

COMMUNICATION  
ON PROGRESS



This is our **Communication on Progress** in implementing the Ten Principles of the **United Nations Global Compact** and supporting broader UN goals.

We welcome feedback on its contents.



# UN GLOBAL COMPACT

Communication on Progress

2019-2021



# 01 INTRODUCTION



# CHIEF EXECUTIVE'S ANNUAL STATEMENT

It's a pleasure to welcome you to our fourth United Nations Global Compact Communication on Progress report, focusing on the past 21 months of unpredicted challenges and uncertainty. Despite the relentlessness of COVID-19, our commitment to the ten UNGC principles remains as strong as ever.

For businesses alike, this has been a period of resilience, courage, and commitment. Our Anthesis Spirit has never been more important, and I am proud of our 600-strong team who have implacably supported our clients amidst the pandemic.

We continue to grow as a business, both in market share and our passion for driving societal impact. In the face of manifest racial injustice, we chose to ask ourselves some challenging questions. We established a global Racial Justice Working Group to escalate our efforts on this topic, in addition to the activities we deliver on the DEI and CR agendas. In early 2021, Anthesis became part of the B Corp community, a global group of 4000+ organisations that value purpose as much as profit. This cements our dual focus of guiding our clients on their sustainability journey and standing firm behind our own.

Our report showcases some of the impactful initiatives launched, including 30 activities developed to support the UN's second Sustainability Development Goal (SDG) Zero Hunger, benefiting 17 charities. For 2021-2023, our colleagues have selected SDG 13, Climate Action, as our next focus.

Our progress as a business continues to be recognised through accolades: The Sunday Times Fast Track 100 and International Track 200, and the FT1000 Fastest Growing Companies in Europe, with Anthesis identified as one of only 28 companies to hold this accolade for four consecutive years. Even during these extraordinary times, we are experiencing double digital growth, and, through our recent investment from Palatine Private Equity, we're turbocharging our focus across the decade's most material global systems: net-zero impact; carbon remediation; product circularity; land use; and inclusive economies.



**Stuart McLachlan**  
Chief Executive Officer





## **Anthesis is the Sustainability Activator.**

We are the largest group of dedicated sustainability experts in the world: a team of 600+ people, working across seventeen countries, to serve more than 1000 clients.

We exist to shape a more productive and resilient world by helping organisations transition to new models of sustainable performance.

Our team combines broad and deep sustainability expertise with the commercial and operational capabilities it takes to conceive and deliver real change.



# RECENT AWARDS & CERTIFICATIONS

Our progress as a business and proven track record of consistently high growth continues to be recognised through certifications and accolades.





Certified



Corporation

**Proudly B Corp™**

We became a certified B Corporation® in January 2021.

We are part of a global community of more than 4,000 B Corps who use the power of business to build a more inclusive and sustainable economy; meeting the highest verified standards of social and environmental performance, transparency, and accountability.

Learn more about Anthesis as a B Corp™



# ANTHESIS CORPORATE RESPONSIBILITY

Our Corporate Responsibility Programme is aligned with the B Corp™ Impact Areas included in the B Impact Assessment, to ensure we meet the highest standards of social and environmental performance, transparency, and accountability.

Our Programme is driven by a dedicated global steering committee - chaired by Executive Director Paul Crewe - who meet every two months to maintain and track Anthesis' progress against our targets and objectives. The global committee is supported by regional working groups who ensure our initiatives are pushed forward and rolled out locally.

Transparency is a core value of our organisation and we are keen to communicate our progress with all stakeholders. We have a comprehensive approach to implement the best-practices outlined in our Sustainability Policy.

[Read Our Sustainability Policy](#) →

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*When it comes to our own environmental and social impacts, we always strive to ‘walk the talk’. We truly care about looking after the CR needs of our global clients as much as we do for each and every one of our colleagues.”*

**Paul Crewe**  
Chief Sustainability Officer &  
Corporate Responsibility Sponsor







## DIVERSITY, EQUITY & INCLUSION (DEI)

### DEI Programme

Our Diversity, Equity and Inclusion (DEI) programme is driven by a global steering committee, supported by regional working groups.

