

# **CORPORATE RESPONSIBILITY GOALS, OBJECTIVES & ACTIONS**

Three-year plan  
2021 - 2023





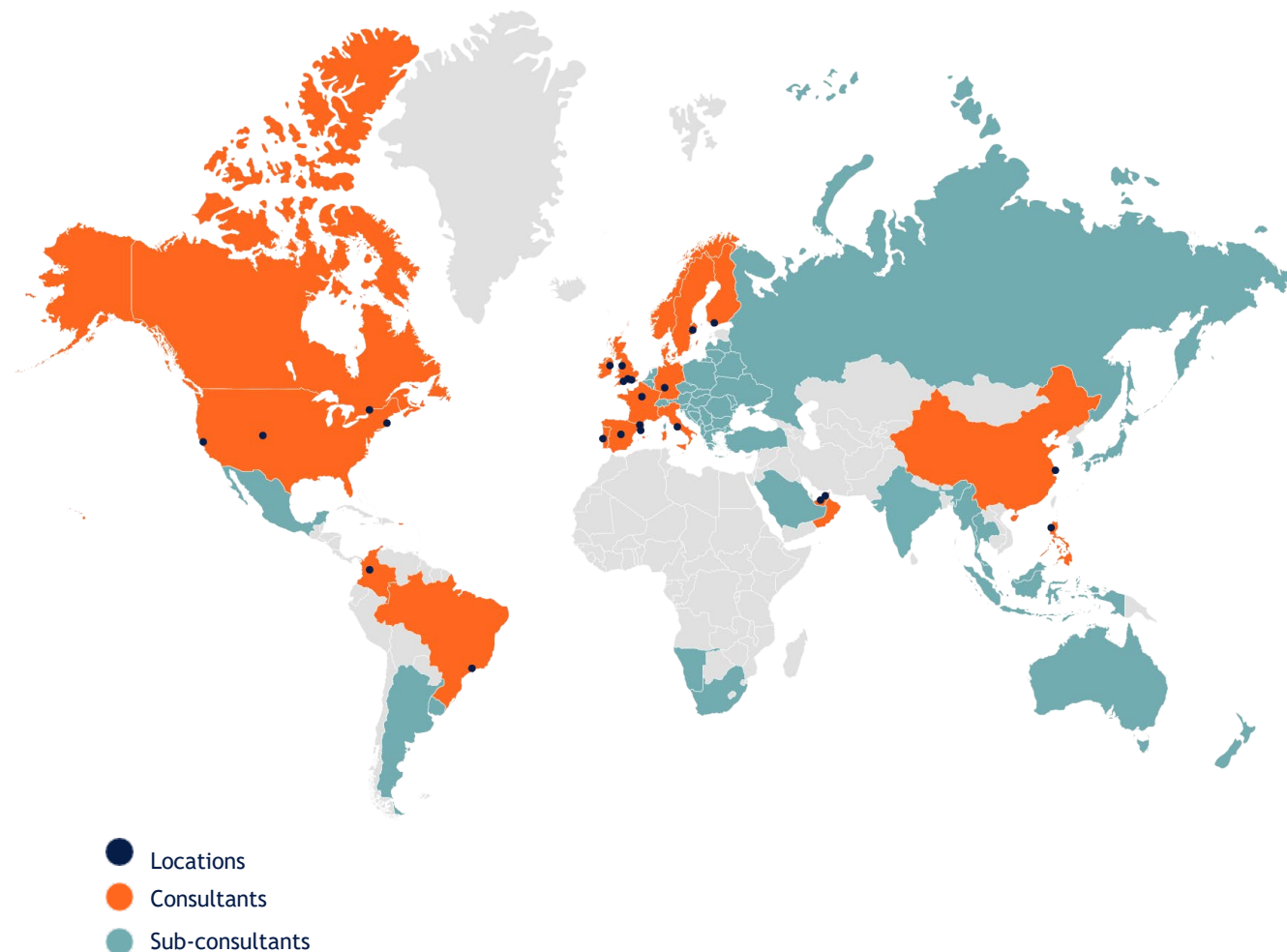


## **Anthesis is the Sustainability Activator.**

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.





# CORPORATE RESPONSIBILITY IS AT THE HEART OF OUR ETHOS

We are proud to be a certified [B Corporation®](#); part of a global community of organisations who use the power of business to build a more inclusive and sustainable economy. Each member meets the highest verified standards of social and environmental performance, transparency, and accountability.

