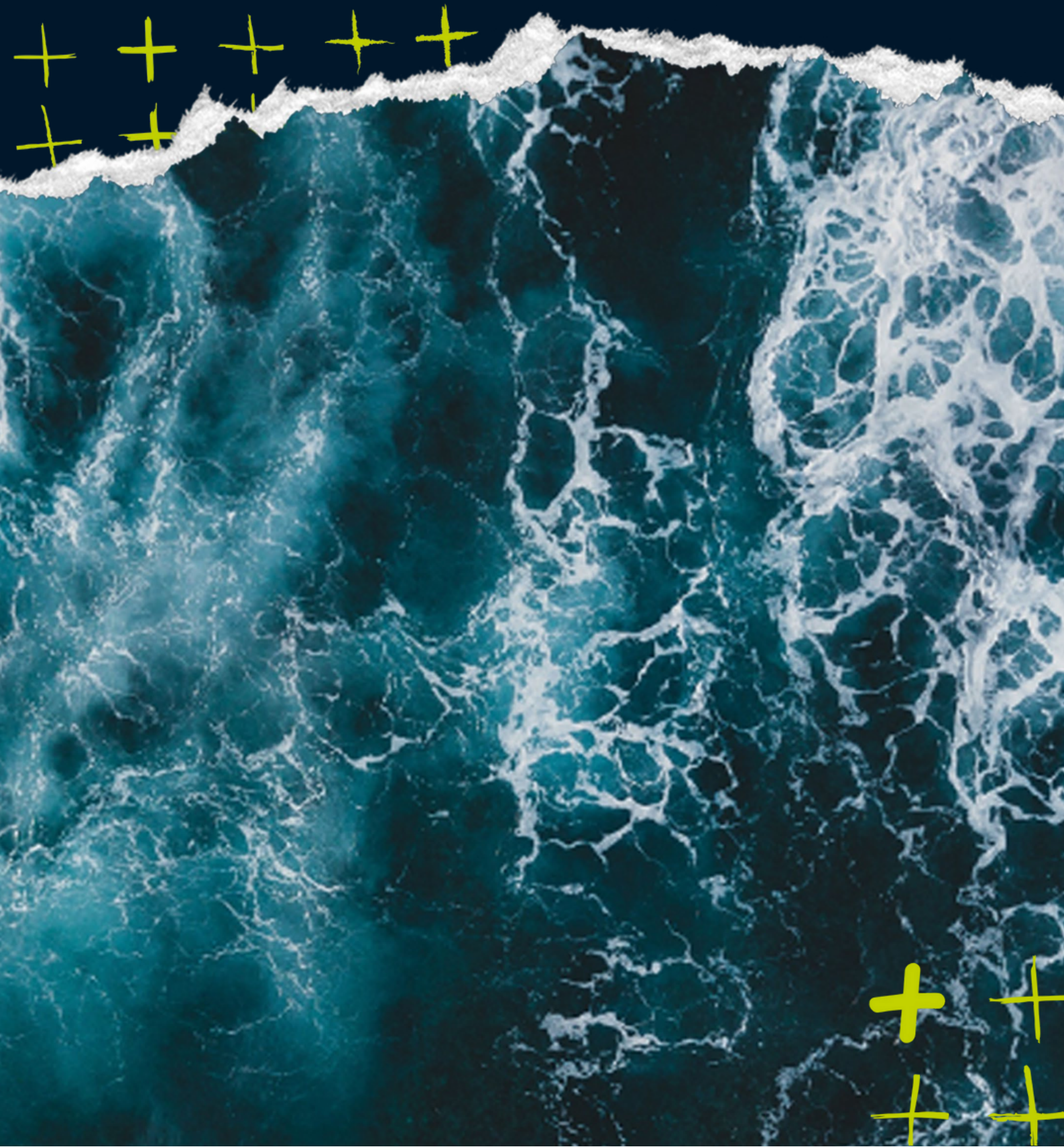


IMPACT REPORT

NOVEMBER 2022





SUSTAINABILITY FOR ALL

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An aerial photograph of a dense evergreen forest, likely spruce or fir, covering a hillside. The trees are a vibrant green, with some areas appearing darker due to shadows. In the top left corner, there is a semi-transparent green lattice or mesh pattern that extends diagonally across the upper portion of the image. The word "INTROD" is superimposed in large, white, bold, sans-serif capital letters across the middle of the forest.

INTROD

An aerial photograph of a dense, lush green forest. The trees are tightly packed, creating a textured canopy of various shades of green. In the top-left corner, there is a small section of a green mesh or lattice pattern. The bottom edge of the image is irregular and white, resembling a torn piece of paper.

UCTION

MESSAGE FROM THE CO-FOUNDERS

The Sustainability Group was founded upon the belief that every organisation has a role in creating a just, equitable and sustainable world. Doing so should be at the core of every business strategy.

We believe that when organisations are genuinely sustainable and positively impacting the lives of the communities where they source, operate and sell, they are more efficient, financially successful, attractive to customers and investors, and better employers. We help organisations define their purpose and measure their positive impact.

There's no one-size-fits-all solution to adopting more sustainable business practices. So, we use our 42 years of experience to create bespoke and innovative strategies that build on our clients' existing infrastructure and capabilities.

Realising the lack of support for most companies, especially SMEs, to measure, manage, and report their sustainability and impact, we launched FuturePlus. A platform that helps businesses to understand, measure, manage, improve and report sustainable growth to employees, investors and stakeholders in real-time.

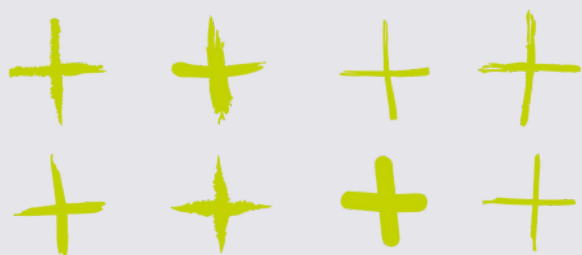
FuturePlus is the only intuitive self-management tool that makes managing social and environmental impact accessible, affordable, achievable and trackable for every business.

We believe that approaching sustainability as an ongoing process creates a perpetual space for continual improvement, resilience building and prosperity for all organisations, including our own.

One year since the launch of FuturePlus, we are delighted to share our first impact report with you. We are very proud of the steps we have taken and the actions we have helped others to achieve thus far. As we grow, it will be critical to continually improve our sustainability credentials and advance our ambitious agenda.

But we know actions speak louder than words, so take a look at what we've been up to since the launch of FuturePlus.





Alexandra Smith
Co-Founder & Partner



Michael Penrose
Co-Founder & Partner



OUR BUSINESS



WHAT WE DO:

FUTUREPLUS

CRISIS & RISK

CONSULTANCY

FOUNDATIONS

UNASHAMEDLY ENTREPRENEURIAL

because, for sustainability to work for all, it needs to create measurable success and demonstrate value.

RELENTLESSLY OPTIMISTIC

about the positive role that business can play in a just, equitable, and sustainable world.

PROUD OF OUR CULTURE

that celebrates the diversity of background, thought, and perspective and creates better outcomes for everyone.

OUR VALUES

ALWAYS IMAGINATIVE

in how we build sustainability and social purpose into the strategy and operations of all our clients.

ALWAYS JOYFUL

because, well, that's what really makes work worthwhile.

**WE ARE ON A MISSION
TO DEMOCRATISE
SUSTAINABILITY BY MAKING
IT ACCESSIBLE, AFFORDABLE
AND ACHIEVABLE FOR ALL.**

INTRODUCTION TO FUTUREPLUS

FUTUREPLUS HELPS YOU TO...

