

CLIVE OWEN IMPACT REPORT

A YEAR OF SUSTAINABLE PRACTICE, IN VIEW.

2023/24



A YEAR OF SUSTAINABLE PRACTICE IN VIEW

As our business has grown, we have recognised the need to develop a responsible business culture across the firm, to benefit our team, our community and our clients.

In 2023, we outlined our mission to:

- Encourage and enable sustainable business practices and behaviours across our business, and lead our team in line with our purpose, mission and values.
- Practice environmental and social accountability by demonstrating our progress against our ESG goals in our positive impact plan.
- Promote sustainable behaviours to our clients, our team and our wider community.



"As one of the largest independent regional accountancy practices, we have always prided ourselves on our commitment to our people, our clients and our communities.

Growing our responsible business credentials, holding ourselves accountable and driving sustainable practice across our wider communities and clients is our focus for 2024/25"

Carl Wright
Partner, head of sustainability.

OUR JOURNEY

As a firm, we have always valued giving back through volunteering, charitable support and by adopting sustainable practices.

Our firm has a vital role to play in driving positive change. It is something we have been doing for over 40 years and our understanding of how we can do this is growing. This year, our journey has been focused on formalising this approach so that we can measure our progress and hold ourselves accountable.

As part of our growth, we have faced challenges and made tough decisions, together, to prioritise our sustainable focus.

5%
CLUB

Committed to training and employee development. The firm has been awarded the "Earn and Learn Scheme highest percentage of the workforce" award for 2023.



Giving back is important to the team. We work with many charitable organisations and have raised over £9,800 for our charity partners in 2023/24.



Our innovative flexible policy allows our team to work their full time hours over a 9-day fortnight, taking the 10th day off.



We have launched our Volunteering Programme. In 2023/24, 35 members of our team volunteered and gave back to good causes.



In 2023/24 we took on more apprentices and we now offer apprenticeships for school leavers as well as work experience.



We have aligned our Values to the UN SDGs that resonate with our sustainable goals. Goals include Good Health & Wellbeing and Quality Education.

OUR PEOPLE

Our people are at the heart of everything we do, supporting the firm, our clients, our colleagues and our community. We are proud of our team and are committed to supporting them, and building a diverse, inclusive and equitable environment so we can develop and thrive, together.

Our workplace comprises 73 females and 56 males, demonstrating a balanced gender representation, contributing to an inclusive environment.



Our Challenges:

Grow our Talent Development programme and develop our ASPIRE training programme to build rewarding career paths for our team members

Develop our EDI and accessibility credentials, including training for all team members.

Review the Great Place To Work Survey to improve employee experience and drive team culture.

OUR PEOPLE IN 2023

2023/24 has been a year of growth for us. We have grown our team to over 140 colleagues across four offices, educated our people on responsible practices, learned more about our environmental impact and developed our sustainable mission.

Some of our team highlights also include:

Developed our wellbeing Team. All our wellbeing team members are qualified mental health first aiders, able to support colleagues.

Being recognised by the 5% Club for our commitment to providing earn-and-learn roles.

We improved our volunteering programme to make it available to team members from the first day of employment.

Enhanced our maternity, paternity, shared parental and adoption policies.

Significantly growing our individual teams, particularly our Durham office which has seen a 30% growth.

Members of our team were trained in personal Leadership development under the prestigious LMI scheme.



FLOURISHING COMMUNITIES

Our teams support our community as a core element of our responsible business ethos. We also have a lot of fun doing it. We support projects from charity walks and football matches to helping our local Food Banks.



Each of our offices in Darlington, Durham, York and Middlesbrough have food bank drop-off points, supporting our community partners including the Trussell Trust and independent Food Banks.

OUR COMMUNITY

This year, we have helped 9 community partners and raised over £9,800 to help those who need it most in our regions. We aim to raise over £10,500 for our charity partners in the coming year.

TOTAL RAISED FOR CHARITY IN 2023/24: £9,807



VOLUNTEERING

In 2023, we introduced our volunteering policy and have adapted this so that colleagues who cannot carry out voluntary work can donate their day to another member of the team, helping us to maximise our community impact. 35 members of the team volunteered in 2023, we aim to increase this by 25% in 2024/25, and have made the scheme more accessible to all colleagues.

THRIVING PLANET

The global importance of saving our planet is more pressing than ever and we want to support this in any way we can. The firm is working to reduce our carbon impact with sustainable measures and responsible actions.

We have implemented a number of schemes and initiatives to reduce waste, avoid excess pollution and make our offices more environmentally friendly, including:

Providing recycled water bottles to all members of the team

Installing energy-saving LED lighting

Joining the County Durham plastic reduction scheme

Joining the ICAEW Climate Champions Scheme

Reducing our paper usage and encouraging colleagues and clients to digitalise

Implemented an Electric Vehicle Salary Sacrifice Scheme

Implemented a Cycle to Work Scheme and provided bike storage facilities for our team

In 2024/25 we are committed to learning more about:

The Good Business Charter to help us grow the scope of our responsible business activity.

Solar energy initiatives across the firm.

Eliminating single-use plastics from our offices.

Reducing waste across our offices and at events/exhibitions.



YEAR IN REVIEW 2023/24

Our business commitment influences all aspects of the firm. It holds us accountable for collaborating with like-minded organisations and stakeholders to extend our sustainability impact.



THRIVING PLANET

Reducing our environmental impact and enabling our team, clients and community towards more responsible actions.

Reduce our carbon footprint by using renewable energy, adopting smart, low energy, heat and light solutions, offsetting our emissions, and promoting energy efficiency. Cut our waste by reducing printing, limiting heat and light wastage, maximising recycling and minimising single-use plastics.



FLOURISHING COMMUNITIES

Support the well-being and prosperity of our people and communities.

Provide fair wages, benefits, training and development for our teams. Promote inclusivity, diversity, social mobility, transparency, and equity across the firm. Support our community through charitable giving. Develop our volunteering scheme. Actively support the wellbeing of our team.



PROSPEROUS BUSINESS

Adhere to the highest ethical standards and lead by example, delivering our promises.

Demonstrate rigorous oversight and accountability and drive positive change via top-down policy evolution to benefit all. Set key targets, review and report regularly on progress. Ensure compliance with all applicable laws and regulations.

2024/25 Our Key Challenges

After starting our sustainability drive, we have taken the first step on the ladder and now envisage 2024/25 being a year of significant impact for the firm as we build on the progress we have achieved this year.

Some of the projects we are working on will drive our approach and impact include:

- | | |
|--|---|
| 1 Joining the Great Place To Work survey | 4 Improving our volunteering scheme |
| 2 Joining the Prompt Payment Charter | 5 Reducing and diversifying our paper usage |
| 3 Joining the Good Business Charter | 6 Exploring decarbonisation options |

CLIVE OWEN IMPACT REPORT

A YEAR OF SUSTAINABLE PRACTICE, IN VIEW.

2023/24