As a B Corp™, we are committed to delivering positive and meaningful impact to our clients, employees, stakeholders, society, and of course, the environment. It is our legal obligation to balance profit and purpose.

Transparency is a core value of our organisation and we communicate our [Sustainability Policy](#) with all stakeholders to report on our sustainability progress.

We enjoy a high level of employee engagement on our Corporate Responsibility initiatives as our staff are personally committed to sustainability and actively look for ways to make a difference. It's what we call the [Spirit of Anthesis](#); a sharing of values and common purpose in the way we operate, a determination to play a part in the Decisive Decade.





# ENVIRONMENT

## Related UN SDGs



## 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.

Goals	Objectives	Actions
To become a Net Zero company	<ul style="list-style-type: none"> <li>Calculate Anthesis Groups’ global carbon footprint in 2021</li> <li>Outline a roadmap to become SBTi aligned and Net Zero for legacy emissions by 2030</li> </ul>	<ul style="list-style-type: none"> <li>Develop a methodology and assign resources to calculate the global footprint including home workers, products and services, commuting and business travel</li> <li>Share best practice carbon reduction initiatives across all regions including sustainable business travel, renewable energy contracts and sustainable procurement</li> <li>Review options for carbon offsetting, with an emphasis on removals at a Group level</li> </ul>
Implement the Activator Agenda to measure and monitor the sustainable impacts of the services delivered to our clients	<ul style="list-style-type: none"> <li>To build a framework and methodology to measure and monitor the sustainable impacts from our client project work</li> </ul>	<ul style="list-style-type: none"> <li>Develop a methodology and assign resources to calculate the sustainable impacts of our client project work</li> </ul>
Maintain ISO14001:2015 EMS for Spain and UK operations	<ul style="list-style-type: none"> <li>Maintain and enhance procedures and controls to ensure compliance with the ISO14001:2015 standard</li> </ul>	<ul style="list-style-type: none"> <li>Maintain a structured approach to monitor and assess the EMS against the ISO14001:2015 requirements</li> </ul>
Improve environmental performance	<ul style="list-style-type: none"> <li>In 2021, construct a baseline for waste, transport, energy and water usage, in all global offices (where data can be collected) and develop a methodology and tool to measure and monitor progress</li> <li>Support biodiversity at all office sites, for home workers and via external projects</li> </ul>	<ul style="list-style-type: none"> <li>Roll out a circularity guide for offices and home workers</li> <li>Implement behavioural change and awareness raising initiatives to encourage all colleagues to reduce utility usage, improve biodiversity and implement the waste hierarchy</li> <li>Provide sustainable procurement guidance and training</li> <li>Work with building managers to investigate options for improving the energy efficiency, water efficiency and biodiversity of the office buildings</li> <li>Implement the events &amp; hotel sustainability checklist in all regions</li> <li>Support external conservation projects either financially, through staff volunteering days or fundraising activities</li> </ul>

# WORKERS AND GOVERNANCE

## Related UN SDGs



## 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.

Goals	Objectives	Actions
Promote flexible working environments and family leave	<ul style="list-style-type: none"> <li>In line with regional guidance, implement family leave and flexible working policies ensuring best practice in each region</li> </ul>	<ul style="list-style-type: none"> <li>Develop mechanisms to support individuals who are juggling families &amp; other non-work commitments</li> </ul>
Ensure that we provide an inclusive and welcoming environment for individuals from under-represented groups	<ul style="list-style-type: none"> <li>Establish dedicated global Employee Resource Groups to ensure diverse groups are represented e.g. LGBTQ+</li> </ul>	<ul style="list-style-type: none"> <li>Establish dedicated global Employee Resource Groups to ensure diverse groups are represented e.g. LGBTQ+</li> </ul>
To become a fully inclusive, anti-racist and multicultural company	<ul style="list-style-type: none"> <li>The global and regional DEI and Racial Justice Working Groups to continue to guide our approach and actions</li> <li>Improve diversity at all levels</li> </ul>	<ul style="list-style-type: none"> <li>Deliver regular updates to the global organisation on DEI and Pulse sessions</li> <li>Deliver a training, development &amp; mentorship plan focused on all levels (not specific to any group)</li> <li>Ensure transparency around the promotion process</li> <li>Share data at least internally and at least annually on our gender split/balance at different levels of our organisation</li> </ul>

# WORKERS AND GOVERNANCE CONTINUED

## Related UN SDGs



## Related UNGC Principles

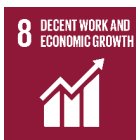
**Principle 3:** Business should uphold the freedom of association and the effective recognition of the right to collective bargaining.