DEFINE

your values and stakeholders' expectations

DEVELOP

practices that achieve real impact

DELIVER & MEASURE

your impact and the value you create

WHAT SETS FUTUREPLUS APART?

Measuring intentionality

FuturePlus doesn't just measure past and present performance, it also measures future ambitions and velocity of improvement against globally recognised indicators. This allows organisations to be recognised for what they are currently doing and what they hope to achieve in the near future. We believe this approach creates both a fair basis for comparison and incentivises positive action.

The human element

To help guide organisations through their sustainability journey, FuturePlus provides access to a team of sustainability experts, a whole host of resources, real-time ESG data and much more.

Bespoke sustainability strategies

FuturePlus uses organisations' scores to create a bespoke sustainability strategy and roadmap to ensure results are measured and goals are met.

“

**THE FIRST
LIGHTBULB MOMENT
WAS REALISING
THAT WE NEEDED TO
FIND A WAY FOR
BUSINESSES TO
KNOW HOW TO
UNDERSTAND AND
VALUE BEING
SUSTAINABLE.”**



MIKE PENROSE,
IN AN INTERVIEW WITH JUST ENTREPRENEURS,
10/06/22

INTRODUCTION TO FUTUREPLUS

ALIGNMENT WITH THE UN SDGS

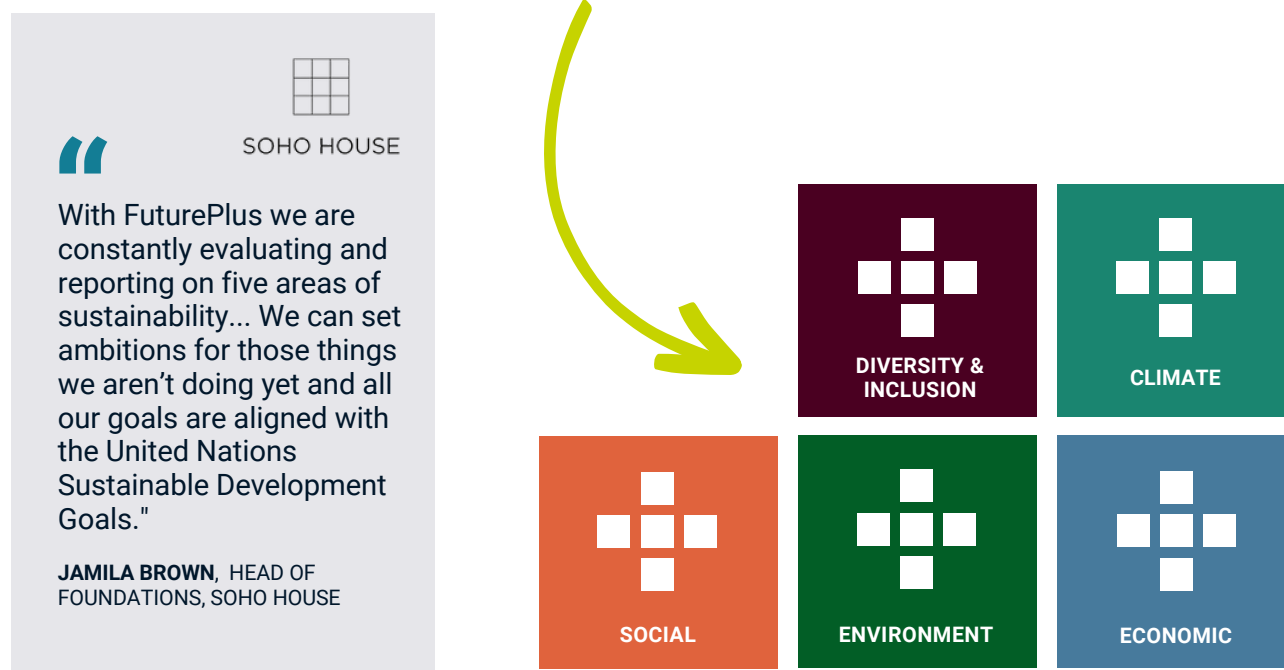


All United Nations Member States adopted the United Nations Sustainable Development Goals (UN SDGs) in 2015. The 17 goals, 169 targets and 230 indicators provide countries with a blueprint for 'peace and prosperity for people and the planet, now and into the future'.

The FuturePlus indicators are researched and adapted from best practice sources and industry standards. Each indicator is mapped to one or multiple SDG(s) so organisations can understand how their actions positively impact the Global Goals.

DEFINING SUSTAINABILITY

Strategies to tackle climate change and environmental degradation must go hand in hand with the strategies that improve health and education, reduce inequality, and encourage economic growth. Therefore, FuturePlus assesses impact across Social, Climate, Economic, Diversity and Inclusion, and Environment themes.



OUR POSITIVELY SUSTAINABLE BADGE

We are proud to display our own **POSITIVELY SUSTAINABLE** FuturePlus badge.

The badge represents all of the **POSITIVE** actions we are putting in place that **ADD UP** to create a more **POSITIVE + SUSTAINABLE FUTURE** for our world.

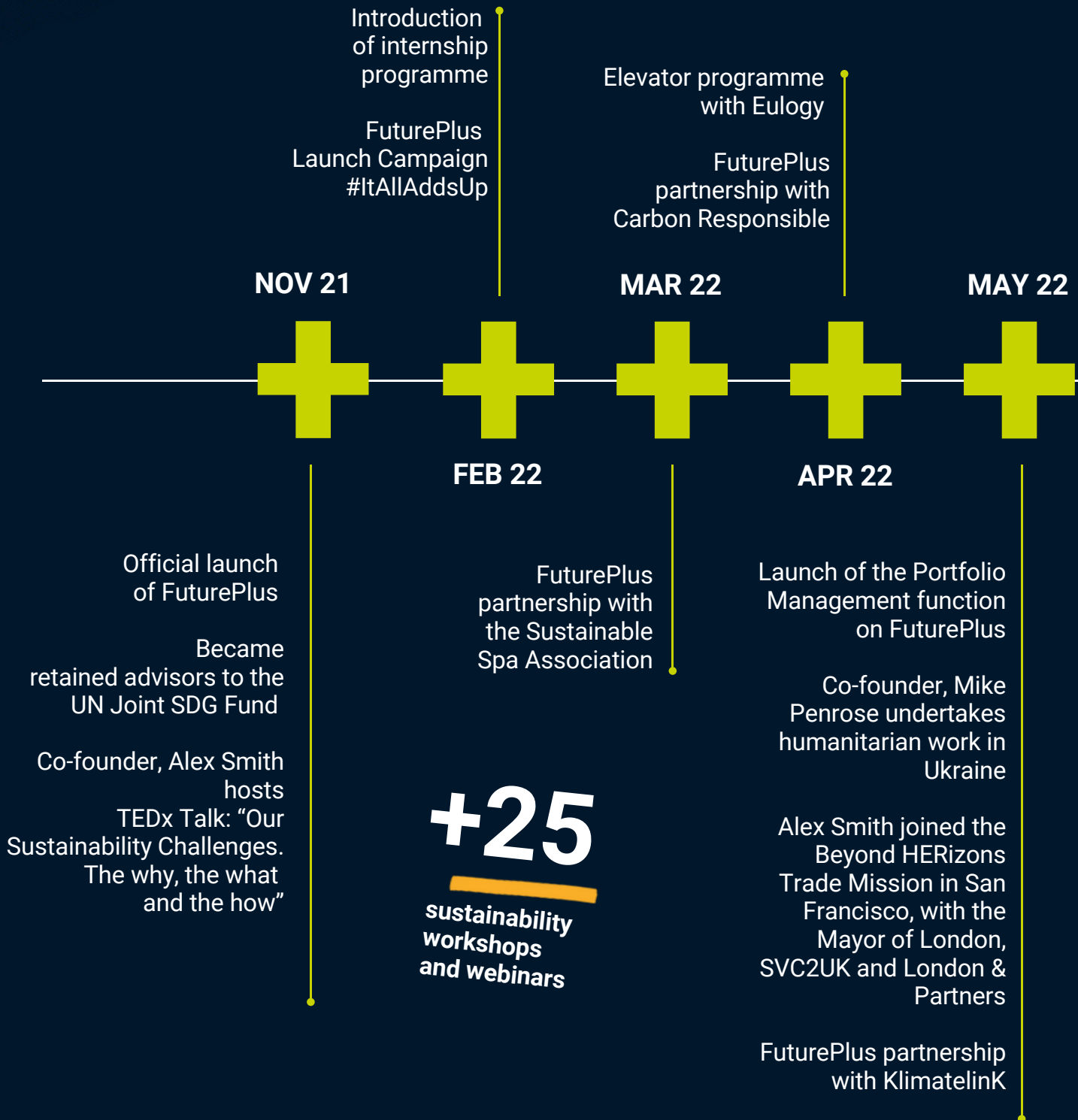
Want one too?

