



B CORP IMPACT REPORT

Scope: January 2021 - December 2022



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MESSAGE FROM OUR CEO

It's a pleasure to welcome you to our first B Corp Impact Report, focusing on our progress across the five Impact Areas of Governance, Workers, Community, Environment, and Customers during our first two years as a B Corp™.

Becoming a B Corp was an important milestone for Anthesis. It exemplified both our commitments to our clients on their journey to a more sustainable existence and also our own. At a time of accelerated greenwashing and climate litigation, our clients and colleagues increasingly value this hard-to-achieve validation.

During these two years, the world has navigated through a prolonged battle with COVID-19, seen a humanitarian crisis unfolding in Ukraine, and experienced soaring costs of energy and inflation levels spike across many regions. But, as climate change bites, as biodiversity declines, and as social injustice becomes impossible to ignore - citizens, governments, markets, businesses, and technologies are mobilising at scale, driven by the urgency of the challenges.

Responding to strong market demand, Anthesis has continued to scale up its capabilities and geographical breadth, growing to more than 1,100 sustainability activators globally.

Since 2021, we've welcomed the following teams to join us on our purpose of activating the power of enterprise to build a more sustainable world for all:

- Provision Coalition Inc, a Canadian agri-food sustainability consultancy;
- Climate Neutral Group, an authority on Net Zero (and a B Corp), based in the Netherlands, Belgium, and South Africa;
- Padd Energy, UK-based energy specialists.

This report highlights some of the key progress initiatives we've introduced across the business over the past two years, including setting our own Net Zero goal, and developing a methodology for measuring our impact through supporting clients to sustainably eliminate 3Gt of CO₂e on their Net Zero journeys.

Other key highlights include forming a new Ethics Council that exercises sound judgement in the face of ambiguity and complexity, the selection of SDG 13 Climate Action as our north star for Corporate Responsibility initiatives, and health and wellbeing campaigns to support our Anthesis teams. I'm proud of our progress across all five Impact Areas and our continued plans to extend our commitments to make business a force for good.



Stuart McLachlan
Chief Executive Officer



The Sustainability Activator.

We are the largest group of dedicated sustainability experts in the world: a team of 1,100+ people, operating in 40 countries, to serve more than 2,000 clients.

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

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

AWARDS & CERTIFICATIONS

Our progress as the Sustainability Activator and proven track record of accelerated growth has been recognised in the industry.



