

ESGPRO™

Annual ESG and
Sustainability
Impact Report
2026



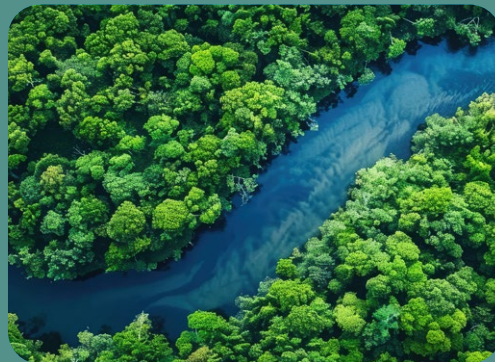


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Management Greeting

From the desk of Humperdinck Jackman, CEO, ESG Pro Limited

It is with immense pride that I present our latest Annual Sustainability and ESG Impact Report, a data-driven account of our mission, values, and measurable impact. This report is a testament to who we are, how we operate, and the future we are actively shaping.

In 2025, ESG Pro Limited achieved a major milestone: B Corp Certification. This globally respected credential not only validates our social and environmental performance but also affirms our governance standards and our commitment to transparency, stakeholder engagement, and continuous improvement.

Also in 2025, we were awarded our EcoVadis™ Gold badge, having scored in the top 3% of the more than 150,000 businesses certified. We then became an EcoVadis™ Approved Training Partner, and an EcoVadis™ Strategic Partner for UK and EMEA.

At ESG Pro, excellence is not optional, it's cultural. All team members are certified under the EU Corporate Sustainability Reporting Directive (CSRD), VSME, and everyone is an EcoVadis™ accredited consultant. This reinforces our capacity to guide organisations through evolving regulatory landscapes. This certification ensures our clients receive advisory from professionals equipped with deep, up-to-date understanding of European and international ESG expectations.

As we look forward, our strategy remains bold and unapologetically ambitious. We are not simply responding to ESG trends, we are shaping the market standard for transparency, equity, and climate-aligned business. Whether supporting multinationals, public sector clients, or scaling SMEs, we lead with insight, integrity, and innovation as we strive to make a positive impact upon society

I extend sincere thanks to our clients, partners, and dedicated team.

Humperdinck Jackman
Chief Executive Officer
ESG Pro Limited





Welcome

This report reveals our comprehensive approach to Environmental, Social, and Governance (ESG) issues. Not only do we demonstrate our transparency and initiatives, but we highlight how even small and medium-sized enterprises can make a positive impact upon their local communities and the environment. For ESG Pro, it's about doing business the right way. Ethically.

As the United Kingdom's leading consultancy for EcoVadis™ and B Corp™ certification advisory, the data presented is drawn from our disclosures made as part of these certifications, as well as our adherence to the Global Reporting Institute (GRI) framework. Our reporting of our carbon emissions has been conducted in accordance with the GHG Protocol, ISO 14064, and exceeds the requirements of the UK government PPN 006 procurement framework.



Environment



Our environmental successes fall under our commitment to responsibility. From carbon emissions reduction to the elimination of waste, we highlight our unique biodiversity initiatives.

Social



Look after people, they'll look after the environment. We promote employee wellbeing and professional development, while delivering active support for charities and our local communities.

Governance



Ethics and transparency underpin all that we do. Our policies and risk management approaches underscore our development of a collaborative culture that brings out the very best in every employee.



ESG Pro At a Glance

Who we are

ESG Pro is a privately owned boutique UK-based ESG and sustainability consultancy firm founded in 2016. We are a group of three companies with a combined turnover of £4m, 19 expert consultants, and an additional 330 staff under management. Focussed on the UK, we operate across Europe and serve clients globally.

What we do

Our mission is to democratise ESG: to enable every organisation, large or small to participate in creating positive working environments and to mitigate their impact upon the planet. It's as much about education as it is consultancy because this is new territory for most businesses and they're looking for help.

How we do it

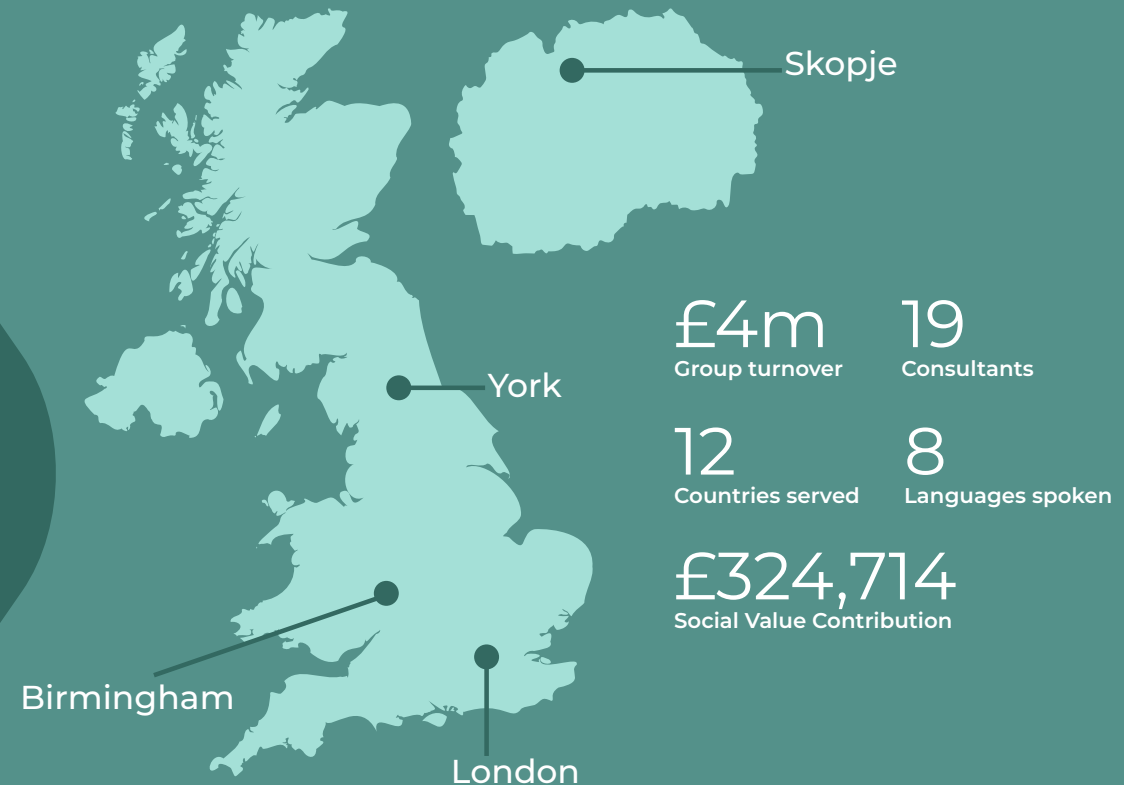
We guide our clients through the range of globally recognised ESG certifications such as EcoVadis, B Corp, allied frameworks such as NHS Evergreen, and the ever-growing range of regulatory demands such as the UK SRS, CBAM, CSRD, and those related to GHG emissions reporting.

Who we serve

Our clients span UK SMEs to global corporations, operating in sectors as diverse as charities, construction, finance, IT, telecoms, and manufacturing. With consultants from diverse industry backgrounds, our depth of experience accelerates client progress to achieving positive outcomes.

ESG Pro highlights

We are a team of 18 people in the UK, with another 330 under management in Macedonia providing support services to additional UK clients.



Our clients are primarily in the United Kingdom, with others in France, Germany, Italy, Netherlands, United States, UAE, Hong Kong, Malaysia, and Australia, North Macedonia, and Croatia.

What makes us different

We are uniquely certified. We hold B Corp, EcoVadis, and Apexanalytix ESG ratings, as well as having qualified to NHS Evergreen level II. Our Carbon emissions reporting is such that we achieved PAS 2060:2014 / ISO 14068, and we confirm to ISO 14064 and the SBTi. In addition, we are an EcoVadis Approved Training Partner in the UK, and an EcoVadis Strategic Partner for UK and EMEA.



ESG Pro Driving Positive Impact

For over a decade, we have supported small and medium businesses, corporations, and charities in becoming better corporate citizens. Our approach has been based on leadership by example, with continuous improvement of our own ESG programme.