Members of our FuturePlus community who hold a completed and verified assessment are entitled to receive their very own **POSITIVELY SUSTAINABLE** badge. We've been blown away by the response to the badge from our clients, and are hugely excited to see it displayed on websites, packaging and email signatures.



MUCH MORE
THAN JUST
A 'STAMP'

YEAR AT A GLANCE



+110

companies signed
up to FuturePlus

Our workforce
has grown by

133%

Launch of the Due
Diligence feature
on FuturePlus

FuturePlus
partnership
with Diode

Became a member
of Tech Zero

FuturePlus
partnership
with Metrikus

FuturePlus
partnership with
International Real
Estate Partners
(IREP)

JUL 22

SEP 22

NOV 22

JUN 22

AUG 22

OCT 22

Joined the UN Global
Compact Network UK

Launch of the
FuturePlus POSITIVELY
SUSTAINABLE badge

FuturePlus
partnership
with Tesel

Launch of
the Outernet
Impact Award

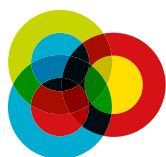
Release of the
FuturePlus
x Relative
Insight report
on analysing
the differing
attitudes
around ESG

+ 290,500

data points recorded
through FuturePlus

MEASURING OUR IMPACT

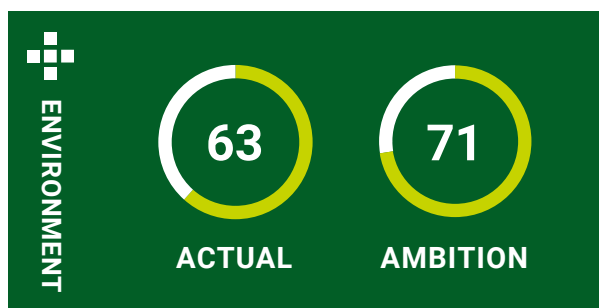
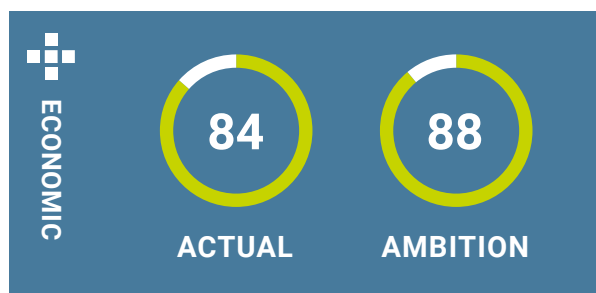
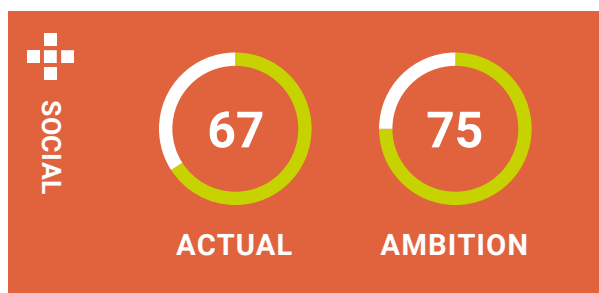
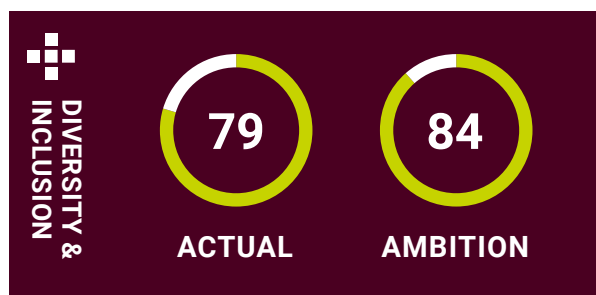
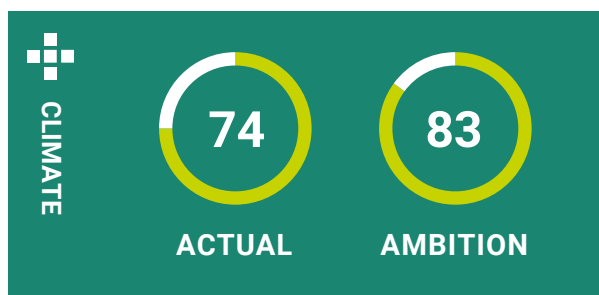
Our Actual Score reflects the positive impact we are currently making, and our Ambition Score reflects the impact we have committed to making in the near future – both out of 500.



THE
SUSTAINABILITY
GROUP



NEVER STATIC, ALWAYS DYNAMIC



TRANSPARENCY IS AT THE CORE OF EVERYTHING WE DO

We have made a promise to be honest and transparent in our current sustainability standing. By sharing our learnings and reporting on our progress, we will stay committed to our ambition for a more just and sustainable future and we hope others will learn by example.

Our FuturePlus Scores as of 29/09/2022

WE'RE POSITIVELY IMPACTING 16 OUT OF THE 17 UN SDGS



The background is an abstract composition of horizontal bands in various colors: pink, yellow, green, purple, and red. Overlaid on these bands are several circular shapes, some solid and some with a textured, layered appearance. The overall effect is a vibrant, textured collage.