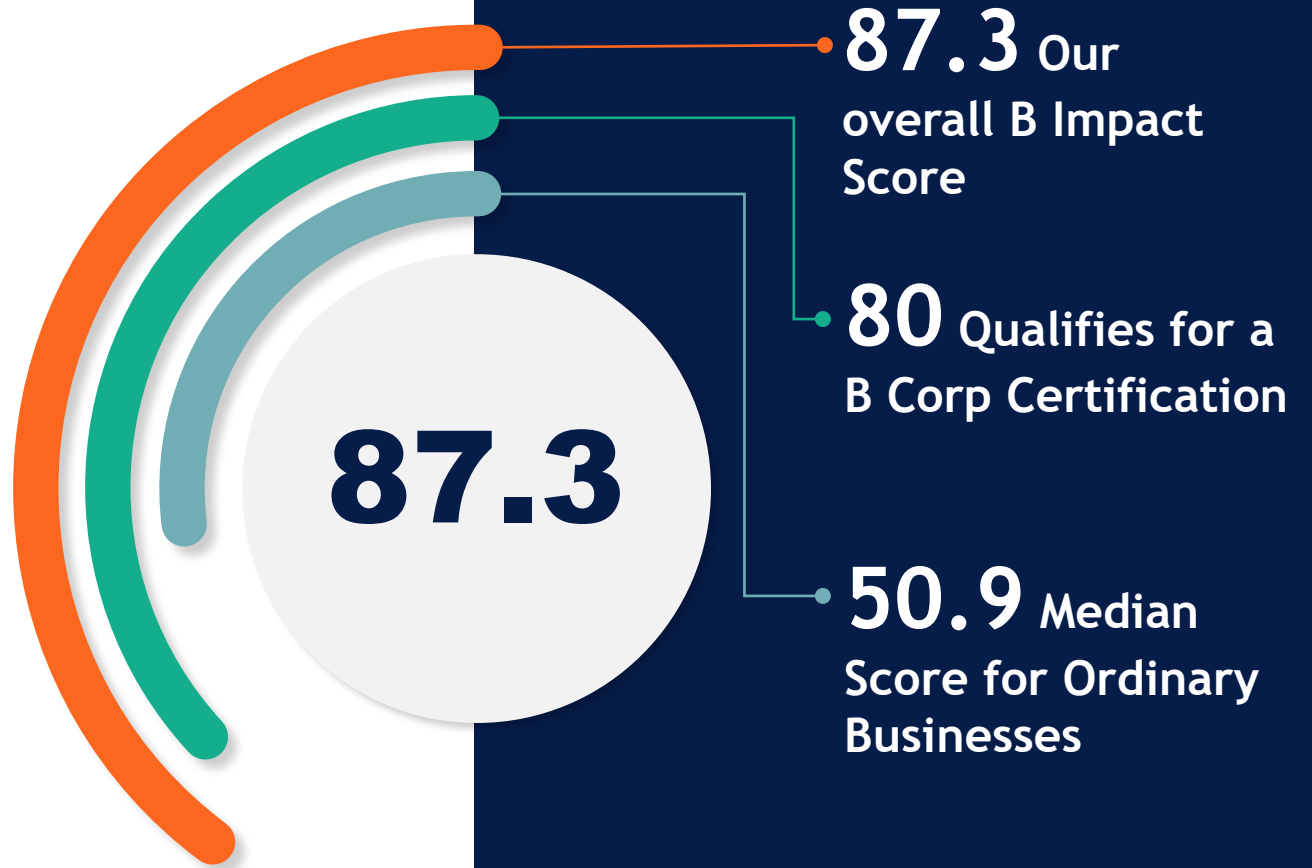
02 OUR B CORP JOURNEY

OVERALL B IMPACT SCORE

In December 2020, we proudly became a fully certified B Corporation®.

Based on the B Impact assessment, Anthesis Group earned an overall score of 87.3.

This is an average of the scores from the separate assessments of our four largest business areas; Spain, United Kingdom, Philippines, and North America.



B CORP ASSESSMENT & TRACKING

We have used the findings from our first B Corp Impact Assessment to inform our [Corporate Responsibility Programme](#) and to make decisions regarding ensuring progress across the five B Impact Areas: Governance, Workers, Community, Environment, and Customers.

At the beginning of 2021, we published our three-year [Corporate Responsibility Objectives Plan](#), which is purposely aligned to the Impact Areas and identifies the areas we endeavour to improve upon. These objectives are regularly monitored and driven by our Global Corporate Responsibility Committee ([see page 10](#)) who meet on a monthly basis.

We have established various global and regional working groups to ensure we make real progress against our objectives, with focus areas including:

- Net Zero
- JEDIA
- Wellbeing Champions
- Environmental Management Systems (UK)
- Corporate Responsibility (North America, UK, Spain, Netherlands & Philippines)

9.7

GOVERNANCE

28.5

WORKERS

17.0

COMMUNITY

13.6

ENVIRONMENT

18.4

CUSTOMERS

87.3
TOTAL

B Corp
Score
Breakdown

B LEADERS & B PARTNERS

We're also proud to be supporting other organisations with their own [B Corp certification](#) and impact journeys. 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.

Our global B Corp working group is made up of Anthesis colleagues from different regions to help with the coordination and development of our client B Corp offer and to optimise understanding and involvement with the B Corp resources.

In 2022, Anthesis registered as a [‘B Corp Way’ Partner in Europe](#). B Corp Way matches companies looking to improve their impact with consultants across Europe who can provide bespoke support, grounded in the B Corp methodology.



Alexandre Lemille
Managing Director, France



Claire Richards
Senior Consultant - ESG, UK



Margaux Costas
Corporate Sustainability Director,
Spain



Zoë Macavoy
Associate Director - ESG, UK



Alex McKay
Associate Director - ESG, UK

03

OUR IMPACT: GOVERNANCE

Becoming a B Corp has enabled us to double-down on our commitments to run our business in a responsible, transparent and sustainable way.

ANTHESIS CORPORATE RESPONSIBILITY

“*Impact is at the very heart of what we do – working with organisations to deliver sustainable performance at a global scale.*

As a B Corp, Anthesis is fully committed to making positive progress across five Impact Areas to ensure we're walking the talk and our business is a force for good”.

