



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

2021-2022



# 01 INTRODUCTION

# CHIEF EXECUTIVE'S ANNUAL STATEMENT

It's a pleasure to welcome you to our fifth United Nations Global Compact Communication on Progress report, focusing on the 12 months from March 2021 to March 2022. During this time, society has experienced ongoing COVID-19 challenges, country leaders aligning (or not) on climate change priorities at COP 26, and sadly, a humanitarian crisis unfolding in Ukraine.

Our commitment to the ten UNGC principles remains as strong as ever, mirrored by organisations, citizens and communities alike. 2021 has been the strongest start to a year I've experienced in my 30 years in sustainability, which gives great hope for better times ahead.

Responding to strong market demand for a partner driven by impact, we've achieved significant growth across all countries and market solutions, welcoming more than 200 new colleagues to Anthesis. In addition, we acquired Canadian agri-food sustainability consultancy, Provision Coalition Inc, and Climate Neutral Group, a Net Zero authority based in the Netherlands, Belgium and South Africa. Operating as one team of 800+ sustainability activators, the largest group of dedicated sustainability professionals globally, we're laser-focused on driving impact and unlocking sustainable performance for our 2,600+ clients.

Our report highlights just some of the initiatives we've introduced across the business during this period. Our new Ethics Board exercises sound judgement in the face of ambiguity and complexity, a critical addition at a time of accelerated greenwashing. Our colleagues selected SDG 13, Climate Action, as our north star for CSR initiatives, with solid progress made, including our Road to COP initiative. Finally, as always, DEI continues to be a key focus to ensure we encourage and nurture a diverse and inclusive culture. Recognising there is still work to do, I'm proud of our progress this year through new employee networks, more diversity in our leadership and Board, unbiased recruitment, and internal education.



**Stuart McLachlan**  
Chief Executive Officer





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

We are the largest global group of dedicated sustainability experts in the world: a team of over 800 people, operating in 40 countries, to serve more than 2,600 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 deliver real change in the 'decisive decade'.



# AWARDS AND CERTIFICATIONS

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



**1000**  
Europe's Fastest  
Growing Companies  
**2021**



**1000**  
Europe's Fastest  
Growing Companies  
**2020**



**1000**  
Europe's Fastest  
Growing Companies  
**2019**



**1000**  
Europe's Fastest  
Growing Companies  
**2018**





## PROUDLY B CORP

At the beginning of 2021, we published our three-year [Corporate Responsibility Objectives Plan](#), the same time that we proudly became a B Corp. We have purposely aligned our objectives to the five B Corp Impact Areas to ensure we meet the high B Corp standards of social and environmental performance, transparency, and accountability.

One way that we are staying true to our commitments is by supporting other organisations with their [B Corp certification](#) and impact journeys. Several employees across the UK, France and Spain have completed training to become ‘B Leaders’, equipping them with the skills and knowledge to help companies navigate the accreditation process to join the B Corp community.

Furthermore, Anthesis has been registered as a [‘B Corp Way’ Partner](#). B Corp Way matches companies looking to improve their impact with consultants across Europe who can provide bespoke support, grounded in B Corp methodology.



# ANTHESIS CORPORATE RESPONSIBILITY

We continue to advance our global [Corporate Responsibility Programme](#) as we make progress against our three-year [Objectives Plan](#), particularly in the areas of Governance, Workers and the Environment (see page 10 - 'Actions & Outcomes' section).

Our Programme is driven by a dedicated Global Steering Committee - chaired by Executive Director Paul Crewe - which has expanded its reach in the past year with employee representatives joining from the Philippines and Sweden. Our regional North America CSR Team has also grown, organising themselves into 'B Corp Pillar' sub-groups to ensure progress is made across all the improvement actions identified from our B Corp Assessment.

We published our 2022 Sustainability Policy in January which outlines our commitments to running Anthesis in a responsible, transparent and sustainable way.