FUTURE COMMUNITY IMPACT



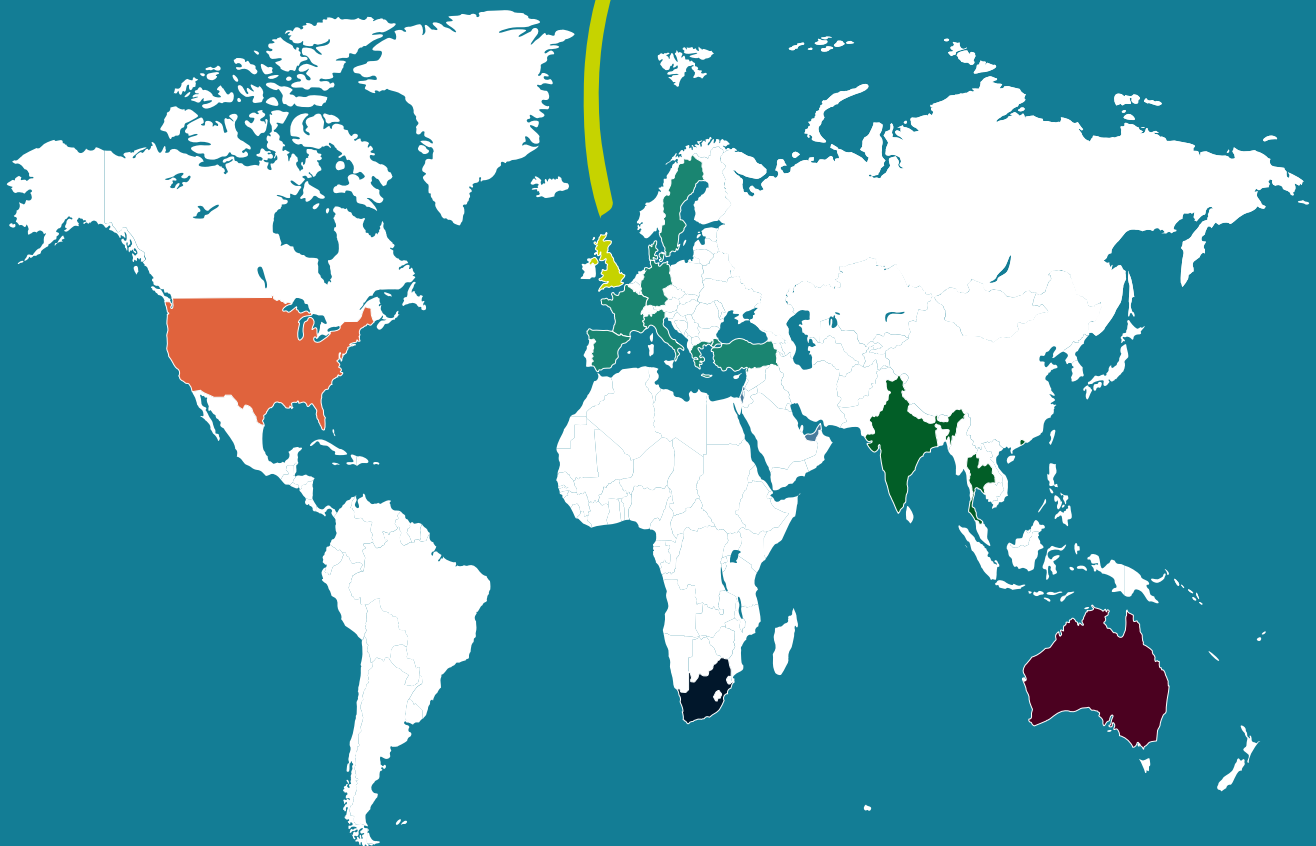
EPLUS UNITY

THE FUTUREPLUS COMMUNITY

WHERE ARE OUR CLIENTS?

+520

ambitions achieved
across our community



COMMUNITY IS AT THE CORE OF FUTUREPLUS

We believe that sustainability extends far beyond a company's four walls – it is a greater good that benefits everyone. FuturePlus members gain access to a community of like-minded businesses, who want to see a better tomorrow.

We support **ALL** organisations that want to have a more positive impact on the world, no matter where they are on their sustainability journey or what industry they are in.

IT ALL ADDS UP

The more organisations that make improvements, even incremental ones, the more likely we are to create a positively sustainable future.

The aggregate good from this approach will be far greater than just a handful of organisations becoming 'ultra' sustainable.



FlexSea

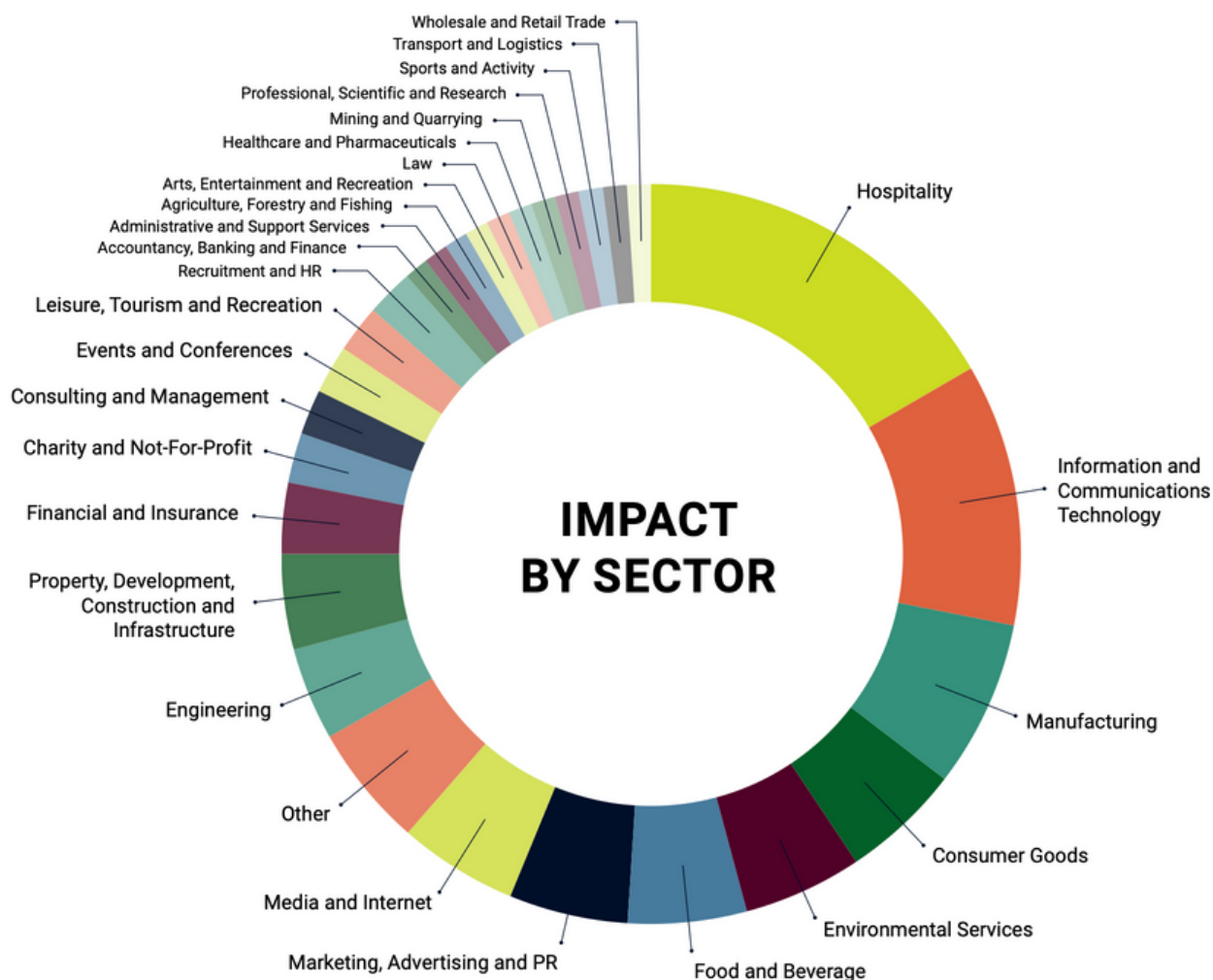
Thanks to FuturePlus, we are able to keep an eye on our ESG impact and track our progress towards reaching our goals."

CARLO FEDELI, FOUNDER, FLEXSEA



FuturePlus has simplified our sustainability journey. It provides us with guidance to create a clear sustainability roadmap."

DAMIEN LECOMPTE, COO, DINTS INTERNATIONAL





PROJECT HIGHLIGHTS

There is no one-size-fits-all approach to sustainability. That's why we offer FuturePlus clients a wide array of bespoke services, in addition to the platform itself, to help them achieve their sustainability goals. Here are a few examples...

MODA

Moda Living is a leading developer and operator of rental communities in the UK. We are working with them, as well as five of their sites, to help the company further their ambitious ESG agenda, called Next Generation Futures. Since joining the FuturePlus community a few months ago, we have already completed projects together, including a top-level audit of their key suppliers and creating an energy-saving guide for their residents.