While we submit to stringent audits to test our own sustainability strategy and corporate governance, we love the challenge. Through relentless innovation we are able to enhance our own performance, and this translates into enhanced results for our clients. It's a win/win.

Our strategy is underpinned by three pillars, each of which has a series of goals, targets and KPIs. These, in turn, align to our overarching strategic goals: to grow and innovate in the UK, to grow at scale in Southeastern Europe, and to expand our capabilities to support long-term growth for all of our stakeholders.

Over 2025 we expanded our biodiversity and social value programmes to far exceed the norms for a business of our size, and we have continued to expand our pro-bono work in the charity sector.

ESGPRO™



Opportunity

We are driven to removing the barriers that can limit employees in achieving their full potential, and to inspire our clients to accelerate their own impact.

We champion diversity, non-discrimination, and opening doors to those with disabilities.

We are committed to sponsoring employee education and professional development.

Every team member has a voice and the opportunity for advancement based on merit.



Community

We recognise the powerful role we play in society, and we will continue to support both individuals and small businesses who might lack resources.

Our apprentice programme nurtures those who need support in finding meaningful work.

Our Social Value Sustainability Initiative supports local communities and charities.

We will continue to demonstrate our commitment to biodiversity and social justice.



Responsibility

We are committed to good governance and superior corporate ethics, enabling people, planet, and profit to co-exist in harmony.

We will continue to subject ourselves to multiple external social and governance audits.

We will not relent in ensuring our suppliers uphold our Code of Conduct.

We are committed to doing business "the right way", and with the environment at the fore.



Our Highlights

Environment

100%

reduction in print. We've sold our printers and we've been totally paperless for 12 months.

211

hedgehog habitats built from recycled pallets and donated to the community to promote biodiversity.

-84%

reduction in total emissions since 2023/24, achieved alongside significant growth in revenue and workforce.

-97%

reduction in emissions per employee, demonstrating improved carbon efficiency as the business has scaled

Social

100%

Of our team members would recommend ESG Pro as a great place to work.

48

Professional ESG certifications (EcoVadis, VSRD, VSME) achieved by our employees this year.

£80K

in social value delivered by ESG Pro this year in support of UK-based small businesses.

£168k

the social value realised through our apprenticeship training programme.

Governance

50%

female representation on our Board of Directors.

GOLD

our EcoVadis™ certification, placing us in the top 3% of >150,000 business audited globally.

2 Years

as a certified B Corporation, assessed for our social and environmental impact.

100%

of our consultants have an ESG target within compensation.



Ratings and Recognitions

Our performance on ESG ratings



EcoVadis™ Gold top 3%



B Corp™ Certified



NHS Evergreen Level II Certified

Awards



London Chamber of Commerce International (LCCI), London Business Awards



UK SME Management Consultancy of the Year 2026



Memberships

Memberships

LONDON CHAMBER
COMMERCE AND INDUSTRY

CONNECT. CHAMPION. SUPPORT.

London Chamber of Commerce International



German-Macedonian Chamber of Commerce



Britain's Energy Coast Business Cluster



Swedish- Macedonian Chamber of Commerce



The London Irish Construction Network



Dorset Chamber of Commerce



Construction Plant hire Association



Certifications

Certifications



Disability Confident Employer Certified



Formal Endorser of the Sustainability Reporting Standard for Social Housing (SRS)



Living Wage Employer Certified



Certified as a Disability Confident Employer Level II



Cyber Essentials Certified



Certified by the Fair Payment Code



EcoVadis™ Accredited Consulting Partner



Good Business Charter Accredited



The Sustainable Development Goals (SDGs)

How we support the UN SDGs

At ESG Pro we believe that every organisation, especially the SME sector, has a significant role in fulfilling the UN SDGs. Our work is built upon supporting these objectives.

This year we conducted a dual materiality study to understand more fully the potential impact our programmes, initiatives and policies have on the 17 UN SDGs.

We discovered that we are having a positive impact on several of the SDGs, with some key examples of highlighted here. Even though we are only a modest business, we are seeking ways to amplify our impact, especially through our client work.

What are the SDG's

The Sustainable Development Goals are the blueprint to achieve a better and more sustainable future for all. The 17 global goals created by the United Nations address the global challenges we face, including poverty, inequality, climate change, environmental degradation, peace and justice.

[Find out more about the SDGs online](#)



SDG 4: Quality Education; (GRI 404: Training and Education)

Nothing typifies ESG Pro more than our determined approach to fostering educational advancement. We prioritise and fund education among our employees and sub-contractors and make multiple resources available. Importantly, we extend these opportunities to both apprentices and customers.



SDG 8: Decent Work and Economic Growth; (GRI 205: Anti-corruption; GRI 401: Employment; GRI 403: Occupational Health and Safety; GRI 404: Training and Education; GRI 405: Diversity and Equal Opportunity; GRI 406: Non-discrimination; GRI 408: Child Labour; GRI 409: Forced or Compulsory Labour; GRI 412: Human Rights Assessment; GRI 414: Supplier Social Assessment; GRI 418: Customer Privacy)

We regard decent work as beginning with an environment in which every employee can speak directly to senior management without fear of sanction. From here, it extends to every person recognising they are valued, that there is genuine opportunity for career progression, and the right to work/life balance.



SDG 10: Reduced Inequalities; (GRI 405: Diversity and Equal Opportunity; GRI 406: Non-discrimination; GRI 408: Child Labour; GRI 409: Forced or Compulsory Labour; GRI 412: Human Rights Assessment; GRI 414: Supplier Social Assessment)

As a business owned and operated by persons with disabilities, we are acutely conscious of the challenges faced by so many people in our society. We remain tireless in our efforts to counter gender pay gaps, disability, discrimination, and harassment, and extend this to include enhanced protection for those with illness.



SDG 13: Climate Action; (GRI 302: Energy; GRI 305: Emissions; GRI 306: Waste; GRI 307: Environmental Compliance)

While we have eliminated waste from our business – we've gone totally paperless – as a consultancy, our biggest impact upon the climate is shown through our client guidance: our carbon emissions calculations aren't purposefully not minimalist reports, but thorough calculations and carbon reduction planning advisories.



SDG 15: Life on Land; (GRI 306: Waste; GRI 307: Environmental Compliance)

Biodiversity has always been considered "not applicable" to businesses which aren't landowners, and yet we are immensely proud of our hedgehog protection scheme which has benefited more than two hundred homes and businesses in the communities in which we operate. It's leadership by example



In Conversation With Humperdinck and Natashaia



Q & A

Humperdinck Jackman
Chief Executive Officer

Natashaia Lee
Managing Director

Humperdinck Jackman, CEO, and Natashaia Lee, MD, discuss how ESG Pro is making a positive impact upon impacting the UK ESG and sustainability reporting landscape.

Q: What have been the year's biggest achievements?

Humperdinck: It has been a truly exciting time as we have again grown by 50% both in terms of revenues and people. It's fair to say the first huge milestone was securing B Corp certification because we have been supporting clients on this for several years now and we thought it was important to lead by example.

We then secured our EcoVadis™ certification jumping right in with the award of their prestigious Gold badge, placing us in the top 3% of all businesses audited – that's over 150,000 corporations globally – so this too was huge kudos to our wonderful team.

I'm especially proud of our many consultants because we've never yet failed to secure a client a first-time pass for either ESG framework.

EcoVadis recognised our performance too, because we were then designated as one of their Strategic Partners of the UK and EMEA regions.

Q: Can you pinpoint why ESG Pro has been so successful with these certifications?

Natashaia: It comes down to how our team understands the very essence of their purpose. ESG reporting isn't about answering questions and creating policies; it's about implementing systems which improve the stakeholder experience, whether those stakeholders are employees, customers, suppliers, or any other group. It's not a "tick box" exercise – or it shouldn't be – but how you plan and deliver change (your positive impact) in a meaningful and quantifiable manner. We are, in B Corp language, a purpose-driven organisation and we live by that principle.

“

We are, in B Corp language, a purpose-driven organisation and we live by that principle.