— Paul Crewe
Chief Sustainability Officer

As the world’s largest group of dedicated sustainability experts, we are aware of our organisation’s impacts on an environmental and societal level. Becoming a B Corp has enabled us to double-down on our commitments to run our business in a responsible, transparent and sustainable way. Our [Sustainability Policy](#) is published each year, outlining our commitments.

Our [Corporate Responsibility](#) Programme is sponsored by Anthesis Chief Sustainability Officer, Paul Crewe, and driven by a dedicated Corporate Responsibility Steering Committee comprised of employee representatives from our key regions, including the UK, North America, Spain, the Netherlands, Sweden, and the Philippines.

Our Global Corporate Responsibility Committee keep employees and stakeholders updated on progress via a quarterly newsletter, virtual town halls, and online ‘Pulse’ sessions.



Paul Crewe
Chief Sustainability Officer &
Corporate Responsibility Executive Sponsor

CODE OF ETHICS

An Ethics Council was established in 2022 to exercise sound judgement in the face of ambiguity and complexity.

Made up of global senior representatives across Anthesis, the Ethics Council supports the business with any ethical dilemmas, particularly where our professional and personal values may be in conflict when making decisions on projects and clients that we work with.

The Ethics Council ran an introductory online webinar for employees and launched a values-based decision-making process, which they apply when discussing each ethical dilemma.

A dedicated ethics email address has been set up to make it easy for employees to contact the Council and a Q&A document was circulated.



We have built ethical considerations into our internal Opportunity Assessment and Scoring Checklist when evaluating new or existing clients. We encourage a culture of integrity and stand by our employees to support them with difficult decision-making and client engagement.

• • • • •

Our business in Spain (Anthesis Lavola) developed and shared a Code of Ethics with all colleagues who were required to review and sign that they had understood and agreed.

ANTI-CORRUPTION & MISCONDUCT

In 2021, Anthesis appointed a third-party organisation to provide a confidential whistleblowing service.

A 24/7 freephone whistleblowing helpline has been set up and is available for all employees to report concerns about misconduct.

• • • • •

Our [Modern Slavery and Human Rights Trafficking Policy](#) was reviewed and updated in 2021.

What's Next:

Anti-bribery and anti-corruption training was rolled out to senior management in 2021-2022. We aim to roll out this training for all employees in 2023.



04 OUR IMPACT: COMMUNITY

We're striving to deliver positive impacts for our communities through volunteering, sustainability education, charitable giving, and driving our JEDIA programme.

COMMUNITY

UN SDG13 Climate Action

In March 2021, our employees voted for **UN SDG13 Climate Action** as the new overarching theme for our community engagement activities, pro bono work, and charitable giving until the end of 2023.

On a global level, we have established a charity partnership with **Take Action Global** (TAG), a climate education charity with a global reach that is pioneering solutions to empower students, teachers, and partners to take action on climate change.

From January 2023, we aim to support Take Action Global by:

- Offering our sustainability education expertise to support with valuable educational content for the charity's curriculum.
- Promoting the charity to our employees, clients and stakeholders through awareness raising campaigns.
- Fundraising initiatives and donations on behalf of employees as reward options.



Climate Action Schools

Climate education for all.



**Empowering 1 billion students to take
action for a cleaner environment by 2030**

COMMUNITY

UN SDG13 Climate Action | UK

To support the theme of UN SDG13 Climate Action on a country and regional level, we organised group volunteering activities for our employees to engage in conservation and biodiversity work.

Dependent on region, Anthesis provides employees with at least 8 hours of paid volunteer time per year.

UK Initiatives:

- Gardening for St Werburghs City Farm
- Planting trees for City of Trees
- River clean-ups for Water of Leith Conservation Trust
- Clearing invasive plant species for Wildlife Trust.



COMMUNITY

UN SDG13 Climate Action | North America

On 14 September 2022, employees from across North America completed a Day of Impact in their local area. Colleagues connected up to complete group volunteering activities that align to our volunteer pillars of climate action, social impact, conservation, environmental justice, and circularity.

Key Highlights:

- 81 volunteers (22 in Canada + 59 in USA)
- 14 organisations supported
- 379 collective hours of volunteering
- Activities included environmental clean-ups, gardening in community spaces, and working at food banks.



COMMUNITY

UN SDG13 Climate Action | Climate Neutral Group

Cycling 4 Climate Challenge

Employees from Climate Neutral Group (part of Anthesis Group since January 2022) completed a 125-250km cycle challenge along the imaginary coastline of the Netherlands to raise awareness of climate change.