[Read Our Sustainability Policy](#) →

“

*Sustainability is at the very heart of what we do – working with other organisations to develop, manage and promote their positive social and environmental impact. But this isn't just a business strategy; each individual at Anthesis is personally committed to sustainability and actively looks for ways to make a difference.”*

**Paul Crewe**

Chief Sustainability Officer &  
Corporate Responsibility Executive Sponsor







# DIVERSITY, EQUITY & INCLUSION (DEI)

## DEI Programme

Our [Diversity, Equity and Inclusion \(DEI\) programme](#) is driven by a growing 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 at all levels of our business**
- **Fostering a more inclusive business in order to drive change in the broader sustainability profession whilst delivering on our core mission**

## Nurturing a Diverse & Inclusive Culture

- **Outreach** - We are working to build a more diverse talent pipeline and to provide opportunities for people to gain information and experience on sustainability careers. This includes partnering with Johns Hopkins University to place students from underrepresented groups into internship positions and with EDT, an educational charity, to inspire young people to consider sustainability careers.
- **Employee Networks** - We have established voluntary, employee-led groups that focus on the specific needs and interests of a group of Anthesians based on shared identities, backgrounds, characteristics, or experiences. The networks build community and provide support to their members. Examples include The Rainbow Collective convened by people who identify as LGBTQ+ and STEP group comprised of early-career professionals.
- **Celebrating Diversity** - We have run campaigns, both internally and externally, throughout the year to celebrate diversity, build awareness and foster inclusion. In March 2022, to coincide with International Women's Day, we ran a month-long 'Women Heroes' campaign to celebrate Anthesis women's contributions to sustainability and inclusion. With over 100 nominations received, the team shared a selection of the inspirational sentiments via internal comms channels and an [external blog series](#).
- **Employee Engagement** - Anthesis is working to educate its global employees on DEI topics. In the past year, employees have received a combination of training, workshops, and discussion sessions on DEI, tailored to the needs of individual regions.
- **Recruitment** - Unconscious bias screening is now a standard part of our recruitment process in North America and the UK. We are working to expand this initiative across our global business.

02

# ACTIONS + OUTCOMES

# 2.1

# WORKERS AND GOVERNANCE

## 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.

## Related UN SDGs





# WORKERS AND GOVERNANCE

## 2021 - 2022 Summary

- The Anthesis Spirit guides our culture, growth and development. It helps define our employees' shared values and shared purpose in the way we operate. This year, we have updated our [Anthesis Spirit Playbook](#) internally and externally to ensure new joiners understand the meaning of the Anthesis Spirit.
- An Ethics Board has been established to exercise sound judgement in the face of ambiguity and complexity. The Board will support the business through any ethical dilemmas through values-based decision making.
- In 2021, our People Services Team and Diversity Equity & Inclusion Group implemented a number of key policies & practices to embed diversity and inclusion throughout the business. These include:
  - Voluntary, employee-led groups that focus on the specific needs and interests of a group of Anthesians based on shared identities, backgrounds, characteristics, or experiences. The networks build community, provide input to management and provide support to their members. See page 9 for more information.
  - Global internal awareness campaigns on Black History Month, National Inclusion Week, Human Rights Day and PRIDE month.
  - Colleagues attended careers fairs at universities and schools, as well as running workshops to highlight the importance of sustainability in schools, ensuring children as young as 13 were aware that they could have a career in Sustainability.

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

## Progress against our 2021 goals

Develop the Anthesis Ethics Committee to guide business decisions and values	✓
Continue to roll out new wellbeing initiatives to all regions and all employees	✓
Increase opportunities for staff development through a range of internal programmes e.g., Anthesis Academy, 5 Voices Leadership training, T3 Client Engagement training	✓
Develop regional action plans to increase our pipeline & recruitment of underrepresented groups (e.g., identity & engage with external partners)	✓

# WORKERS AND GOVERNANCE

## 2021 - 2022 Summary

- The Anthesis Academy is our global internal learning and development programme which has been rolled out over the past year. The Academy is continuously designing and hosting modular learning programmes to equip our employees with management skills and sector knowledge directly applicable to our work and culture. Recent courses have included Data Management Principles, Effective Writing Skills and Stakeholder Management.
- 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 include:
  - The 'Road to COP26' global wellbeing challenge was launched in February 2021 to support colleagues to focus on their personal wellbeing journeys, whilst contributing towards a collective goal in the nine months leading up to the COP26 Climate Change Conference in November 2021.
  - Training and setting up a team of Mental Health First Aiders & Responders who can support staff in need and provide quarterly training sessions on a variety of mental health topics.
  - The promotion of 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 2021 goals