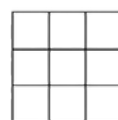
HANDLE

Part of our work at The Sustainability Group involves supporting some of our clients with their own impact reporting. HANDLE Recycling asked for our help reporting on how it is tackling the global beauty packaging waste problem. To reduce the environmental impact of post-consumer packaging, HANDLE works with stakeholders across the beauty industry to drive innovation and change in the supply chain.



GRIND

Our work with Grind Coffee has ranged from helping to set up Grind's charitable foundation to co-ordinating an LCA (Life Cycle Assessment) for its iconic compostable coffee pods. An LCA analyses the environmental impact (and increasingly the economic and social impact) at every stage of a product's life cycle – from raw material extraction ("cradle"), manufacturing and processing, transportation, use, and retail, through to waste disposal, reuse, or recycling ("grave").



SOHO HOUSE

We have worked with Soho House to help develop their 'House Foundations' project, which covers all their underpinning ethical, social and environmental programmes that help make Soho House the unique community it is. This has included helping to design and develop their ESG and Sustainability programme using FuturePlus and helping guide the development of their social outreach programmes, such as Soho Mentorship and Soho Fellowship.



THE POWER OF PARTNERSHIPS

Collaborative action is at the heart of achieving an ambitious and sustainable future.



Using state-of-the-art data aggregation software and IoT (Internet of Things) solutions, Metrikus enables organisations to unlock their building's potential. Through multiple data sources and sensors, which can monitor anything from energy consumption to indoor air quality in real-time, Metrikus is making spaces smarter, safer, and more sustainable. Much like FuturePlus, data analytics and sustainability intelligence are at the core of what they do.



KlimatelinK is the first global professional Peer 2 Peer community for climate action. It brings together industry experts, scientists and business leaders from around the world to connect and collectively action carbon emissions reduction efforts at scale. We have shared our insights and expertise through webinars and events and are proud to support the KlimatelinK community.



Carbon Responsible's online carbon calculator provides a fast and simple solution for micro and small companies to measure and report their greenhouse gas emissions (scope 1 & 2 emissions).



Tesel connects companies looking for ESG-focused suppliers of parts and materials. Their primary goal is to enable companies, in the manufacturing sector, to improve ESG standards within their supply chains, while also increasing efficiency in their operations and procurement.



International Real Estate Partners (IREP) offers custom real estate facilities management services including property, energy, and asset management; health & safety; FM consultancy; data management; commercial real estate; technical services; vertical farming facilitation, and much more. The Sustainability Group has partnered with IREP in order to enhance IREP's existing ESG offering through the use of the FuturePlus platform, and in return will benefit from the expertise and broad experience IREP offers across the real estate and facilities management space.



The Sustainable Spa Association (SSA) is a global network of businesses in the spa, wellness, and hospitality industry, dedicated to making a positive impact within the industry. By combining the SSA's international prominence and expertise with FuturePlus, our innovative ESG management tool, we have formed a formidable partnership. We are on a shared mission to support and scale positive change across the global spa, wellness and hospitality industry.

“

Our membership numbers have grown and this is a direct result of our partnership with FuturePlus. Feedback has shown us that one of the most confusing things about sustainability and ESG is knowing which measurement to trust and how to compare multiple measurements. Our intention, through this partnership, is to provide the global industry with the tools and guidance required to really shift behaviour, knowledge and ability towards sustainable practices and to give one recognised language and measurement for sustainability.”

LUCY BRIALEY, FOUNDER & DIRECTOR,
THE SUSTAINABLE SPA ASSOCIATION



Diode is making switching to electric vehicles (EVs) smarter, easier, and more affordable – whether that's your company fleet or your employees' private vehicles. 'FuturePlus powered by Diode' is an innovative collaboration that creates real-life solutions for businesses looking to make the transition to EVs, by providing personalised information, including infrastructure, carbon savings, car options, and investment requirements, in an easily digestible way.

“

The energy between the FuturePlus team and Diode was absolutely electrifying during our kick-off session, so I'm confident that we'll make an even greater impact on climate change together.”

DAN LAWRENCE-EYRE, CO-FOUNDER &
COO, DIODE





OUR IMPACT



ACT

CLIMATE



WHY WE VALUE THE CLIMATE

Unless businesses take significant action to reduce their GHG emissions, we are collectively very unlikely to stay below the 2 degrees of warming limit called for in the Paris Agreement. Therefore, it is not only vital that businesses act swiftly to curb their emissions, but that they also actively consider how climate change and policy interventions will affect them in the future.



HOW WE MEASURE IT

As part of the FuturePlus assessment, we measure climate impact by looking at a company's energy consumption and emissions across their value chain; from sourcing and manufacturing (where relevant) to logistics, energy, operations and transportation.

While we encourage our clients to measure their emissions across scopes 1, 2 and 3 to gain a comprehensive understanding of their impact on the climate, we also think it is important to go beyond this. We support businesses in understanding the potential risks that climate change poses to their direct and indirect operations and assist them in developing thorough adaptation and mitigation strategies.



OUR OFFICE & TEAM

Our office runs on 100% renewable electricity, and we have prioritised sustainability credentials in our choice of workspace provider. Wherever possible, we opt for public transport, keep business travel to a minimum, and practise travel blending. We also track the GHG emissions caused by employee commuting and business travel to better understand our climate impact.

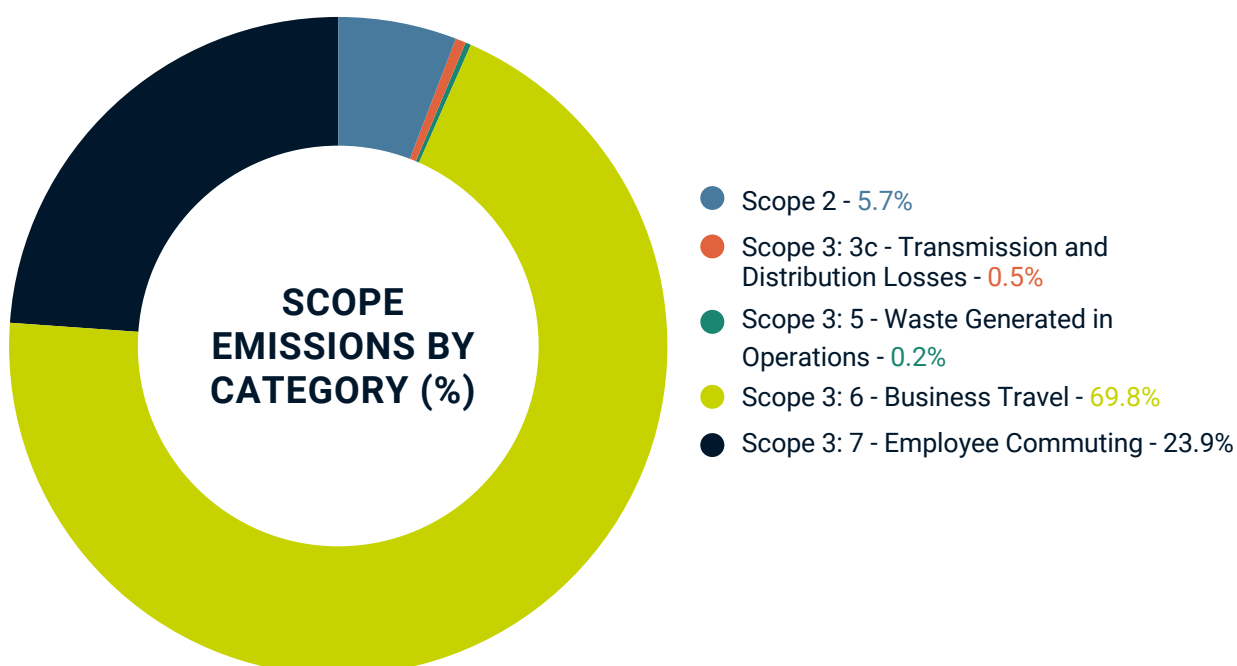
OUR FOOTPRINT

We measure and track our emissions across scope 1, 2, and certain categories of scope 3 on a monthly basis. We strongly believe that it is imperative to understand the increases and decreases in footprint as we expand and scale.