The cycle route runs from Groningen to Goes, an area that could become a coastline in the Netherlands due to rising sea levels.

Our colleagues proudly wore Cycle4Climate jerseys on the ride, with a print that reflects the rising sea levels and climate temperatures, to help raise awareness in the local communities that they rode through.



COMMUNITY

UN SDG13 Climate Action | Anthesis Lavola

Casal Claret Pro Bono Project



We completed a pro-bono project with Casal Claret de Vic in Barcelona, an association that supports disadvantaged groups in the community.

Offering our sustainability education and design expertise, we supported the design and production of awareness-raising content to help the charity present its services to different stakeholders.

Oxfam Intermón Trailwalker

In 2022, our Spanish business made a charitable donation to Oxfam Intermón through employee registrations for the 'Trailwalker' - a sporting challenge where teams completed a course of 100 kilometres on foot in 24-48 hours.

Our in-house Design team created solidarity T-shirts, with all profits donated directly to Oxfam Intermón.

- 94 volunteers
- 426 collective hours of volunteering



JUSTICE, EQUITY, DIVERSITY, INCLUSION & ACCESSIBILITY (JEDIA)

Our [JEDIA programme](#) is driven by a growing global steering committee, supported by regional working groups.

In 2022, we expanded our scope of work to integrate the pillar of [Justice](#) from our previous Racial Justice Working Group.

In addition, we have purposefully put a spotlight on the pillar of [Accessibility](#) to ensure neurodiversity is properly understood within the organisation.

JEDIA Programme

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

1. Maintaining a culture where everyone feels they belong
2. Nurturing a more diverse Anthesis at all levels of our business
3. Fostering a more inclusive business in order to drive change in the broader sustainability profession whilst delivering on our core mission.

We are in the process of developing our Global JEDIA Strategy. In 2022, we sent out a Global Demographic Survey to employees to understand the diversity mix within our organisation in order to help us set a baseline for tracking progress.



JEDIA

Nurturing an Inclusive Culture

We have established several voluntary, employee-led networks 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, including:

- **Rainbow Collective:** convened by people who identify as LGBTQ+
- **Eco-Noir:** a group for Black and African descent Anthesians
- **STEP (UK) + Emerging Talent Collective (North America):** supportive networks for our early-career professionals

What's Next:

We are in the early stages of forming a **Women in Sustainability** employee network to provide an empowering space for women at Anthesis.

We've run internal and external campaigns to celebrate diversity, build awareness, and foster inclusion on topics such as Pride Month, Black History Month and Neurodiversity Awareness.

In March 2022, to coincide with International Women's Day, we ran a 'Women Heroes' campaign and invited employees to nominate fellow colleagues who inspire them. With over 100 nominations received, the team shared a selection of inspirational sentiments via internal comms channels and an [external blog series](#).

Celebrating our
WOMEN
HEROES
2022

JEDIA

Employee Engagement

We are working to educate our global employees on JEDIA topics. In the past year, employees have received training, workshops and virtual 'Pulse' sessions, tailored to the needs of individual regions:

- A training programme was rolled out for North American employees with Future Work Design, specialists in designing an inclusive and equitable workplace.
- Virtual peer-to-peer learning sessions were hosted in North America, focused on JEDIA topics, to share educational materials and resources.
- We are currently training Neurodiversity Champions in the UK to help support colleagues in better understanding neurodiversity and how to navigate specific situations.

What's Next:

Building Diverse Talent Pipelines

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 conducting career talks with schools and universities (specifically in underprivileged areas) and hosting sessions with an educational charity to inspire young people.

In North America, we are aligning with John Hopkins University to build a pipeline of diverse talent ([see slide 40](#)) and intending to create more awareness about the field of Sustainability as a viable career option amongst school leavers.

05

OUR IMPACT: ENVIRONMENT

We are using our B Corp status to drive and strengthen our environmental performance, both for our internal operations and for our clients.

ENVIRONMENTAL IMPACT

Our ambition for the decisive decade:

To move the dial in the decisive decade by eliminating more than 3 gigatonnes (GT) of CO₂e by 2030 through the work we deliver with our clients on their journey to decarbonise their businesses, assets and supply chains.

This is the equivalent to more than half the current annual total US carbon dioxide emissions or the accumulative total annual UK carbon dioxide emissions over eight years.

This ambitious target was supported by our investment from Palatine, a responsibly-driven, mid-market private equity firm.