**Q: Humperdinck, you mentioned “Leadership by Example”, would you elaborate?**

Humperdinck: I realised that most of our clients were struggling with the concept of biodiversity and how it could possibly relate to them. In response, we launched a hedgehog habitation programme in which we’ve constructed 211 professionally designed hedgehog shelters out of recycled pallets. We donate these across communities and it’s been incredibly popular. The scheme is a clear-cut example of how even an office-based consultancy business can contribute to biodiversity.



It’s one thing to quote the Harvard Business School “People, Planet, Profit” mantra, but another altogether to act.

Q: How has adherence to ESG fundamentals strengthened your business?

Natashia: For us, ESG principles influence every business decision. It’s made us consciously seek out opportunities to employ people with disabilities, to address gender diversity, to invest in employee education, and to open our doors to nurturing apprentices.

It’s one thing to quote the Harvard Business School “People, Planet, Profit” mantra, but another altogether to act. We have always been highly conscious of guiding clients without ourselves

being model examples of “doing the right thing”. As case in point, for seven years we have invested considerably in delivering our work pro bono to support an international children’s charity.

But let’s talk about brass tacks: how does ESG add to profitability? That’s important to our clients too. They have owners and shareholders breathing down their necks, and we can point to our own application of ESG principles to demonstrate the impact. For us it began with a fresh look at our own supply chain, and we didn’t like some of what we saw: too many large corporations, insufficient transparency, and red flags aplenty. So, this year we changed. Now over 95% of our procurement is with small enterprises, overwhelmingly sole traders. UK based, and predominantly local.

The result was a shock, even to us. Our costs have plummeted, the service levels we receive are exceptional, and our carbon footprint has reduced too, because scope 3 Purchased Goods and Services is our key emissions category.

It’s not just about how ESG principles continue to strengthen ESG Pro, but how our own experiences educate and inform our consultants and our customers too. It makes our work hugely rewarding.



For seven years we have invested considerably in delivering our work pro bono to support an international children’s charity.

Q: How have you achieved such a low carbon footprint?

Humperdinck: It’s the result of brute determination. Transitioning to being totally paperless – to the point that we have no printers or filing cabinets – was key to driving the message home that we’re serious about making a difference. We have all but eliminated car travel, are total devotees of online meetings, and we choose our suppliers very carefully. Beyond this, we utilise Gold Standard carbon offsets to neutralise what we cannot eliminate.

Q: Why do you emphasise the importance of supply chains in ESG reporting?

Natashia: Regardless of which ESG certification you are aiming for, whether B Corp, EcoVadis, or the GRI which is the foundation of all reporting, ESG is about impact. By “social” we’re referring to people, whether as individuals, communities, or society as a whole. Trading with unethical suppliers is facilitating their abuse, whether they’re not paying their staff fairly, using forced labour, fail to protect customer data, and so forth. Setting aside the potential legal liability, an organisation’s internal performance, however exemplary, is entirely undermined if it hasn’t conducted adequate due diligence.

The environmental impact of one’s supply chain is revealed directly by supplier emissions (and this has a tangible impact upon the customer), but it incorporates the raw materials, waste, pollution, biodiversity and so on. It’s the electric car conundrum re. cobalt and lithium mining.

For ESG reporting, knowing your suppliers is critical. Procurement teams tell us that they’re awash with data, little of that reveal the sustainability metrics required. Our clients discover how delivering supplier education and engagement at the outset enhances their own reporting performance, ensures maximum points when being audited, and they usually see their costs lower enough to offset the expense of the effort.



Clients discover how delivering supplier education and engagement at the outset enhances their own reporting.



ESG Priorities

Our management team recognises the need for continuous improvement. Unlike ISO certifications, ESG is “always on”, and once you’ve achieved a globally recognised rating such as B Corp or EcoVadis there’s no space to rest on your laurels: the question is always, “how can you do better?” A materiality assessment defines the strategy and eliminates any guesswork.

The process is one of desk-based analysis combined with stakeholder engagement. We listen to our employees, suppliers, customers, external advisors, and business partners. It’s a process influenced also by the board’s own values.

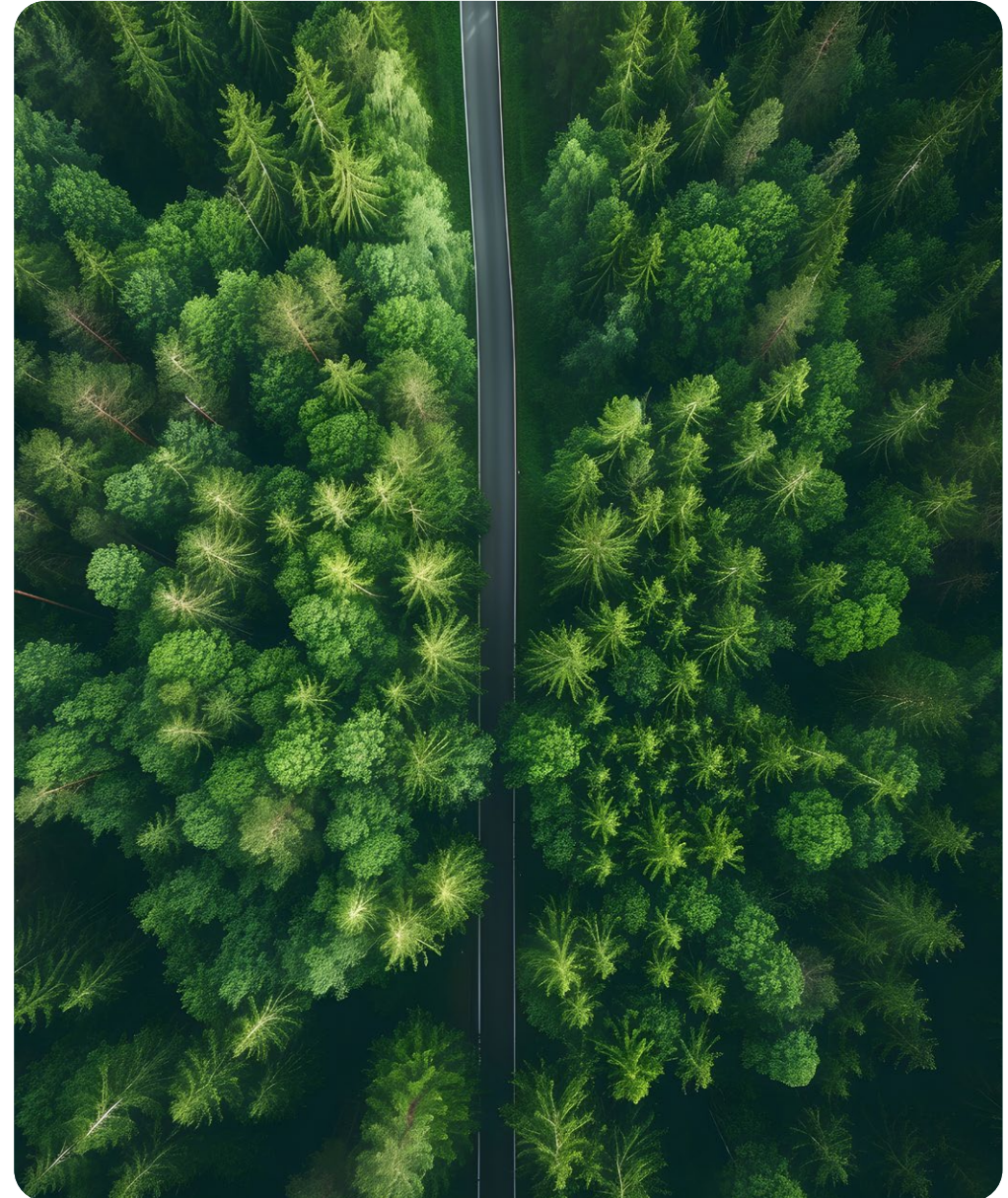
In accordance with the evolving sustainability requirements across the UK and EU, we have always adhered to the concept of dual materiality. This seeks to identify not only those topics important to the business but to weigh equally those topics which are important to our stakeholders as individuals. It’s an enlightening exercise.

Unsurprisingly, ensuring the health and wellbeing of our employees is a priority, as are human rights, employee safety, education, and diversity and inclusion. Of course, with such a well-rounded workforce, our study reflects the importance of removing the barriers to employment for people with disabilities and others of under-represented groups.