Develop the Anthesis Ethics Committee to guide business decisions and values	✓
Continue to roll out new wellbeing initiatives to all regions and all employees	✓
Increase opportunities for staff development through a range of internal programs e.g., Anthesis Academy, 5 Voices Leadership training, T3 Client Engagement training	✓
Develop regional action plans to increase our pipeline & recruitment of underrepresented groups (e.g., identity & engage with external partners)	✓

## Workers and Governance

### 2022 - 2023 goals

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Diversity, Equity & Inclusion training to be rolled out to across the global business, including senior management training

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

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Increase support to underrepresented groups and increase awareness around inclusivity

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# 2.2

## COMMUNITY AND CUSTOMERS

### 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.

### Related UN SDGs



# COMMUNITY AND CUSTOMERS

## 2021 - 2022 summary

- Following the fundraising and pro-bono support provided to the Trussell Trust during 2019/20 as part of our UN SDG2 Zero Hunger campaign, we are pleased to have supported the charity in early 2021 to develop an [Environmental Policy & Plan and Modern Slavery Policy](#).
- In March 2021, our employees voted for UN SDG13 Climate Action as the new overarching theme for our community engagement over the next two years. On a global level, we are in the final stages of identifying a global charity for our regions to support SDG13, primarily through pro bono opportunities by offering our climate change / education expertise. On a regional level, our Corporate Responsibility representatives are identifying local charities they can support through practical volunteering opportunities, such as conservation work.
- Anthesis has appointed a third-party organisation to provide a confidential whistleblowing service. A 24/7 freephone whistleblowing helpline has been promoted and is available for all staff to report concerns about misconduct.
- Anti-bribery and anti-corruption training was rolled out for all Senior Management in 2021. Further training for all staff is planned for 2022.
- 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 programme and this will be conducted in 2022.

Human Rights | Anti-Corruption | Supply Chain | Community

## Progress against our 2021 goals

Increase company awareness and action around modern slavery and human rights	✗
Communicate policies and procedures on anti-corruption and ensure all employees are trained	✓
To support employees and local communities through the new SDG two-year campaign	✓
Training for procurement staff on sustainable procurement and supply management	✗

## Community and Customers

### 2022 - 2023 goals

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Training for procurement staff on sustainable procurement and supply management

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Increase company awareness and action around modern slavery and human rights

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Further promote and encourage the use of staff volunteering days and monitor how the time and effort was utilized

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# 2.3

# ENVIRONMENT

## 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.

## Related UN SDGs



# ENVIRONMENT

## 2021 - 2022 summary

- We are using our B Corp status to drive and strengthen our environmental performance, not just for our own operations but for client work too. We have used the findings from the B Corp assessments to identify and deliver initiatives to reduce our environmental impacts and to motivate our staff.
- The UK Corporate Responsibility Team developed a Sustainability Activator Guide for home workers which was distributed to all staff. The Guide was designed as a checklist of potential actions that could be undertaken by home workers to improve sustainability. This included information on sustainable procurement, energy efficiency, waste management and biodiversity.
- Our ISO14001:2015 Environmental Management System is one of our key tools to help guide, manage and ensure our continual improvement. Our Edinburgh office will be certified in May 2022.
- We have a team of experts that are developing a methodology to calculate the carbon savings associated with our client projects. This methodology is in the final stages of development and will be launched in 2022.