Our agenda is guided by feedback from Anthesis colleagues, and underpinned by three primary objectives:

- **Maintaining a culture where everyone feels they belong**
- **Nurturing a more diverse Anthesis**
- **Driving a gender balance at all levels**

### Nurturing an Inclusive Culture

- **Recruitment** - unconscious bias screening is now a standard part of our recruitment process in North America and the UK. We are working to build a more diverse talent pipeline, including the development of apprenticeship and internship programmes.
- **Employee networks** - to create a safe space for specific employee groups.
- **Celebrating diversity** - we run campaigns throughout the year to celebrate our diversity, build awareness and foster inclusion.
- **Peer-to-peer learning community** - our North America business has established a popular DEI learning community where our employees come together for discussion and shared learning.

### Racial Justice Working Group (RJWG)

We recognise that understanding racial injustice is a key and crucial first step to creating true and lasting change.

We have formed a working group made up of a cross-section of employees worldwide who are listening, learning and acting to identify what racial justice looks like for Anthesis to effectively mobilise us around this agenda now and for years to come.



*There are too many organisations out there, many good organisations, who are saying little on racial injustice, and are doing nothing to effect lasting change. I don't want Anthesis to be one of these companies. We are opening our eyes and ears to understand what racism looks like, with our dedicated Racial Justice Working Group exploring what changes are needed in how we operate; internally and beyond."*

**Stuart McLachlan**  
CEO & RJWG Executive Sponsor

# MATERIALITY

## Key stakeholders

This report is prepared for our stakeholders: our investors; employees; business partners and clients; contractors and suppliers, as well as for the wider communities in which we operate.

## Defining our material topics

Our material topics are defined in a number of ways, including: feedback from colleagues gained in our all-colleague survey and other communication initiatives, such as regularly-hosted engagement weeks. Also, input from our sustainability champs, SHEQ lead, senior team, CEO and CSO. In addition, we conduct internal audits and due diligence audits on our landlords.

We conduct materiality assessments to determine and prioritise our social, environmental and economic issues. Our ISO14001:2015 certified Environmental Management System also guides the identification and management of environmental impacts and ensures we are compliant with relevant legislation and regulations.



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# ACTIONS + OUTCOMES



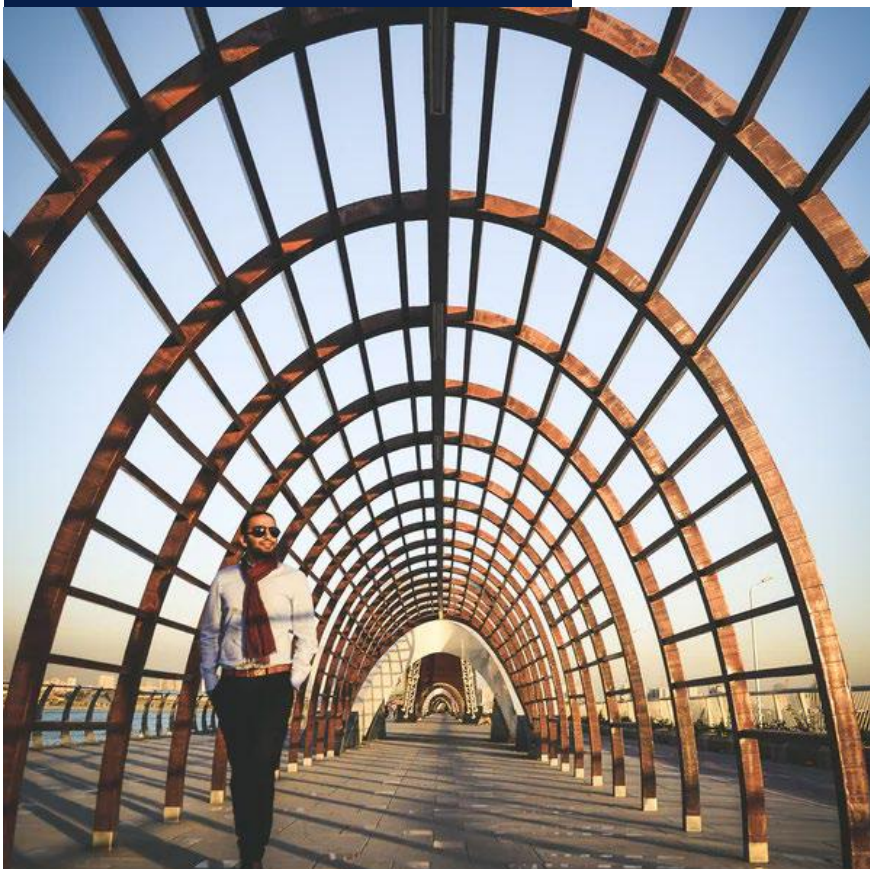
## WORKERS AND GOVERNANCE

Health, Safety and Wellbeing | Connectivity | Diversity and Inclusion | Pay and Reward | Training and Development

### Related UNGC Principles

**Principle 3:** Business should uphold the freedom of association and the effective recognition of the right to collective bargaining.