For more information on our reporting methodology, please refer to the Appendix.

GHG Scope and Category	Total Energy Consumption (kWh)	Total Emissions (t CO ₂ e)
SCOPE 1	-	-
SCOPE 2 (location-based)	1,479	0.31
SCOPE 3	-	5.24
3c – Transmission and Distribution Losses	-	0.03
5 – Waste Generated in Operations	-	0.01
6 – Business Travel	-	3.88
7 – Employee Commuting	-	1.33
TOTAL Scope 1, 2 and 3 emissions (t CO₂e)		5.56
TOTAL per FTE (t CO₂e/FTE)		0.79

Using the most recent UK Government Reporting and Conversion methodology and DEFRA conversion factors (2022).



We have committed to

HALVING OUR EMISSIONS INTENSITY BY 2030 AND REACHING NET ZERO BY 2050

OUR JOURNEY TO NET ZERO

In 2021 we offset 110% of our emissions in a variety of projects across the globe. But for our emissions in 2022 and onwards we will be taking a slightly different approach. We will invest this money into high-quality carbon removal technologies and initiatives. In addition, we will also ring-fence a certain amount each year to create a 'reduction fund'.

As our business grows, we'll need larger offices and more equipment. Our reduction fund will help us keep sustainability at the forefront of the decisions we make, and ensure we continue to make year-on-year reductions of our emissions.



MEMBER OF TECH ZERO

As we are constantly looking for new ways to reduce our emissions and transparently communicate our actions with you, we have signed up to Tech Zero – a group for tech companies committed to climate action.

What does this mean for us? Upon signing up to Tech Zero, a company must pledge to measure their scope 1, 2 and 3 emissions, set an ambitious net zero target and publicly report on their progress.

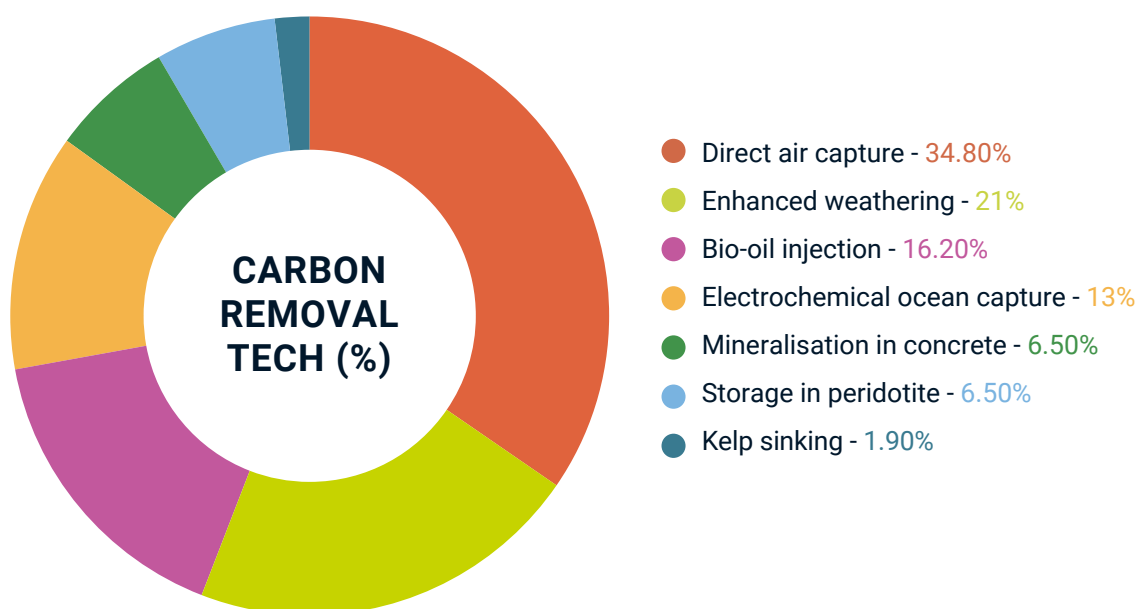


INVESTMENT IN CARBON REMOVAL TECHNOLOGIES

Since October 2021, we have used Stripe Climate as our payment provider to continually direct 1% of revenue from every FuturePlus subscription to help scale emerging carbon removal technologies that provide scalable and permanent solutions.



Here's a breakdown of the carbon removal technologies that Stripe Climate members, including us, have collectively invested in:



DIVERSITY & INCLUSION



WHY WE VALUE DIVERSITY AND INCLUSION

Creating a diverse and inclusive organisation is more than just identifying and boxing people into categories. It should inspire a feeling of being heard, respected and valued.

Ensuring employees and stakeholders are treated equitably, with dignity, and respect is good for people and good for business. Benefits include increased employee engagement and trust, new perspectives and innovation, better decision-making, and stronger business results and profits.

HOW WE MEASURE IT

We measure diversity and inclusion by looking at an organisation's approach to selecting and building relationships throughout its business operations, from suppliers and employees to partners and board members

We believe that a truly diverse and inclusive organisation is one in which the needs, perspectives and potential of all employees are valued equitably. Additionally, where social responsibility is embedded into an organisation by building a diverse, and socially and economically inclusive supply chain.



OUR TEAM

43%

of employees are neurodiverse

86%

of employees identify as female

29%

of employees are ethnically diverse

43%

of employees are under 30



GENDER

● Male - 14%
● Female - 86%



AGE

● 18-25 - 28.5%
● 26-39 - 28.5%
● 40+ - 43%

PROMOTING WOMEN IN LEADERSHIP

Gender disparities still persist within numerous aspects of the business world. Women-led companies only account for a small portion of deal flow and overall volume invested. At The Sustainability Group, 86% of our employees identify as female, so we feel strongly about raising awareness around gender equality issues, such as unconscious bias, the 'authority gap', and gender disparities.

In an interview with Meaningful Business, titled 'fundraising as a female entrepreneur', Alex stated that **"our focus has been on recognising and challenging any behaviours professionally."**

Alex was one of the women who took part in the HSBC ROAR Programme, with the aim of promoting women in leadership, sharing some of her experiences and insights, and connecting with other female entrepreneurs.

“

It can be a different game with different rules for women in the investment space and scaling a business."

ALEX, CO-FOUNDER & PARTNER



EMBEDDING D&I INTO OUR EXTERNAL COMMUNICATIONS AND SOCIAL MEDIA

Developing a long-term strategy for diversity, equity and inclusion through our social media and marketing campaigns is really important to us.

We recognise that stand-alone posts around issues such as Black Lives Matter or Pride are ineffective unless we embed diversity, equity and inclusion into our social strategies for the long term.

SOCIAL



WHY WE VALUE SOCIAL IMPACT

Businesses do not operate in isolation. Every decision and action affects our immediate workforce and a wider sphere of stakeholders, local communities, and society at large.

HOW WE MEASURE IT

While energy use and waste, for instance, can be measured and quantified, the 'Social' aspect of ESG (Environment, Social and Governance) is often more complex to quantify. We ensure that ALL aspects of sustainability are proportionately considered and measured accordingly.

We measure social impact by looking at how an organisation interacts and impacts its stakeholders, from suppliers and employees to customers and local communities. This means looking at a range of issues, like how businesses address the risk of corruption and bribery, implement transparent and well-communicated policies, and engage with local communities.