## Progress against our 2021 - 2023 goals

Develop a methodology and assign resources to calculate the sustainable impacts of our client project work	✓
Develop a sustainability and circular office guide and campaign for all Anthesis offices globally	✓
Support external conservation projects either financially, through staff volunteering days or fundraising activities	x
Provide sustainable procurement guidance and training	x

# ENVIRONMENT CONTINUED

## 2021 - 2022 summary

- We continue to engage our employees on environmental matters to raise awareness, this has included campaigns targeted at our office and homeworkers:
  - COVID-19 secure litter picking events in 2021 for our staff to get together as part of World Clean Up Day.
  - Partnered with Big Clean Switch to encourage staff to transfer their home energy provider to a renewable supplier.
  - Developed and implemented an events and hotels sustainability checklist that can be used to assess venues before event bookings.
- We continue to work with our landlords at our five 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, by running the tenants Sustainability Working Group with the aim of improving environmental performance across the site. Due to the pandemic, the working group met sporadically. By the end of 2021, we were able to re-engage and recruit more tenants with the aim to run campaigns and initiatives throughout 2022.

## Progress against our 2021 - 2023 goals

Develop a methodology and assign resources to calculate the sustainable impacts of our client project work	✓
Develop a sustainability and circular office guide and campaign for all Anthesis offices globally	✓
Support external conservation projects either financially, through staff volunteering days or fundraising activities	x
Provide sustainable procurement guidance and training	x

# ENVIRONMENT CONTINUED

## 2021 - 2022 summary

- Our GHG emissions are continually monitored and recorded as part of our Environmental Management System requirements. We use the findings to identify and set annual carbon reduction targets.
- In 2021, our in-house Carbon Literacy trainers delivered a successful roll out of Carbon Literacy training to over 15% of our UK workforce, including Brad Blundell, Director of Anthesis UK, and we became a certified Carbon Literate Organisation (CLO) to ‘Silver Level’, accredited by the Carbon Literacy Project. This training increased engagement with our carbon reduction initiatives within the business.

## Progress against our 2021 - 2023 goals

Develop a methodology and assign resources to calculate the sustainable impacts of our client project work	✓
Develop a sustainability and circular office guide and campaign for all Anthesis offices globally	✓
Support external conservation projects either financially, through staff volunteering days or fundraising activities	x
Provide sustainable procurement guidance and training	x

## Environment

### 2022 – 2023 goals

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Implement the sustainability travel hierarchy in commuting and business travel, and switch to sustainable travel and hotel providers

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

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Continue to work with our environmental champions and landlords in each of our offices to monitor, record and set ambitious targets to reduce our environmental and social impacts

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# GLOBAL EMPLOYEE ENGAGEMENT

## Road to COP26 Wellbeing Challenge

Between February-November 2021, we completed the [Road to COP26 Wellbeing Challenge](#), an initiative to encourage employees to focus on their personal wellbeing journeys, contribute towards a collective goal, and get behind the COP26 Climate Change Conference.

We had fantastic results, with:

- 150 Anthesians participate from all over the globe
- 112 wellbeing pledges submitted and a wide range of wellbeing activities completed
- 64,578 kilometres virtually travelled, meaning we beat our collective target of covering 64,001 kms (the combined distance from the capital city of each Anthesis office to Glasgow where COP26 was held).

## Awareness Day Campaigns

We ran internal campaigns to mark important awareness days, including celebrating International Womens' Day, observing World Mental Health Day and organising UK litter picks for World Clean Up Day,

In support of Earth Day 2021, we inspired colleagues to play Anthesis Earth Day BINGO, an interactive game to complete as many 'Earth Restoration Activities' as possible over a two-week period from our specially-designed Earth Day BINGO card.

## Wellbeing & Social Campaigns

Seven UK employees completed Mental Health First Aid / Responder training. They have hosted a special series of online sessions, focusing on various mental health related topics in order to support our employees' wellbeing.

For the 2021 festive period, we saw over 100 employees sign up to the [Anthesis Acts of Kindness](#) initiative. Anthesians were matched with a colleague and encouraged to carry out a small 'Act of Kindness' for them to spread some festive cheer!



 **Anthesis**

*Celebrating our*  
**WOMEN**  
**HEROES**  
2022

 **Anthesis**

**ACTS OF KINDNESS**



45

BINGO PLAYERS



17

BINGOS!



194

EARTH RESTORATION  
ACTIVITIES



# 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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