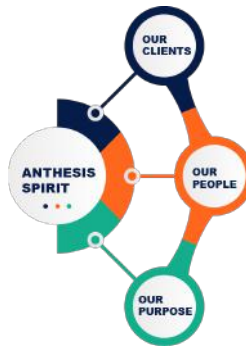
**Principle 6:** The elimination of discrimination in respect of employment and occupation.



# WORKERS AND GOVERNANCE

## 2019 - 2021 summary

- The Anthesis Spirit launched in 2020; it guides our culture, growth and development. It helps define our employees shared values and shared purpose in the way we operate. We publicise our Playbook externally to ensure new joiners understand the meaning of the Anthesis Spirit.  
[www.anthesisgroup.com/about/our-values/](http://www.anthesisgroup.com/about/our-values/)
- As part of our health & safety program we have undertaken wellbeing initiatives to help employees look after their physical and mental health, especially during the pandemic. These have included:
  - Partnering with Living Life Better to offer free digital lifestyle assessments
  - Road to COP26 global wellbeing challenge encouraging staff to practice regular physical & mental wellbeing activities
  - A Recharge and Reset campaign to encourage staff to take sufficient work breaks during daylight hours
- We have replaced our Emergen program with a new learning and development program called the Anthesis Academy. The Academy is designed to support staff in realising their potential to drive vital change.
- We have promoted our Employee Assistance Program (EAP) to support employees' mental, physical and financial wellbeing.



Health, Safety and Wellbeing | Connectivity | Diversity and Inclusion |  
Pay and Reward | Training and Development

## Progress against our 2019 goals

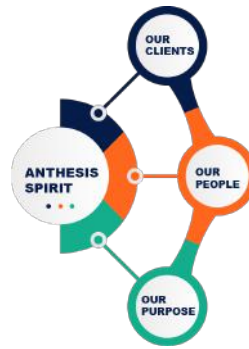
Deliver an International Women's Day campaign.	✓
Review and re-establish the Emergen learning and development program.	✓
Deliver our fourth all-colleague survey.	✓
Continue our flexible working policy, tax free childcare voucher scheme, volunteer days and mentoring program.	✓
Health and safety - Share best practice globally, promote our EAP, target engagement of remote workers and deliver mindfulness training.	✓
Continue with our global connectivity initiatives including The Wire, Reading Room, PULSE sessions and STEP program.	✓



# WORKERS AND GOVERNANCE CONTINUED

## 2019 - 2021 summary

- Our Diversity, Equity and Inclusion (DEI) program is driven by a global steering committee supported by regional working groups.
- The DEI committee run campaigns both globally and regionally throughout the year to celebrate our diversity, build awareness and foster inclusion. Example campaigns include International Women's Day, Dyslexia Awareness and Black History Month.
- Unconscious bias screening - using software that empowers us to make hiring decisions based on skillsets, not CVs - is now a standard part of our recruitment process in North America and the UK. We are working to expand this recruitment initiative across the rest of our global business.
- Social justice and equality are core components of sustainability and Anthesis has established a Racial Justice Working Group to help our business and employees to listen, learn and engage with others and to help guide our approach.
- Further work has been undertaken to connect colleagues. Initiatives include our global SharePoint platform, monthly global newsletters, Global Town Hall conference calls and employee award scheme.



Health, Safety and Wellbeing | Connectivity | Diversity and Inclusion |  
Pay and Reward | Training and Development





## Workers and Governance

### 2021 - 2022 goals

Develop the Anthesis Ethics Committee to guide business decisions and values

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Continue to roll out new wellbeing initiatives to all regions and all employees

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Increase opportunities for staff development through a range of internal programs e.g., Anthesis Academy, 5 Voices Leadership training, T3 Client Engagement training