We defined our survey topics based on the Global reporting Initiative (GRI) framework, with additional topics drawn from wider sources such as the Sustainability Accounting Standards Board) SASB and Corporate Sustainability Assessment (CSA).

Because we are committed to transparency, our comprehensive approach to ESG reporting has resulted in a detailed GRI-compliant content Index detailing our specific actions, results, and future ambitions for our own ESG performance.

By subjecting our organisation to both B Corp and EcoVadis audits, we are ensuring that we ourselves are being challenged to meet and uphold the highest standards of Environmental, Social, and Governance performance.





Materiality Assessment





Environment



Emissions and energy: We have worked hard to reduce our emissions across all of our operations, including those in the United Kingdom and North Macedonia. Our carbon footprint is now negligible, and we are net zero.



Sustainable supply chain: A total review of our supply chain resulted in us contracting with small and medium sized businesses, primarily sole traders, based in the communities in which we operate.



Biodiversity: Our biodiversity impact has been considerable, spearheaded by our programme of constructing and donating specialised hedgehog habitats made from reclaimed shipping pallets otherwise destined for landfill.



Waste: As a consultancy, our waste was never large but that still left room for improvement. By eliminating print, we were able to prevent all consumption of hazardous materials, and overall our waste is now zero.



Sustainable Supply Chain

We focus on suppliers who are local, small businesses, ideally sole traders or family-owned, with special preference given to those owned by under-represented groups. All suppliers must undertake an 85-point sustainability audit, with corporates being assessed manually.

We have a mature and well-established strategy in place to ensure we are sourcing sustainably and ethically. We are determined to ensure there is no opportunity for modern slavery or human rights abuse in our supply chain, and bringing our suppliers close to where we operate benefits both our employees and the communities in which we operate.

Driven by values

Our responsible sourcing programme adheres to our mantra of “buy small, buy local”, and is underpinned by unique programme of supplier education and engagement. Outstanding supplier relationships are cultivated by our policy of ensuring on-time payments and continue with a no-fee consultancy designed to guide them as to how to compete and grow.

Supporting small businesses in this way strengthens regional economies, reduces transport-related emissions, and helps create a more resilient and transparent supply chain. By prioritising local suppliers, we build relationships based on trust, shared values, and open communication, while gaining greater visibility of social and environmental practices across our supply chain.

We are committed to ensuring a minimum of 90% of our Purchased Goods and Services spend is directed to SME suppliers.

Our supplier engagement approach creates long-term value through regular dialogue, practical guidance, and no-fee consultancy support that helps suppliers improve governance, meet client expectations, and identify opportunities for growth. This model reduces barriers for smaller businesses, promotes fairer access to procurement opportunities, and contributes to wider economic inclusion. In doing so, we ensure our sourcing decisions deliver both commercial value and positive social and environmental outcomes.



By prioritising local suppliers, we build relationships based on trust.



Environment

92.0%
Of our suppliers are small or micro UK-based SMEs.

95%
Of our suppliers have completed an ESG Readiness audit or equivalent.



Waste Management

We set ourselves the target to become a zero waste to landfill enterprise by reducing, reusing, recycling, or eliminating waste. In 2025 we succeeded, and we are using the lessons learned to guide our customers.

Environment

This year, we strengthened our low-waste operating model by focusing on waste prevention at source. As a digital-first business, we became fully paperless across our operations and sold our printers, including our existing eco-efficient Xerox machines, removing the need for routine paper, ink and toner consumption.

To support this transition, we implemented a document management system based on Microsoft Azure, enabling secure digital storage, retrieval and collaboration while reducing the material footprint associated with traditional office administration.



Every business can reduce waste by preventing it at source, paperless working, careful purchasing, and ensuring minimal material use.

0Kg

waste sent to landfill in 2025

100%

of waste recycled

Given the nature of our business, opportunities to reduce physical waste are limited, but we have sought to address the areas within our control in a practical and proportionate way. Our purchasing approach encourages employees to consider the necessity, durability and material composition of items before ordering, and where online procurement is required, we opt for single-delivery fulfilment where possible to reduce packaging and transport impacts.

As a result, our direct operational waste remains extremely low, at less than 10kg per year, with the majority arising from third-party inbound post rather than our own activities.

100% of that waste is sent for recycling and we believe it reflects a credible near-zero waste operating model, shaped by paperless working, thoughtful procurement and a continued focus on preventing waste before it is created.



Growth Without Environmental Impact

We have reduced our total emissions by 84% while continuing to grow, demonstrating that environmental impact can be actively managed and reduced as a business scales. This reflects a deliberate approach to building a low-impact operating model, where growth is not linked to increased emissions.

This outcome is driven by a fully remote operating model that eliminates direct emissions and removes the need for energy consumption within controlled office spaces. As a result, Scope 1 and Scope 2 emissions remain at zero, with our environmental footprint limited to a small number of indirect sources.

Designed for Low-Impact Operations

Our emissions profile reflects the structure of the business. As a service-based organisation operating without physical infrastructure, our environmental impact is inherently limited and carefully controlled. The absence of fuel combustion, company-owned vehicles, and office energy consumption removes the primary sources of direct emissions, allowing us to maintain operational net zero across Scope 1 and Scope 2.

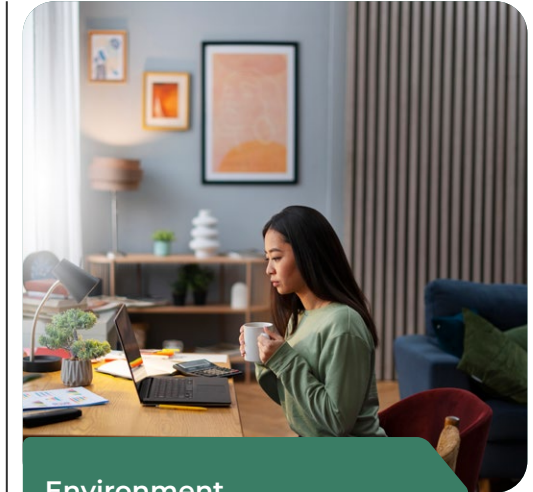
Indirect emissions are concentrated within Scope 3, where business travel represents the only consistently material category. Travel activity is actively managed through a preference for remote engagement, with lower-emission transport options selected where in-person interaction is necessary. This ensures that emissions remain proportionate to operational needs and are not driven by routine or avoidable activity.

Emissions calculated in alignment with the Greenhouse Gas Protocol and PPN 006 reporting requirements.

As the organisation has expanded, emissions intensity has declined significantly. Emissions per unit of revenue and per employee have reduced year-on-year, indicating that growth has been achieved without increasing environmental impact. This reflects a model in which carbon efficiency is embedded into decision-making, rather than addressed retrospectively.



Our operating model is designed to reduce emissions at source, not offset them.



Environment

-84%
reduction in total emissions since 2023/24

-92%
reduction in emissions per £100k revenue

-97%
reduction in emissions per employee



Operational Control of Emissions

We manage our environmental impact by maintaining a low-emissions operating structure and controlling the limited activities that generate emissions. As a remote-first organisation, we have removed the primary sources of direct emissions and operate without energy-intensive infrastructure.



Emissions are not reduced through large-scale interventions, but through consistent operational decisions. By limiting unnecessary travel, selecting lower-emission options where required, and maintaining a digitally delivered service model, we ensure that environmental impact remains low and predictable.

Environment

We maintain operational net zero across Scope 1 and Scope 2 by avoiding fuel combustion, company-owned vehicles, and office energy use. Our focus is on preserving this position as the business evolves, ensuring that any changes in operations are assessed and managed in line with emissions minimisation.

Indirect emissions are monitored and reviewed regularly, with particular attention given to business travel and procurement decisions. This approach ensures that emissions remain proportionate, controlled, and aligned with the scale of our activities.

0 tCO₂e
Scope 1 emissions

Business travel remains the only consistently material source of emissions within our operational boundary. Travel is undertaken only where necessary, with remote engagement prioritised as the default. Where travel is required, we favour rail over higher-emission transport options and select accommodation providers with appropriate environmental credentials.

Beyond travel, procurement decisions are subject to increasing scrutiny. While emissions from purchased goods and services are currently assessed using spend-based methodologies, we are progressing towards improved data quality and more direct supplier engagement to strengthen the management of upstream emissions.