What's Next:

We are addressing our historic emissions through offsetting. We calculated our historic footprint back to 2013, which amounts to **16,800tCO₂e** of historical emissions.

• • • • •

We have a team of experts who 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 2023.

We will continue to support organisations globally through the SBTi process and with their transition to Net Zero.

We are reviewing the potential to launch additional targets to drive further impact through our project delivery beyond greenhouse gas emission reduction, as we acknowledge our biggest impact comes from our client work.

ENVIRONMENTAL IMPACT

We are on a global drive to improve the quality and quantity of environmental (and social) data collected across the business for both our client projects and operational impact. This will improve our ability to track progress and target areas for impact.

Carbon Literacy Training

In 2021, our in-house Carbon Literacy trainers delivered a successful roll out of training to over 15% of our UK workforce and five of our North America employees. We became a certified Carbon Literate Organisation (CLO) to ‘Silver Level’, accredited by the Carbon Literacy Project.

**Carbon Literate
Organisation**
Silver



This training successfully increased employee engagement of our carbon reduction initiatives within the business.

In 2022, five of our North America employees successfully completed training to become fully qualified Carbon Literacy Trainers.

What's Next:

Striving for Net Zero

In August 2022, Anthesis submitted a letter to the Science Based Targets initiative, establishing our intent to set our own Science-Based Target (SBTi).

Our global Net Zero working group is working through our target setting process and emission reduction strategy.

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We are in the process of making a (voluntary) disclosure in alignment with the recommendations of the Taskforce for Climate-related Financial Disclosure (TCFD) and will publish our first TCFD report in 2023.

We are developing plans for Anthesis to be carbon neutral, as part of our Net Zero journey.

We are seeking to elevate our Carbon Literacy status in 2023 and training will be rolled out globally.

ENVIRONMENTAL MANAGEMENT

Our Global Corporate Responsibility Committee roll out policies, procedures, and campaigns to target our most material impact areas for the environment.

Environmental Management Systems:

Our offices in Spain and the UK have Environmental Management Systems that are certified to the ISO14001:2015 standard.

A core requirement of achieving this certification is demonstrating continuous improvement.

We continue to work with our landlords at our five UK offices to reduce our negative environmental impact. This includes an annual audit and due diligence processes.

Driving impact in 2021-2022

- ✓ Created Sustainable Procurement training. We intend to implement the training with key employees in 2023.
- ✓ Evolved our Sustainable Travel policy to influence employee behaviour and ensure we meet our carbon reduction targets. We intend to roll this out in 2023.
- ✓ Implemented an events and hotels sustainability checklist that can be used to assess venues before event bookings.
- ✓ Partnered with Big Clean Switch in the UK to encourage staff to transfer their home energy provider to a renewable supplier.
- ✓ Distributed a Sustainability Guide for home workers in the UK, Spain, and North America.



06

OUR IMPACT: CUSTOMERS

We're tackling the world's greatest challenges through the sustainable solutions we deliver for our clients.

CUSTOMERS

Sustainable Performance, Activated

We help clients build the organisational will and operational capabilities to unleash their performance through positive impact. We call this sustainable performance, activated.

Since our establishment in 2013, we've supported thousands of clients to tackle the planet's greatest challenges, expanding our services in recent years to address the most pressing of issues, including Net Zero, ESG, Water, Nature and Social Impact.

Tackling the Worlds Greatest Challenges



NET ZERO, SBTS & CARBON →

Unlocking the potential of organisations to reach their climate targets



FOOD WASTE →

Activating strategies to reduce waste where it occurs, before it occurs.



CLIMATE RISK →

Mitigating climate risk through ESG, TCFD and resilience-based solutions.



PACKAGING & PLASTICS →

Revolutionising plastics and packaging for less waste, reduced impact and a more sustainable supply chain.



ENERGY RESILIENCE →

Turning on the green light of the sustainable energy revolution.



CIRCULAR ECONOMY →

Enabling circular solutions to products and systems across the economy.



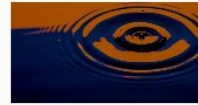
ESG →

Delivering sustainability that meets the needs of the planet, as well as modern business.



BRAND PURPOSE →

(Re)defining your purpose for a better, brighter future.



WATER →

Developing practices that promote the equitable and sustainable management of water resources.



WASTE →

Maximising the sustainable use of raw materials, products, packaging, and other assets.



SOCIAL IMPACT →

Driving change to address social injustices and challenges.