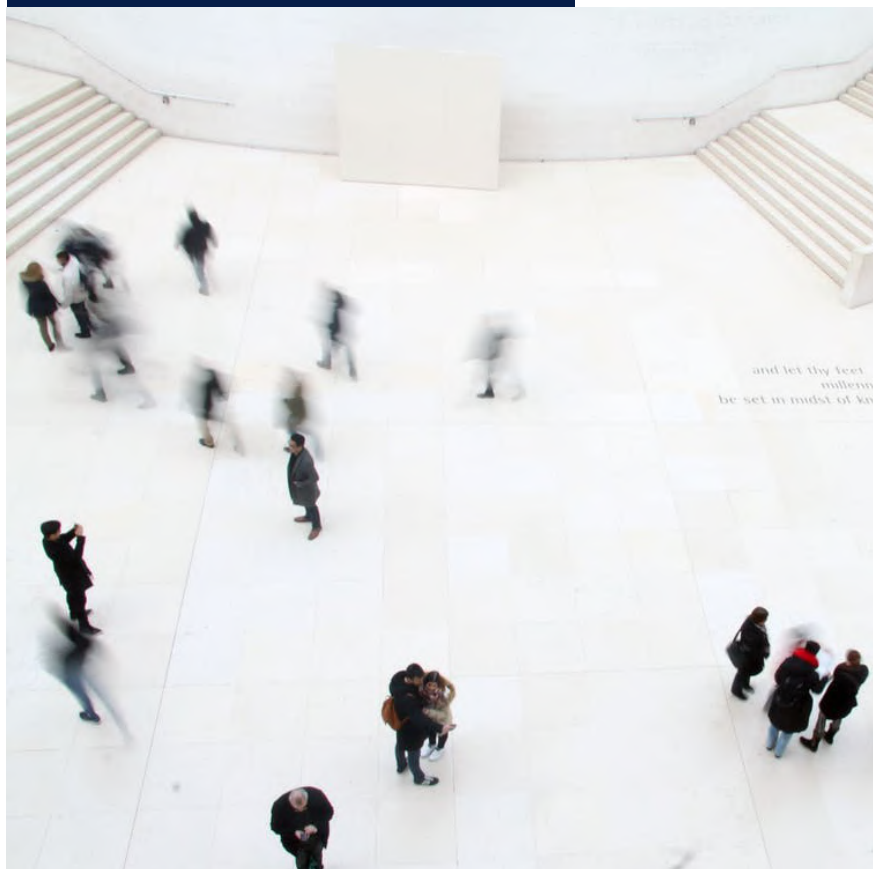
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Develop regional action plans to increase our pipeline & recruitment of underrepresented groups (e.g., identity & engage with external partners)

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## SOCIETY AND CUSTOMERS

Human Rights | Anti-Corruption | Supply Chain | Community



### Related UNGC Principles

**Principle 1:** Businesses should support and respect the protection of internationally proclaimed human rights.

**Principle 2:** Make sure that they are not complicit in human right abuses.

**Principle 4:** The elimination of all forms of forced and compulsory labour.

**Principle 5:** The effective abolition of child labour.

**Principle 10:** Businesses should work against all forms of corruption, including extortion and bribery.



# SOCIETY AND CUSTOMERS

## 2019 - 2021 summary

- In 2019 our employees voted for the UN SDG 2, Zero Hunger, as the overarching theme for employee and community engagement. During the last two years Anthesis has completed 30 activities, supported 17 charities, raised \$12,950 and published 48 documents to help raise awareness.
- Anthesis continues to work with the food bank charity, Trussell Trust. Support includes raising and donating money and providing pro bono support to develop Modern Slavery and Environmental policies and procedures.
- Our whistle-blowing policy and procedures were reviewed and a new procedure and confidential mechanism for staff to report concerns about misconduct was created.
- Anti-bribery and anti-corruption procedures were reviewed and updated in the employee handbook and employment contracts. Further work is planned to strengthen our management of anti-bribery and anti-corruption.
- Our [Modern Slavery and Human Rights Trafficking Policy](#) was reviewed and updated. Due to the pandemic we had to delay the roll out of our training program but this will be conducted in 2021.