We believe that a company serves its stakeholders by providing a value proposition that best meets their needs. The meaning and implications of its products and services must be fully transparent, including reporting on any negative externalities that may occur because of its operations.



HUMANITARIAN WORK IN UKRAINE

In May, Mike spent a month in Eastern Ukraine supporting the medical response for trauma victims along the conflict's frontline. He helped set up trauma and surgical units and conducted Chemical Exposure training for Paramedics and Ambulance teams.

SUSTAINABILITY EDUCATION FOR THE NEXT GENERATION

The way we raise sustainability awareness, create meaningful change, and attract new and diverse talent, must supersede all demographics. We are always looking for new ways to engage, educate, and inspire the next generation.

Earlier this year Jessica, our Sustainability Manager, joined a panel discussion at a local London school to speak with sixth form students about the importance of sustainability in businesses, as part of their ESG-themed entrepreneurial day.

We have also worked with Kidzink – a school furniture manufacturer – to create sustainability presentations for children (aged 13-17). From greenhouse gas emissions to responsible economic decision-making, we wanted to create a core knowledge base around what it means to create a sustainable future for all.

FOUNDATION WORK

A critical role of any responsible organisation is supporting causes in ways that create the most sustainable outcomes. We help companies of all sizes set up charitable foundations that achieve the maximum philanthropic impact. For instance, this year we helped establish the Soho House Foundation, which exists to provide resources to fund and empower creatives from underrepresented and lower socioeconomic backgrounds.

ELEVATOR PROGRAMME 2022

We have partnered with Eulogy, a multi-award-winning communications agency, for its annual Elevator competition.

Together, we aim to help an early-stage business enhance and advance their sustainability goals; translating aspiration into tangible reality.

CandidateX

CandidateX – the winner of the programme – blew the judges away with their passion and mission to use their knowledge and experience to positively impact the lives of underrepresented job seekers.

They will receive a free annual subscription to FuturePlus, a sustainability strategy workshop, and consultancy services with our team of sustainability experts. Also, they will receive pro-bono marketing and communications consultancy, valued at £30k, from Eulogy.

TEDx: OUR SUSTAINABILITY CHALLENGES; THE WHY, THE WHAT AND THE HOW



In her TEDx Talk, Alex brought to life the compromises and decisions we should all make to play our part. She dispelled the myth that becoming sustainable is complex and emphasised the value of democratising sustainability.

WE OFFER A
50% DISCOUNT
FOR ALL NOT-FOR-PROFITS
JOINING FUTUREPLUS

ECONOMIC



WHY WE VALUE ECONOMIC IMPACT

Unless businesses are profitable they cannot succeed or grow. However, with profitability comes responsibility. The age of putting shareholder profits before all else may be over, but sustained value creation and long-term prosperity must still be met to best serve all an organisation's stakeholders.

The generation of wealth should also be recognised as part of the wider social system, where performance is not only measured in returns to shareholders but also in the positive environmental, social, and governance impact they achieve.

HOW WE MEASURE IT

Economic impact is measured by looking at corporate ethics and purpose, and whether responsible and good governance exists within an organisation. This means it is operating in a fair and transparent manner, acting responsibly to mitigate risk, disclosing relevant information, safeguarding data, and practising responsible innovation.

An organisation should also take adequate steps to ensure the well-being and rights of its workforce, and consider the needs of its wider stakeholders in its economic decision-making.



ETHICAL PENSION PLAN

We screen our pension scheme for its ethical, environmental and social credentials. According to Make My Money Matter, switching to a green pension could cut your carbon footprint 21 times more than going vegetarian, not flying AND switching energy provider.

OUR GROWING TEAM

Our team has more than doubled in the past year! As an organisation that has been built on purpose, with sustainability at our core, we endeavour to attract employees, organisations, and investors who value the same things we do.

We have also introduced both an internship and work experience programme:

“

It's given me the opportunity to work and learn alongside a fantastic team of knowledgeable and inspiring individuals. By offering a paid internship, The Sustainability Group supports the growth and development of the whole industry, and allows individuals like myself, from non-traditional backgrounds, to train in a field they feel passionate about.”

MOLLY, INTERN

“

I was able to learn about processes and methods that previously I was not aware of, so these were new and valuable experiences for me.”

ALEX, WORK EXPERIENCE

UN GLOBAL COMPACT SIGNATORY



United Nations
Global Compact

We have been accepted as a Participant of the United Nations Global Compact, which is a global network of over 15,000 companies and 4,000 non-business participants that are committed to building a sustainable future.

RETAINED ADVISORS TO THE UN JOINT SDG FUND



JOINT SDG FUND

Together with governments and financial institutions, the United Nations is striving to co-create new impact-driven markets and asset classes that can untap the US\$12 trillion USD of market opportunities that achieving the SDGs is estimated to create.

The Joint SDG Fund was established – by the UN Secretary General in 2019 – with the mandate to work between the UN system and leading financial markets and investors, to help bridge the estimated US\$3.5 trillion USD financing gap that currently exists to achieve the ambitious Global Goals. They encourage policy shifts and stimulate strategic investment opportunities, particularly in non-OECD countries, to help meet the SDGs.

ENVIRONMENT



WHY WE VALUE THE ENVIRONMENT

In general, businesses tend to focus more heavily on emission reductions because the current climate crisis has reached such a critical point. However, the importance of protecting our terrestrial and marine ecosystems, sustainably managing our forests, reversing land degradation, halting biodiversity loss, and drastically reducing waste and pollution, cannot be overstated.



HOW WE MEASURE IT

We measure environmental impact by looking at the interactions your organisation has with the world around it – from the resources, materials, and supplies that you source, to the products and services you produce, the buildings you work in, and the waste streams you discard.



We cannot address climate change without also addressing environmental degeneration and biodiversity loss. We believe that businesses have a responsibility to act as stewards of the environment, protecting and restoring ecosystems, and creating a circular and regenerative economy through both its day-to-day and longer-term choices.





CIRCULAR ECONOMY & WASTE MANAGEMENT

We are always looking for new ways to reduce our waste and embed circular economy principles into our business operations.

Initiatives we have in place:

- We do not use single-use coffee pods.
- We use a filtered water tap instead of a water machine.
- We provide reusable crockery.
- We are a paperless business.
- We discourage employees from using unnecessary single-use plastics. However, if we do use them, we have clearly labelled bins for recycling.
- Wherever possible we try to buy sustainably produced items.

PADDLE & PICK

Our team took part in Active 360's Paddle & Pick program; a river clean-up on the Thames, in honour of Plastic Free July.

Clean-ups may seem short-lasting but they're a great way to raise awareness of the problem through first-hand experience of picking up rubbish.

Reducing our e-waste

This year we have prioritised buying refurbished, second-hand tech items, from Back Market.





**LOOK
AHEAD**

KLING AND





OUR GOALS AND **AMBITIONS**

Becoming an ever more sustainable company is a constant journey and we want to be as transparent as possible about ours.

Like many other businesses, we know we're not perfect. In striving to help other organisations become better versions of themselves, it's also hugely important to us that we make continual improvements within our own operations and truly live by our values.



Here are some of the goals we've set for The Sustainability Group next year:

CLIMATE



- Set interim emissions reduction targets, in line with halving our emissions intensity by 2030 and reaching Net Zero by 2050.
- Conduct a climate risk assessment for our services and operations.
- Create a Climate Change Mitigation and Adaptation Policy and programme.
- Obtain more accurate data on the carbon footprint of our business travel.

DIVERSITY & INCLUSION



- Positively promote career opportunities within underrepresented groups.
- Consider, promote, and support economic inclusion and D&I when selecting suppliers.

SOCIAL



- Provide fair and just trading terms within our supply chain with preferential terms for SMEs.