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

Goals	Objectives	Actions
Implement a more diverse recruitment process and candidate pipeline	<ul style="list-style-type: none"> <li>Apply and utilize a framework of tools and processes to our recruitment practices</li> </ul>	<ul style="list-style-type: none"> <li>Implement unconscious bias screening as standard part of initial candidate screening for UK and NA, with a view to roll out globally</li> <li>Strengthen the vacancy communication system, to ensure that the information reaches all people in the company, and clearly include the professional requirements for access to them</li> <li>Make sure there is diversity in the hiring process and hiring team</li> <li>Develop regional action plans to increase our pipeline and recruitment of underrepresented groups (e.g. identity &amp; engage with external partners)</li> </ul>
Facilitate staff training and development	<ul style="list-style-type: none"> <li>All Anthesis staff to have access to the range of internal programmes and training for staff development</li> </ul>	<ul style="list-style-type: none"> <li>Increase opportunities for staff development through a range of internal programmes e.g. Anthesis Academy, 5 Voices Leadership training, T3 Client Engagement training</li> <li>Continue to develop and promote shadowing opportunities and coaching training</li> </ul>
Ensure staff welfare	<ul style="list-style-type: none"> <li>To create a work environment that enable all employees to actively engage in their role while maintaining both mental and physical health</li> </ul>	<ul style="list-style-type: none"> <li>Continue to roll out new wellbeing initiatives to all regions and all employees</li> <li>Train and develop skills, guidance and tools among employees to safeguard their health &amp; safety and improve wellbeing</li> <li>Implement a framework to monitor staff welfare in all regions</li> </ul>
Operate the business with integrity	<ul style="list-style-type: none"> <li>To operate the business with honesty and strong moral principles</li> </ul>	<ul style="list-style-type: none"> <li>Develop the Anthesis Ethics Committee to guide business decisions and values</li> <li>Continue to embed the Anthesis Spirit into our culture, growth &amp; development</li> <li>Communicate policies on anti-corruption and ensure all employees are trained</li> <li>Increase company awareness and action around modern slavery</li> <li>Continue to promote the Anthesis Code of Ethics and Whistle Blowing Policy and procedures</li> </ul>

# SOCIETY AND CUSTOMERS

## Related UN SDGs



## 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.

Goals	Objectives	Actions
Encourage community engagement	<ul style="list-style-type: none"> <li>To encourage our employees to use their time, skills and resources to generate positive impacts in the local community</li> </ul>	<ul style="list-style-type: none"> <li>Support regions to look for opportunities for pro bono initiatives where we can bring our expertise to impactful organisations</li> <li>Encourage the use of volunteering days</li> </ul>
Deliver activities against our global employee initiative around the selected SDG	<ul style="list-style-type: none"> <li>Encourage and provide support for all regions and employees to participate in the 'Climate Action' SDG initiative over the next 2 years</li> </ul>	<ul style="list-style-type: none"> <li>Delivering activities against our 3 key pillars: <ul style="list-style-type: none"> <li>Education e.g. guest speakers, awareness days &amp; comms</li> <li>Engagement e.g. Fundraising, donations and volunteering for a relevant charity, team/office pledges</li> <li>Innovation e.g. Provide our expertise to organisations that support the SDGs</li> </ul> </li> </ul>
Maintain a sustainable supply chain	<ul style="list-style-type: none"> <li>All regions to implement policies and programs to reduce the environmental and social impacts from the products and services purchased</li> </ul>	<ul style="list-style-type: none"> <li>Training for procurement staff on sustainable procurement and supply management</li> <li>Roll out the Anthesis modern slavery risk assessment globally</li> </ul>
Help organisations achieve sustainable performance	<ul style="list-style-type: none"> <li>Utilise the Anthesis Activator model and Activator Agenda to design and deploy solutions that meet our clients needs and solve the problems of the decisive decade</li> <li>Ensure all client work is delivered to a high standard</li> </ul>	<ul style="list-style-type: none"> <li>Engage all staff to understand and utilise the Activator model and Agenda to help deliver a high quality service and maximise positive impacts for our clients</li> <li>Extend the scope of the Quality Management System and ISO9001:2015</li> <li>Continue to monitor the quality and consistency of our services</li> </ul>