



## CASE STUDY

### B Corp™ Certification

## About U4L Limited

U4L is a form of green energy consultants based in Bournemouth. They help businesses across the UK to become more sustainable and reduce their carbon impact with cost-effective solutions.

The company is especially proud to be a climate-action workforce, and they help other businesses towards the same goal. From renewable energy procurement, to energy reduction technologies and compliance services, their team of experts can support all your energy needs in one place.

As part of its social commitment the company delivers reforestation projects in Madagascar, Nicaragua & Mozambique and have planted more than 25,000 trees in support of creating a greener future for society.

## Project at a Glance

The team at U4L had made a good effort at responding to the B Corp Business Impact assessment (BIA) but they realised ahead of their audit that they were unlikely to pass.

The ESG Pro consultancy team conducted a preliminary audit and discovered many opportunities to score additional points had been missed, that the articles of association had not been modified, and many responses lacked the essential supporting documentation.

U4L filed an audit extension request with B Corp and our team of sustainability lawyers set to work against a most challenging deadline!

## Key tasks

- Audit and improve the Human Resource team's policy library.
- Draft the amended Articles of Association and submit to Companies House.
- To establish supporting documentation in support of the BIA disclosures to raise the company's score to be well in excess of the passing grade for B Corp certification.



### Target

To become a certified B Corp!



### Time frame

Commencing in November 2023, the challenge was to secure certification within ONE MONTH.

# Feedback

We are always delighted to achieve seemingly impossible goals for our clients, and here is just some of the feedback we received from U4L:

*“ESG Pro played a pivotal role in helping U4L achieve B Corp certification against an almost insurmountable one-month deadline. The journey began with a comprehensive audit that revealed significant gaps in our initial efforts, including missed scoring opportunities, unmodified Articles of Association, and a lack of supporting documentation for many of our responses. Recognising the urgency, ESG Pro’s team quickly devised a strategic plan to address these challenges. They revised our Human Resource policies, drafted new Articles of Association, and meticulously compiled the necessary evidence to strengthen our Business Impact Assessment.*

*Despite the demanding timeframe, Kiril and Dimitar consistently provided invaluable guidance and hands-on support, remaining responsive and attentive throughout. Their team’s dedication was further demonstrated by securing an audit extension, which allowed us to complete the improvements needed to not just meet, but exceed the B Corp certification standards. Thanks*

*to ESG Pro’s expertise and tireless efforts, U4L now stands proudly as a certified B Corp, reflecting our commitment to sustainability and social impact.*

*The certification process not only required ESG Pro to address immediate shortcomings but also to implement lasting improvements that would benefit U4L in the long run. Their proactive approach extended beyond simply meeting the criteria; they took the time to educate our team on best practices, ensuring we understood the principles behind the B Corp standards and could continue to build on them in the future.*

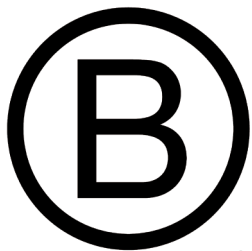
*This hands-on collaboration transformed what could have been a daunting and stressful process into an empowering journey towards sustainability. ESG Pro’s dedication to detail and personalised service was instrumental in turning our initial struggles into a resounding success, setting a strong foundation for U4L’s continued growth as a socially responsible and environmentally conscious business.”*

Philippa Halliday

Marketing and New Business Manager

U4L Limited

**Certified**



**Corporation**

**This company meets high standards of social and environmental impact.**