ECONOMIC



- Publish a complete and transparent annual report with an audited set of accounts.
- Ensure ethical buying standards throughout our supply chain.
- Provide access to financial education for our employees.

ENVIRONMENT



- Look to obtain more accurate data on our water usage.
- Screen our key suppliers for any negative environmental impact.

APPENDIX

GLOSSARY OF TERMS

Carbon dioxide equivalents (CO2e)	The internationally recognised way of expressing the amount of global warming of a particular greenhouse gas (GHG) in terms of the amount of CO2 required to achieve the same warming effect over 100 years. In other words, metrics for CO2e would show how much a particular GHG would contribute to global warming if it were carbon dioxide.
Carbon footprint	The total emissions of greenhouse gases (in CO2e) from whichever source is being measured – be it at an individual, organisation or product level.
Carbon offsetting	A carbon offset is a reduction or removal of emissions of carbon dioxide or other greenhouse gases made in order to compensate for emissions made elsewhere. The term often refers to voluntary acts, arranged by a commercial carbon offset provider. It is important to remember that carbon offsetting is not a replacement for action on emissions reductions, it should always come after significant emission reduction attempts.
Carbon dioxide removal (CDR)	The process in which carbon dioxide is removed from the atmosphere and sequestered for long periods of time in geological, terrestrial or ocean reservoirs. Carbon removal methods include natural strategies like tree restoration; high-tech strategies like direct air capture; and hybrid strategies like enhanced root crops and ocean-based carbon removal.
Circular economy	An alternative to a traditional linear economy ('make, use, dispose') in which resources are kept in use for as long as possible, the maximum value is extracted from them whilst in use, and then products and materials are recovered and regenerated at the end of each service life.
End-of-life	End-of-life refers to the life cycle stage describing the last portion of a product's useful life. This can either be disposal, reuse or recycling.
Environment, Social, Governance (ESG)	A term that summarises sustainability in action, commonly referred to in a financial or risk management setting to help organisations understand the financial and business risks associated with our changing environment and social landscape. Environmental factors refer to an organisation's environmental impact and risk management practices. The social element refers to an organisation's relationships with its stakeholders, which extends outside the walls of the company and to supply chain partners. Lastly, corporate governance refers to how an organisation is led and managed.
Greenhouse Gas Emissions (GHGs)	A collective name for the group of gases that are emitted from the processes of non-renewable (carbon-based) energy such as oil, coal or petrol. The primary GHGs in Earth's atmosphere are water vapour (H2O), carbon dioxide (CO2), methane (CH4), nitrous oxide (N2O), and ozone (O3). These gases are named for their significant contribution to the greenhouse gas effect.
Greenhouse Gas Protocol	The Greenhouse Gas Protocol provides a standardised method for companies to measure and reduce GHG emissions in line with the Paris Agreement. It is the world's most widely used greenhouse gas accounting standard.
Life Cycle Assessment (LCA)	A Life Cycle Assessment (LCA) analyses the environmental and social impact at every stage of the life cycle of a product, process or service. A full LCA entails a 'cradle-to-grave' assessment (from resource extraction to end-of-life/disposal). Widely recognised procedures for conducting LCAs are included in ISO 14040 and ISO 14044.
Net Zero	A balance between the carbon emitted into the atmosphere and the carbon removed from it. Achieving net zero carbon by 2050 is the internationally agreed-upon goal for mitigating global warming, consistent with the 1.5 degrees Celsius target.
Paris Agreement	A legally binding international treaty on climate change. It was adopted by 196 Parties at COP 21 (in 2015) and entered into force in November 2016. Its goal is to limit global warming to well below 2, preferably to 1.5 degrees Celsius, compared to pre-industrial levels.
Scope emissions	Breaking greenhouse gas (GHG) emissions down into scopes 1, 2 and 3 provides a way of categorising the different kinds of carbon emissions a company creates in its own operations and in its wider value chain. Scope 1, 2 and 3 emissions are defined by the GHG Protocol. The scopes correlate to who 'owns' the emissions and the level of control applicable to changing those emission levels at each stage of its value chain.
Scope 1 emissions	Scope 1 emissions are direct GHG emissions that occur from sources that are controlled or owned by an organisation. For example, emissions associated with fuel combustion in boilers, furnaces, and (company-owned) vehicles.
Scope 2 emissions	Scope 2 emissions are indirect GHG emissions created through the generation of electricity, heating or cooling for a business.
Scope 3 emissions	Now here's where it gets tricky; scope 3 emissions are all indirect emissions – not included in scope 2 – that occur in the value chain of the reporting company, including both upstream and downstream emissions. According to GHG Protocol, scope 3 emissions are separated into 15 categories. Emissions-wise, scope 3 is nearly always the largest.
Small to Medium-sized Enterprise (SME)	The EU currently defines companies with fewer than 50 employees as small and those with fewer than 250 as medium. SMEs are therefore any business with fewer than 250 employees.
Sustainable Development Goals (SDGs)	Created by the United Nations in 2015, the 17 interlinked Global Goals or Sustainable Development goals act as a blueprint for a more sustainable future.
United Nations Global Compact (UNGC)	The United Nations Global Compact is a non-binding United Nations pact to encourage businesses and firms worldwide to adopt sustainable and socially responsible policies and to report on their implementation. The UNGC framework for businesses has ten principles in the areas of human rights, labour, the environment and anti-corruption.
Value chain	A series of activities that a business performs in order to deliver a valuable product or service for the market. It is similar to a supply chain in principle, but focuses on the key points that generate value for a business.

REPORTING METHODOLOGY

EMISSION TYPE	NOTES
SCOPE 1	
Purchased natural gas	No available data
SCOPE 2	
Purchased electricity and heating	Location-based method
SCOPE 3	
Category 3c – Transmission and Distribution Losses	Average-data method
Category 5 – Waste Generated in Operations	Waste-type-specific method
Category 6 – Business Travel	Distance-based method
Category 7 – Employee Commuting	Distance-based method

Our GHG emissions calculations have not been verified or assured by a third party. We have used best practice guidance and completed internal data validation checks on our calculations. A summary of the methodologies used to collect, calculate, and report our emissions can be found [here](#):

The GHG Corporate Reporting and Accounting Standard has been followed, using the most recent UK Government Reporting and Conversion methodology and DEFRA conversion factors (2022). We have used the financial control approach to define the organisational boundary; most of the emissions impact comes from our own offices, premises, and staff. It also includes impacts from activities that are not owned by the company, but over which it exerts financial control.

The Sustainability Group's in-house environmental reporting system has been adopted to monitor and track our scope 1, 2, and certain categories of scope 3 emissions monthly. Where activity data was not found to be readily available, we have estimated the relevant emissions by using a range of standard accounting measures.

We were unable to obtain data for purchased natural gas within the reporting period. Therefore, it is not included in the scope 1 emissions calculations. From October 2022 onwards, we no longer use any gas.

Scope 2 emissions are reported using a location-based methodology. Scope 2 location-based emissions are calculated using national emission factors published by the UK Government GHG Conversion Factors (2022) for Company for the reporting period.

For categories 5 (Waste) and 7 (Employee Commuting), under scope 3 emissions, we have adopted a pro-rata extrapolation method. This means using figures available for one period of time to get average consumption figures for another time period.

To calculate our GHG emissions intensity, a headcount intensity metric – t CO₂e/FTE – was used. The FTE (full-time equivalent) calculation was based on an average taken from October 2021 to October 2022. An emissions intensity metric was used to normalise our data and provide meaningful performance indicators.

We are committed to reducing our carbon footprint across every part of our business. We will continue to monitor, track, and publicly disclose our GHG emissions and progress against our commitments. For more information, please get in touch at info@future-plus.co.uk.



THANK YOU

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