0 tCO₂e
Scope 2 emissions

Travel activity is reviewed against operational need, ensuring that emissions are linked to delivery requirements rather than routine practice. This maintains a clear connection between business activity and environmental impact.



Emissions Performance

We measure and review our emissions to ensure that reductions are sustained as the business grows. By maintaining a consistent approach to carbon accounting and performance tracking, we retain visibility over our emissions profile and can respond to changes in activity as they arise.

Emissions are tracked annually in line with recognised reporting standards, providing a consistent basis for comparison over time. Historical data shows a clear reduction in total emissions following the transition to a fully remote operating model, with subsequent years demonstrating stability at a lower level.

Intensity metrics provide additional insight into performance. Emissions per unit of revenue and per employee have reduced alongside business growth, confirming that increases in activity have not resulted in increased environmental impact. This enables assessment of performance in both relative and absolute terms.

As reporting develops, we continue to improve the quality and granularity of emissions data, particularly within Scope 3. This includes refining estimation methods and strengthening engagement with suppliers to enable more accurate measurement of upstream emissions.

Emissions are assessed against business activity to ensure growth does not increase environmental impact.



Environment

2.37 → 0.37 tCO₂e

Total emissions reduced across the reporting period.

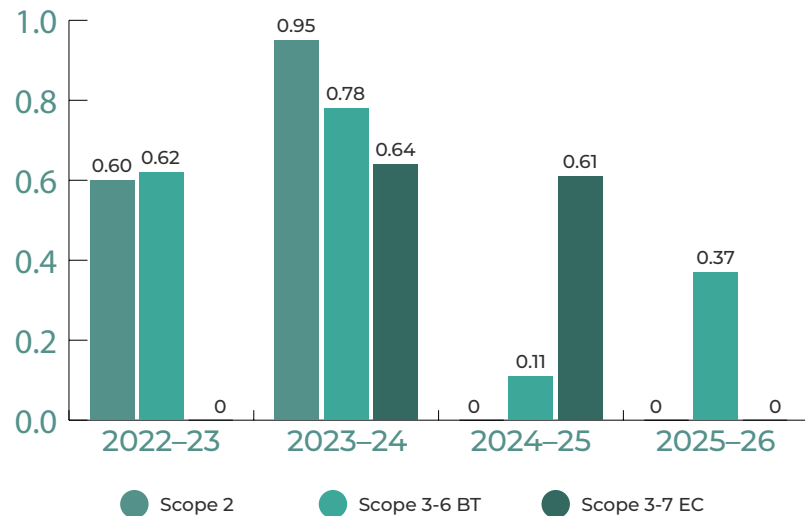
1.55 → 0.09 tCO₂e

Emissions per £100k revenue

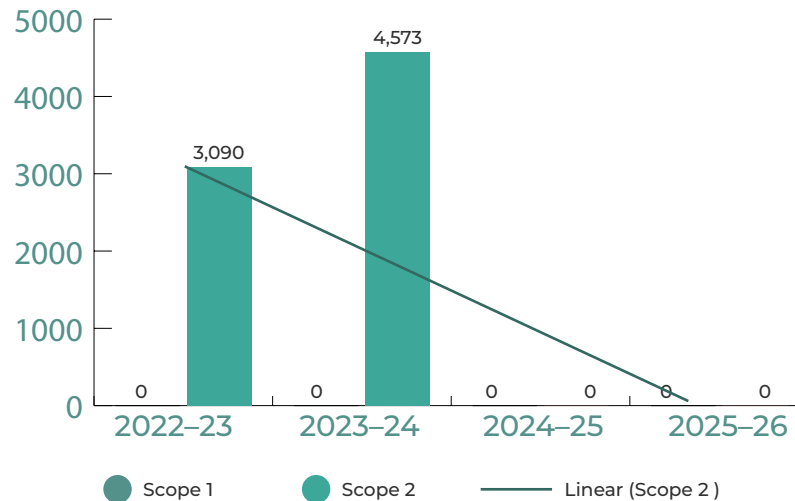
1.19 → 0.04 tCO₂e

Emissions per employee

GHG Emissions by Scope (tCO₂e)



Energy Consumption (kWh)





Biodiversity and Land Use

Care for the environment is more than carbon emissions! Indeed, biodiversity is a critical aspect and it's within reach of every business, even those with a share office in a city centre. That's why ESG Pro has adopted a "Nature Positive" programme underpinned by absolute KPIs, and it brings fulfilment and joy to our team.

Biodiversity featured prominently on our materiality assessment because it's a topic close to our hearts, as well as being perceived as an impossible metric by many customers. Our goal was to create a reproduceable scheme which requires little to no investment, only basic skills, and which delivers a quantifiable social and environmental value.

When a neighbouring business was stacking wooden shipping pallets, we learned that many cannot be re-used. The quantities were staggering. At the same time, there were more reports citing hedgehogs as vulnerable to extinction in the UK. Populations of hedgehogs have declined by up to 50% in rural areas and 30% in urban areas since 2000 due to habitat loss, pesticides, and traffic.

From a single trial example for home garden use, an idea was born: if it's so easy to build one, what if this could serve as an example to the businesses as to how they can contribute to biodiversity enrichment?

Fast forward a year, and ESG Pro has constructed and donated to 211 hedgehog habitats made from recycling pallets. These have been received by people across the community who place them in their gardens to provide safe spaces.

The beauty of the scheme is that there is no precision required in the building, minimal tools (a saw and a hammer will do), and the raw materials are free. Businesses will even donate the highest quality pallets which are easier to work with once they understand the purpose. It's a win/win.

We are evaluating ways to roll this scheme out widely, so businesses can sponsor more habitats and report on the benefit in their own sustainability reporting.



Populations of hedgehogs have declined by up to 50% in rural areas and 30% in urban areas since 2000 due to habitat loss.



Environment

211
hedgehog habitats
constructed and
donated.

5.2 tCO₂e
carbon avoided by
recycling third-party
shipping pallets





Social



Employee Education: Our employees and partners alike share access and support to access professional development courses including CPD qualifying courses conferring industry certifications, to ILO approved training modules.



Apprenticeships: We are immensely proud of our apprenticeship programme which has helped young people to secure qualifications which have enabled them to enter the workforce in the field of sustainability.



Charity support: From charitable donations to continuing our five-year programme of offering pro bono support to a leading international children's charity, our commitment to giving back to society is central to our purpose.



Social value: The ESG Pro Social Value Sustainability Initiative (SVSI) includes direct support for small business seeking to secure ESG certifications, through to investing part of our revenues into community-specific social value actions.



Employee Education



At ESG Pro, we value education and professional development. In addition to their academic qualifications (we have two PhD's), everyone – even our graphics design team – has completed the EcoVadis Certified Consultant programme, as well as other courses.

By funding access to employee professional development, including study time during working hours, we know we're breaking the mould but we're proud to be different. ESG is a dynamic area, with new regulations and frameworks popping up everywhere. While we believe the EcoVadis course is in a league of its own, our team are free to pick and choose from multiple certification options according to their interests.

Just as diversity in the workforce promotes fresh thinking, diversity in education stimulates original thought and new approaches to problem solving.

To encourage and support our team, we actively promote cross-training across ESG disciplines too, because knowledge silos can create limits to problem solving.



Our consultants

100%
are EcoVadis™
certified

60%
have a master's in
law

100%
are EU CSRD
certified

100%
are VSME certified

80%
have a law degree



Apprenticeships

The ESG Pro apprenticeship programme is our flagship approach to investing in society. It's open to both young people and even those in mid-career, enabling them to embark on a new career despite the severe challenges of finding employment. It's fulfilling, and a distinctly tangible delivery of genuine social value.

By opening our training courses to motivated and deserving people, we are ensuring they have the qualifications and mentorship to succeed in securing roles in sustainability. From college students unable to secure employment, to an ex-solicitor, we're highlighting that diversity covers a spectrum. We've nurtured those who are neurodivergent, university graduates, and others who have no higher education certifications.

Case Study

Samantha* was nearing the completion of her master's programme at Kingston University, School of Business, and despite her superb results a job offer was elusive. She'd submitted more than job 600 applications and was met with a wall of silence.