Human Rights | Anti-Corruption | Supply Chain | Community

## Progress against our 2019 goals

Deliver anti-bribery and anti-corruption awareness training.	✓
Conduct an anti-bribery and anti-corruption risk assessment.	✗
Establish a system to review our anti-bribery and anti-corruption procedures.	✗
Deliver training to procurement staff on human rights and Modern Slavery.	✗
Review our whistle-blowing policy.	✓



## Society and Customers

### 2021 - 2022 goals

Increase company awareness and action around modern slavery and human rights

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Communicate policies and procedures on anti-corruption and ensure all employees are trained

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To support employees and local communities through the new SDG two-year campaign

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Training for procurement staff on sustainable procurement and supply management

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# ENVIRONMENT

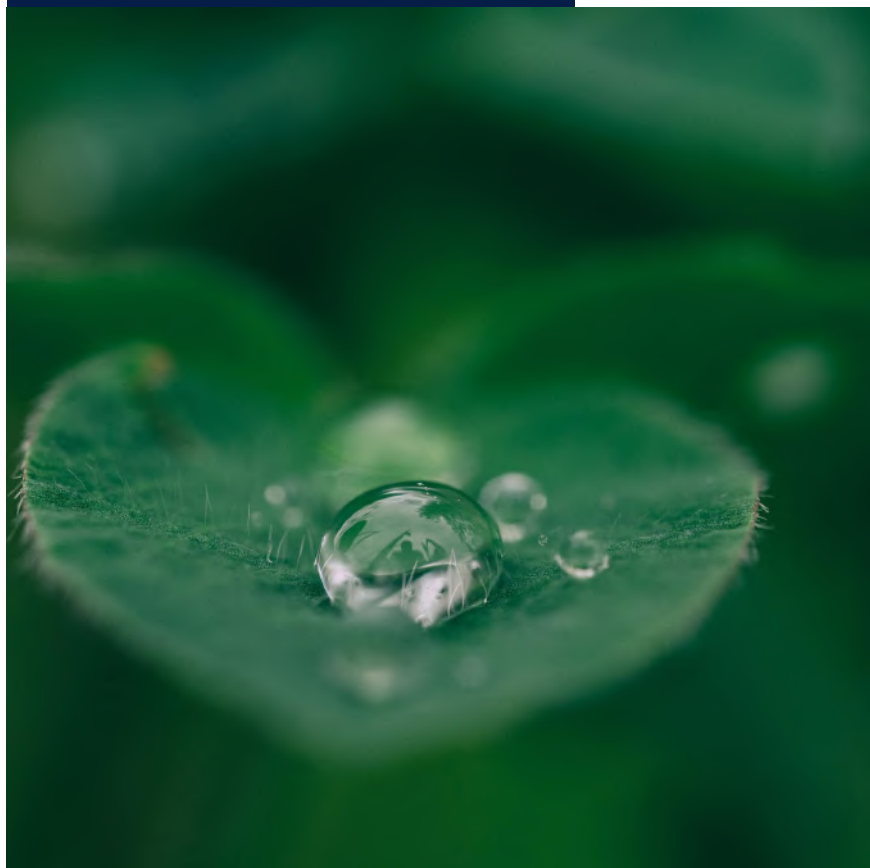
Energy and Carbon | Waste | Travel | Plastics | Supply Chain

## Related UNGC Principles

**Principle 7:** Business should support a precautionary approach to environmental challenges.

**Principle 8:** Undertake initiatives to promote greater environmental responsibility.

**Principle 9:** Encourage the development and diffusion of environmentally friendly technologies.



# ENVIRONMENT

## 2019 - 2021 summary

- Becoming a B Corp has strengthened our environmental reporting requirements, not just for our own operations but for our client work.
- Anthesis' Activator journey and Activator Agenda help design and deploy solutions that meet our clients' needs and solve the most material problems in existence. We have significant ambitions to move the dial in the decisive decade, such as supporting our clients to reduce and remove more than 3 gigatonnes (GT) of CO<sub>2</sub>e by 2030 through Science-based Targets, developing Net-Zero strategies and implement GHG emissions reduction programs.
- Our ISO14001:2015 Environmental Management System is one of our key tools to help guide, manage and ensure our continual improvement.
- We continue to work with our landlords at our four UK offices to reduce sustainability impacts. This includes an annual audit and due diligence processes.
- At our London office we continue to work closely with our landlord, Workspace, to run the tenants working group with the aim of improving environmental performance on-site. This included delivering a webinar to Workspace tenants on activating their sustainability journeys and running a Climate Strike workshop.

Energy and Carbon | Waste | Travel | Plastics | Supply Chain

## Progress against our 2019 goals

Work with landlords and tenants in our shared offices to reduce sustainable impacts.	✓
Research methods to monitor the carbon savings from client project work.	✓
Develop a sustainability and circular office guide and campaign for all Anthesis offices globally.	✗
Prepare our 2018 GHG report and calculate reduction targets.	✓



# ENVIRONMENT

## 2019 - 2021 summary

- We continue to engage our employees on environmental matters to raise awareness, this has included campaigns targeted at our office and homeworkers:
  - Encouraging employees to undertake an ‘Act of Green’ for Earth Day and to compile and reward participants.
  - Raising awareness during World Environment Day on pollution and nature appreciation.
  - Virtual sustainability advent calendar.
- Our GHG emissions are continually monitored and recorded as part of our Environmental Management System requirements. We have set reduction targets and are now implementing our Net Zero program.