**name changed for privacy*

When we met, Samantha's career objective was to work in the field of Sustainable Fashion. We explored the topic with her and suggested that a recognised certification in ESG and sustainability at large, coupled with core training on GHG carbon emissions reporting would make her CV stand out above the crowd.

We welcomed Samantha into ESG Pro, assigned a mentor, and enrolled her into the EcoVadis™ Academy. There are no costs to our apprentices, just support. They can progress into their chosen consulting speciality, or transition into sales. Especially important is that we don't tie our apprentices to ESG Pro, and although we're able to offer full-time roles to some, we help and support everyone to secure their ideal roles.

Samantha was successful immediately. She landed a role as an intern, and after several weeks was taken on board by the same firm as a sustainability advisor to fashion coming in the south of England.

6
apprentices
trained in 2025





We're a People-first Business

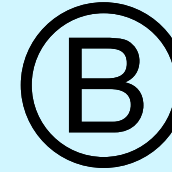


We were awarded SME Management Consultancy of the Year 2026 because of our people. They're at the heart of what we do, and they thrive on knowing they have the opportunity to grow and develop, without barriers or limits.

Now in our tenth year, to be recognised as Management Consultancy of the Year is an incredible milestone and testament to the hard work and dedication of our employees and business partners. It just shows what can happen when you focus on business with purpose.



Certified



This company meets high standards of social and environmental impact.

Corporation





Supporting Charities



Charities, or the Third Sector, have a critical role in society, and our 10-year pro bono support of the world's largest children's charity reflects our board's commitment and corporate values.

We subsidise our professional services fees to the charity sector, and we succeed in delivery precisely because of our wide cross-sector commercial experience. Our charity clients range from faith-based multinationals to those operating in educational, residential care, social justice, and persons with disabilities.

ESG Pro donates cash to charities too, and in 2025 our chosen beneficiary was the small Hypo Hounds charity in support of the amazing work they do in saving lives, babies and children with diabetes.



Social Value

This year we have delivered an impressive £324,714 of social value. As a certified B Corp, this underscores that we're truly "impact-driven" by nature by meeting the high, verified standards of social and environmental performance, accountability, and transparency.

From pro bono service delivery to selected charities to discounted services for small and medium sized businesses, our social value contribution is as diverse as the clients we serve. It reaches across communities, organisations, and individuals, creating practical benefits that extend far beyond compliance.

That impact is reflected in how we invest in people, skills, and opportunity. Through our apprenticeship programme, we support individuals at different stages of life to gain recognised sustainability qualifications, practical mentoring, and meaningful routes into employment. We have helped apprentices develop the confidence, knowledge, and experience needed to secure roles in the sustainability profession, while removing barriers by offering support at no cost to them.

We also invest in the continuous development of our own team and partners.

£324,714

of social value delivered

9

charities supported

6

apprentices trained

By funding professional development, study time, and specialist certifications, we strengthen expertise across ESG disciplines and encourage cross-training that supports fresh thinking and stronger problem solving.

Alongside this, we continue to support charities through subsidised professional services, cash donations, and long-term pro bono engagement. Our charity support spans organisations working across children's welfare, education, social justice, disability support, and health-related causes.

Social value is not a separate initiative for ESG Pro, it is embedded in how we work, who we support, and the outcomes we strive to create. By combining community support, accessible advisory services, and investment in education, we aim to deliver lasting value for employees, apprentices, charities, clients, and the wider communities they serve.





Our Social Value Contribution

Apprenticeships, £168,000

In 2025, ESG Pro Limited strengthened its social impact activity through the appointment and development of five apprentices drawn from a range of academic and professional backgrounds, including individuals who had previously been unemployed and were seeking to establish careers within the sustainability sector. The programme combined structured training, practical experience, mentoring, funded software, one-to-one coaching, paid enrolment in the EcoVadis Academy, and sponsorship towards CPD-approved sustainability certifications.

Four of the five apprentices supported through the programme subsequently secured full-time roles in the field

Four of the five apprentices supported through the programme subsequently secured full-time roles in the field. On this basis, we estimate that the initiative generated a social value contribution of £168,000 during the year. This figure is presented as an internal estimate and provides a reasonable reflection of the positive impact created through skills development, professional progression, and access to long-term employment

Hedgehog habitats, £76,714

In 2025, ESG Pro Limited repurposed wooden pallets received from a neighbouring business that would otherwise have been sent to landfill, using the reclaimed material to manufacture 211 hedgehog habitats for donation to individuals and businesses across the local communities in which we operate. This initiative supported our biodiversity objectives while also demonstrating a practical circular economy approach, converting waste material into a positive environmental and community resource.

Taking account of the internal time and resources committed to the project, together with the in-kind value of the habitats themselves, we estimate that the initiative generated a total community and biodiversity contribution of £76,714. This figure excludes any additional value associated with avoided landfill, embodied carbon savings, or wider ecological benefit, and is presented as an internal estimate intended to provide a reasonable reflection of the contribution created through the project.

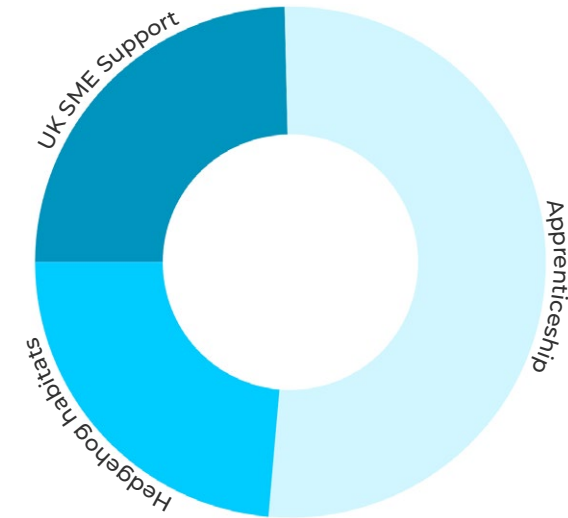
This initiative supported our biodiversity objectives while also demonstrating a practical circular economy approach.

UK SME support, £80,000

In 2025, ESG Pro Limited continued to improve access to sustainability and ESG support by providing approximately £60,000 in discounted services to small and mid-sized businesses, helping to reduce cost barriers for organisations that might otherwise have been unable to engage this type of specialist support. In addition, we delivered year-long professional services on a pro bono basis to a major international children’s charity, representing an estimated annual value of £20,000.

Taken together, these contributions indicate an estimated in-kind social value contribution of £80,000 for the year. While this figure does not seek to monetise the wider downstream benefits created for the organisations supported, it provides a reasonable and credible reflection of the direct contribution made through discounted and pro bono professional services.

We delivered year-long professional services on a pro bono basis to a major international children’s charity.



£324,714

The ESG Pro social value contribution

- 24.6%, £80,000
- 51.7%, £168,000
- 23.6%, £76,714

These estimates have been prepared as internal, non-audited indicators of social value and in-kind contribution, informed primarily by the UK Government’s PPN 002 Social Value Model, the Social Value Portal TOM System, and HACT’s UK Social Value Bank methodology. They are intended to provide a prudent and credible reporting basis for annual sustainability disclosures rather than a formally assured social value valuation.



Governance



Ethical business practices: Good governance begins with ethics. From our supplier screening programme to our whistleblowing policy, we continue to leave no stone unturned to ensure our performance is exemplary.



Diversity, Equality, and Inclusion (DEI): We have a duty to both our customers and to society to promote fairness and access to employment. We reject disharmony or prejudice, and we uphold human rights for all.



Data protection and privacy: A much-overlooked human right, privacy begins with managing corporate IT systems and in ensuring our systems are tested and certified, back-up by defensive countermeasures.



Employee health and wellbeing: We go beyond mere legislation and operate a policy which confers dignity and respect upon all employees. It begins with an absolute belief in maintaining work/life balance.



Ethical Business Practices

Ethical business practices sit at the centre of how we govern our business and support our stakeholders. For us, governance is not limited to formal compliance, it is about creating a culture in which accountability, transparency, and integrity shape everyday decisions.

As a purpose-led and impact-driven consultancy, we believe trust is earned through clear standards, responsible leadership, and consistent action across every part of the organisation.

This commitment is supported by practical governance measures that help embed ethical conduct throughout the business. We maintain a whistle-blowing policy with a clear reporting and investigation framework, giving employees and partners confidence that concerns can be raised and addressed appropriately.

Company-wide anti-bribery and corruption training further reinforces expectations, ensuring our team understands both the standards required and the importance of acting with integrity in every client and supplier interaction.

Oversight is equally important. Independent scrutiny at board level helps strengthen challenge, transparency, and sound decision-making, while ensuring governance expectations remain aligned with our values.

Beyond our own business, we extend these principles into our supply chain through our Supplier Code of Conduct and supplier screening carried out via our ESG reporting programme. In doing so, we seek to promote responsible practices not only within ESG Pro, but across the wider network of organisations we work with and support.

Whistle-blowing policy with clear reporting and investigation framework

Supplier Code of Conduct issued across our supply chain

Company-wide anti-bribery and corruption training

Independent oversight and scrutiny at board level

Supplier screening through our ESG reporting programme





Diversity, Equality, and Inclusion



Governance

Board composition

66.6% women, 33.3% men

Executive composition

Balanced executive leadership, 50% women and 50% men

Employee gender

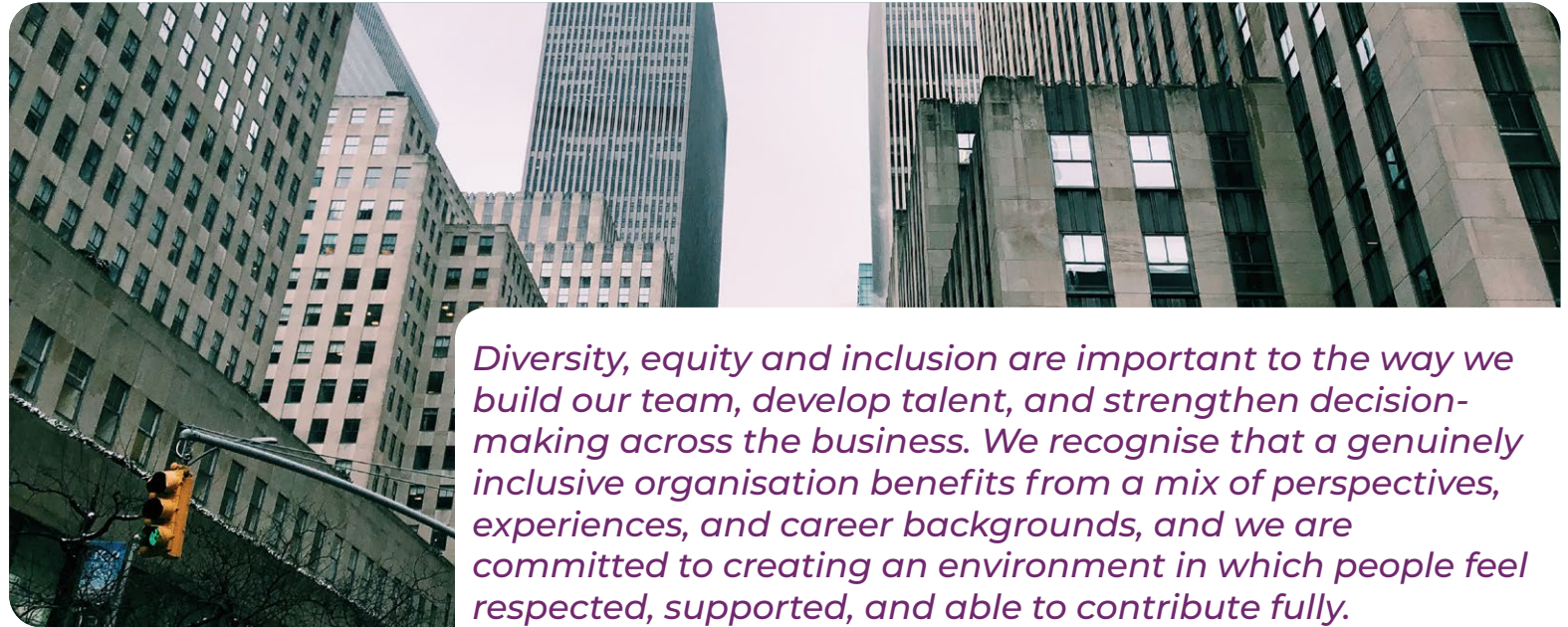
A workforce of 20 people, 20.0% women and 80.0% men

Age profile

A multigenerational team, with representation from 18 to 65+ years

Experience mix

55% of employees are aged 31-50, combining established expertise with fresh perspective



Diversity, equity and inclusion are important to the way we build our team, develop talent, and strengthen decision-making across the business. We recognise that a genuinely inclusive organisation benefits from a mix of perspectives, experiences, and career backgrounds, and we are committed to creating an environment in which people feel respected, supported, and able to contribute fully.

Our leadership profile reflects this commitment. Women represent 66.6% of board composition and 50% of executive composition, supporting balanced oversight and shared accountability at senior levels.

Across the wider business, our team also reflects a broad spread of age groups, from early-career professionals through to colleagues with extensive professional and life experience. This diversity of age helps us combine fresh thinking, commercial maturity, and practical insight in the way we serve clients and work together internally.

We know that diversity alone is not enough. Equity and inclusion require active support, fair access to opportunity, and a culture in which development is encouraged without barriers. This is why we continue to invest in professional growth, mentoring, and flexible career pathways that enable individuals from different backgrounds and at different stages of life to thrive. By embedding these principles into recruitment, leadership, and employee development, we aim to build a business that is representative, resilient, and better equipped to deliver meaningful outcomes for all stakeholders.



Data Protection and Privacy



Government Cyber Essentials
certified in 2025

Additional cybersecurity
controls implemented

Data minimisation embedded
into working practices

Confidentiality and secure
handling of client information

Privacy protection supported by
proportionate governance controls

Strict adherence to the Data
Protection Act [2018]



Data protection and privacy are fundamental to the trust our clients place in us and to the integrity of the services we provide. We reinforced our Cyber Essentials certification by appointing an external consultancy to further strengthen our business defences.

As a consultancy handling sensitive business information, we recognise that effective data governance is not simply a compliance requirement, it is a core business responsibility.

Our approach is therefore built around safeguarding confidentiality, limiting unnecessary data use, and maintaining resilient systems and processes that protect the information entrusted to us. In 2025, ESG Pro achieved the Government's Cyber Essentials certification, providing external assurance that key cybersecurity controls are in place and operating effectively.

This certification forms part of a wider and continuously evolving approach to information security.

We have implemented additional cybersecurity measures to strengthen protection across our systems, alongside data minimisation practices designed to ensure that only the information necessary for a defined purpose is collected, processed, and retained. By reducing data exposure and reinforcing secure working practices, we aim to lower risk while improving accountability and control.

For ESG Pro, privacy is closely linked to professionalism, governance, and client confidence. We are committed to maintaining high standards of data stewardship, supported by proportionate controls, secure digital practices, and a culture that recognises the importance of protecting information at every stage of its lifecycle.



Employee Health and Wellbeing

Employee health and wellbeing are central to how we build a resilient, high-performing, and purpose-driven business. We believe that people do their best work when they feel supported not only professionally, but personally, through working practices that recognise the importance of balance, flexibility, and long-term wellbeing.

For ESG Pro, the above means creating an environment in which employees can thrive while managing the demands of work and life in a way that is sustainable, inclusive, and respectful of individual circumstances.

Our approach combines practical support with a strong culture of trust. Across both our UK and Macedonian teams, we provide flexible working, working from home arrangements, paid time off for national and religious holidays, eye health examinations, annual health checks, 21 days of annual leave, and up to 12 sick days per year. We also invest in connection and team culture through monthly team-building lunches, with a paid half day to encourage participation and time together.

In addition, private health insurance is available to our UK employees, reflecting our commitment to providing enhanced wellbeing support where possible. Taken together, these measures are designed to promote physical health, mental wellbeing, work-life balance, and a positive employee experience.

By prioritising wellbeing in a practical and consistent way, we aim to support a motivated team that feels valued, protected, and able to perform at its best.