Energy and Carbon | Waste | Travel | Plastics | Supply Chain

## Progress against our 2019 goals

Work with landlords and tenants in our shared offices to reduce sustainable impacts.	✓
Research methods to monitor the carbon savings from client project work.	✓
Develop a sustainability and circular office guide and campaign for all Anthesis offices globally.	✗
Prepare our 2018 GHG report and calculate reduction targets.	✓

## Environment

### 2021 – 2022 goals

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Develop a methodology and assign resources to calculate the sustainable impacts of our client project work

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Develop a sustainability and circular office guide and campaign for all Anthesis offices globally.

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Support external conservation projects either financially, through staff volunteering days or fundraising activities

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Provide sustainable procurement guidance and training

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# GLOBAL ENGAGEMENT ACTIVITIES

## Employees Challenges

- During 2020 we introduced a series of sporting challenges, achievable even during the pandemic. [Read more >](#)
- In the lead up to COP26, we have challenged employees to work toward the Road to COP26 Wellbeing Challenge 2021. Through practicing wellbeing activities, we are aiming to virtually travel to COP26 by 1 November, covering 64,001 kilometres - the combined distance from the capital city of each Anthesis office to Glasgow.

## Awareness Day Campaigns

- We ran internal campaigns to mark important awareness days in the environmental, DEI, including World Food Day, World Mental Health Day, and International Women's Day
- In support of Earth Day 2020, we inspired colleagues with a competition to complete an 'Act of Green' at home, from planting vegetables and plant-based cooking to building insect hotels and using home energy-saving techniques.

## Wellbeing & Social Campaigns

- We created a global 'Buddy App' which colleagues can sign up to every week to be matched with other colleagues from different regions or teams, encouraging new connections.
- We launched various Microsoft Teams channels for employees to share news and engage with each other. These included a summer postcard campaign and a 'festive recipe' campaign to share favourite recipes.

## DEI

- Our DEI group ran employee engagement campaigns including a 'Multi-Cultural Campaign' for employees to share their cultures, traditions and faiths.





# UN SDG 2 ZERO HUNGER



## SDG Employee Engagement Campaign

We enjoy a high level of employee engagement on our Corporate Responsibility employee initiatives; our staff are personally committed to sustainability and actively look for ways to make a difference.

In March 2019, the global Anthesis business voted for the UN Sustainable Development Goal of Zero Hunger to be the overarching theme that the business would rally behind and be our focus for employee and community engagement. During 2019-2021, we have supported the UN Zero Hunger target through 3 key pillars:

### 1. Education: 11 activities completed

- Including inviting expert speakers to staff events, published awareness raising content

### 2. Engagement: 17 activities completed

- Including volunteering for local food banks, partnering with and fundraising for relevant charities, staff food pledges

### 3. Innovation: 2 activities completed

- Including offering our expertise/ pro bono work to organisations who support the Zero Hunger SDG such as Trussell Trust

## Summary of our Global Achievements



# STEP: EMPOWERING EARLY CAREER PROFESSIONALS

## Empowerment, Socialisation & Growth

STEP is a member-led employee working group that connects early career professionals at Anthesis.

Over the past year, the group has grown to 40 global members. In November 2019, the group hosted the first STEP X conference; a day of collaboration, presentations, workshops and planning.

### The STEP members focus on:

- Growing their own and the business' networks
- Supporting peer-to-peer learning and 'upskilling'
- Creating a safe space for new joiners
- Taking initiative to advance their careers
- Organising activities that expose them to new challenges
- Leading sub-working groups to take ownership and develop leadership skills.





# ABOUT THIS REPORT

This report covers the sustainability activities of Anthesis (UK) Ltd and progress against the UNGC's ten principles and the Sustainable Development Goals.

To explore more about our Corporate Responsibility Programme and Sustainability Policy, visit:

[www.anthesisgroup.com/corporate-responsibility/](http://www.anthesisgroup.com/corporate-responsibility/)  
[www.anthesisgroup.com/our-sustainability](http://www.anthesisgroup.com/our-sustainability)

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