Flexible working and working from home across both teams

12 sick days, 21 days holiday, and paid time off for national and religious holidays

Annual health checks and eye health examinations for all employees

Monthly team-building lunch with paid half day participation

Private health insurance provided for UK employees





Our Social Value Contribution

B Corp™

ESG Pro became a certified B Corp in March 2025 with a B Impact Assessment score of 99.2, a comfortable pass.

As of early 2026, there are over 10,300 certified B Corporations globally, spanning more than 163 industries and 103 countries.

The composition of our score is shown in the table below:

Governance 23.1
Community 43.5
Environment 16.8
Customers 15.6

ESG Pro has never failed to secure a client a first-time pass.

While our expertise has always been in corporate governance and corporate level reporting per the Global Reporting Institute (GRI) framework, the influence of B Corp is now entrenched across our business. Engaging with the B Corp™ community has enhanced our ability to collaborate with like-minded organisations, amplifying our impact.

We apply the B Corp principles to all decisions related to supplier selection, employee management, and to how we contribute to the environment, to cite just three key areas. It is, in the language of Harvard Business School, an ESG framework which makes us consider “People, Planet, and Profit” in every business decision.

Our consultants have been supporting businesses on achieving B Corp certification for several years, and we ESG Pro has never failed to secure a client a first-time pass. It’s a record of which we are exceptionally proud.

Case Study
ESGPRO

Industry: Energy Consulting

U4L Limited

“ESG Pro played a pivotal role in helping U4L achieve B Corp certification against an almost insurmountable one-month deadline. Their expertise, attention to detail, and commitment to our success transformed what could have been a stressful process into an empowering journey towards sustainability.”

— Philippa Halliday, Marketing and New Business Manager, U4L Limited



GRI Reporting B Corp

The Client

U4L Limited is a Birmingham-based energy consultancy helping organisations across the UK reduce their carbon impact and transition to greener operations. The company provides end-to-end sustainability solutions, from renewable energy procurement and energy reduction to compliance and carbon management. Through its client sector, U4L supports global reforestation efforts in Madagascar, Nicaragua, and Mozambique, having planted more than 20,000 trees in total of a more sustainable future.

The Challenge

In November 2023, U4L set an ambitious goal to achieve full B Corp certification within just one month. Despite having already completed the B Impact Assessment, the business realised that significant documentation gaps, unverified Articles of Association, and missed reporting opportunities risked failure in the upcoming audit. To meet the target, U4L required rapid legal, environmental, and governance support under extremely tight time constraints.

The Solution

ESG Pro conducted a comprehensive audit of U4L’s B Impact Assessment and identified clear pathways to strengthen the submission. The team drafted new Articles of Association, overhauled human resource policies, and assembled supporting evidence to meet B Corp verification standards. With an audit extension secured, ESG Pro’s consultants worked intensively with U4L’s leadership to align all documentation with B Corp requirements. Philippa Halliday highlighted the hands-on support and responsiveness of ESG and Cority throughout the process.

The Result

Within the extended timeframe, U4L achieved official B Corp certification, exceeding the required score and securing its place among the UK’s most socially responsible businesses. The process not only improved internal governance and HR frameworks but also deepened the team’s understanding of sustainable business practices. U4L now holds a respected global certification reflecting its long-term commitment to environmental and social impact, and its valued partner for ongoing ESG success.

We help organisations turn compliance into opportunity. Contact us today to discover your ESG potential. Visit us: www.esgpro.co.uk

U4L Case Study (B Corp)

EcoVadis™

In June 2025, ESG Pro then achieved the prestigious EcoVadis™ Gold Badge certification, which placed our business in the top 3% of all companies audited and assessed by EcoVadis.

As of early 2026, EcoVadis has assessed over 150,000 businesses across more than 185 countries and 220 different industry sectors.

The composition of our score is shown in the table below:

Environment 71%
Labour and Human Rights 75%
Ethics 99%

ESG Pro has never failed to secure a client a first-award of at least a Bronze badge.

EcoVadis™ is an especially challenging ESG rating to achieve for clients aspiring to the Gold badge. It’s here that the Global Reporting Institute (GRI) framework becomes mandatory to complete too, and our history of success in this field has enabled us to shine.



Because we have our in-house legal team, we have been fortunate to use their considerable skills to navigate the demands of truly tailored policies and map these also to the multiple metrics which evidence that our policies are actively applied and measured. In so many other ways, the EcoVadis™ framework has complemented our B Corp reporting, mitigated business risks, and made our business more successful.

Our consultants have been supporting businesses on achieving EcoVadis™ certification for several years, and we have never failed to secure a client a first-time achievement of at least a Bronze badge, and often Silver or Gold. It’s a record of which we are exceptionally proud.

In 2025, EcoVadis™ designated ESG Pro a “Strategic Partner for UK and EMEA”, and we achieved “Approved Training Partner for UK and EMEA” status.

Case Study
ESGPRO

Industry: Chemicals, Manufacturing

Chemical Corporation Ltd

“What started as something daunting turned into something incredibly rewarding. The team guided us through every stage, exploring, measuring, and helping us see how our existing work already met so many of the criteria. We’re proud to have achieved our EcoVadis Silver rating, and even prouder to understand what it truly means for our business.”

— Claire Bellavia & Jody Greene, Chemical Corporation Ltd



EcoVadis

The Client

Chemical Corporation Ltd is a long-established UK distributor of oils, lubricants, and chemical products, supplying industrial, automotive, and commercial customers nationwide. As a national distributor, the company provides recycled premium brands, alternative energy products, and a range of services to more than forty years of experience. Chemical Corporation has built a strong reputation for quality, compliance, and dependable customer partnerships.

The Challenge

In 2024, one of Chemical Corporation’s key customers required the business to obtain EcoVadis accreditation within six months. Although the company had strong operational systems, sustainability reporting and public development were areas for the team. With ESG Pro’s ESG expertise, Claire Bellavia and Jody Greene faced the challenge of building new reporting processes and gathering extensive evidence, all while managing their existing full-time roles.

The Solution

ESG Pro worked with Chemical Corporation to guide the team through the EcoVadis process from start to finish. Weekly meetings provided structure, clarity, and steady progress. ESG Pro helped develop robust quality control, internal measurement systems, and a high concentration across all four EcoVadis pillars: Environment, Labour & Human Rights, Ethics, and Sustainable Procurement. Acting as a extension of the internal team, ESG Pro amplified complex requirements and offered practical solutions that fit around the team’s operations.

The Result

Chemical Corporation achieved Silver EcoVadis accreditation, confirming its commitment to sustainability and strengthening relationships with key customers. The process introduced measurable 97% stronger governance and better collaboration around ESG. The accreditation now underpins regulatory compliance, meeting all requirements for all company registered certification. Building on this success, the company plans to target Gold status in 2026 and further extend sustainability across its operations.

We help organisations turn compliance into opportunity. Contact us today to discover your ESG potential. Visit us: www.esgpro.co.uk

ChemCorp Case Study (EcoVadis)



Our B Corp™ and EcoVadis™ Goals for 2026



Customers

To achieve an NPS rating of 75+. The Net Promoter Score (NPS) is a widely used metric for gauging customer loyalty and satisfaction by asking how likely customers are to recommend a product or service, and 75 or higher is rated as “exceptional”.



Employees

To achieve an eNPS of 90% or Employee Net Promoter Score. Through anonymous surveys, we measure our Senior Leadership Team's performance according to employee satisfaction. Higher score equals happier employees, which equates directly to better business performance.

We will extend our employee education programme by introducing more professional development courses and certifications.



Governance

While our corporate governance is very strong, we recognise that there is room for improvement in terms of how we are measuring our business resilience, as well as continuing to enhance our policy management metrics.



Community

The delivery of social value continues to be a top business priority. We are actively seeking to identify ways to enhance our apprenticeship programme through partnerships with universities and business associations.

Our goal is to increase our charitable donations by 100% and to introduce employee volunteering participation to 25% of our employees.



Climate

We aim to go beyond our current net zero achievement and to achieve a Climate Positive designation.



www.esgpro.co.uk



Find out more

If you would like to highlight your organisation's ESG and social value credentials, secure an ESG rating, and be truly procurement-ready, then the team at ESG Pro are here to help. Visit our website and book a meeting, and we will share our expert advice.

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