FINANCE & TRANSACTIONS →

Become the driving force for sustainable change.

CIRCULARITY SOLUTIONS

Microsoft

Microsoft has committed to becoming zero waste across its direct operations, products, and packaging by 2030, including eliminating single-use plastic from its packaging by 2025.

In 2022, Anthesis was commissioned by Microsoft to manage and provide technical support to a collaborative group of companies from across the industry, to explore alternative solutions to single-use pallet stretch wrap.

The group was made up of 10 companies from the Ellen MacArthur Foundation Network, including companies along the entire plastic supply chain, from polymer manufacturers to Fast Moving Consumer Goods (FMCG), logistics, and recycling companies.

[Read more](#)

Services

- An ideation workshop to identify possible solutions to the testing phase.
- Formation of three working groups to explore opportunities for reuse, recycling, and material composting.
- Landscape review of available solutions already on the market.
- Pilots through laboratory and real-life tests to assess technical feasibility, environmental impact, scalability, and economic considerations.
- The results were summarised into a white paper to provide guidance to companies trying to identify alternative, circular solutions within their own operations.

Outcomes

- ✓ The project demonstrates the need for industry collaboration to solve the key challenges required in the decisive decade as well as a proven methodology for how companies can come together to implement circular solutions at scale.

Stretch Wrap Alternative Project

Learnings about circular alternatives to linear stretch wrap

We hope to spotlight viable alternatives to stretch wrap and promote continued exploration and development of circular solutions to drive adoption across industries globally. Ultimately, we want uptake of circular models to occur at a scale that will significantly reduce the amount of plastic packaging that ends up in landfills, incinerators, and the environment ”

- Alessandra Pistoia
Sr. Program Manager, Microsoft Corporation

SUSTAINABILITY CERTIFICATIONS ASSESSMENT

Amazon

In 2020, Anthesis worked with global retailer Amazon to conduct an independent review and assessment of standards and certifications considered for inclusion within its new [Climate Pledge Friendly programme](#).

The Climate Pledge Friendly programme means that Amazon's customers can be assured that products with the Climate Pledge Friendly label have a genuine claim to be more sustainable.

We are proud to continue to support Amazon with this programme and have reviewed many more certifications since 2020.

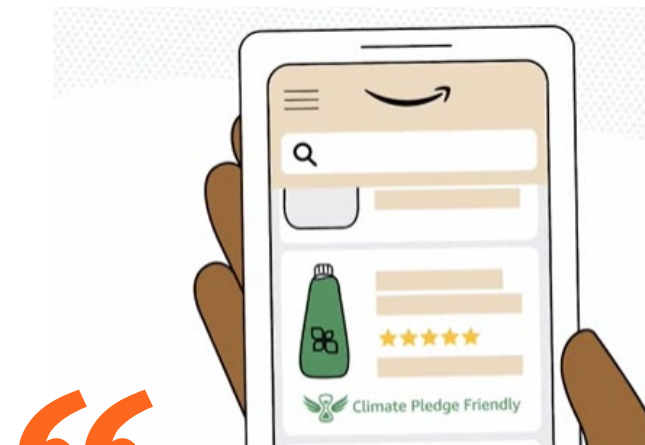
[Read more](#)

Services

- Examined the relevance, credibility and requirements of hundreds of international certifications and standards to ensure that the programme only uses those that have proven environmental benefits, are transparent, and are described in a clear and accurate way.
- Reviewed publicly available information and evidence published by certifying bodies relating to each standard and certification and associated related subcategories.

Outcomes

- ✓ Empowers consumers to make informed choices on their purchasing decisions based on the Climate Pledge Friendly badge which signifies that the products meet sustainability standards and help preserve the environment.



Supporting our mission of making sustainability happen, Anthesis is proud to be working with Amazon on its Climate Pledge Friendly programme, verifying that the external sustainability certifications and standards provide a demonstrable reduction in environmental impact ”

***- Chris Stanley
Director, Anthesis***

HUMAN RIGHTS & SUSTAINABLE PROCUREMENT SOLUTIONS

AO World

AO World, a large online electrical retailer operating in UK and Germany, needed to understand how the growing pressure of integrating sustainability measures into organisations would impact its business and how to proactively respond to the risks and opportunities.

In 2021, Anthesis worked with AO World to deliver a review of sustainability and human rights measures in its procurement processes, across all categories of Goods for Resale (GNFR).

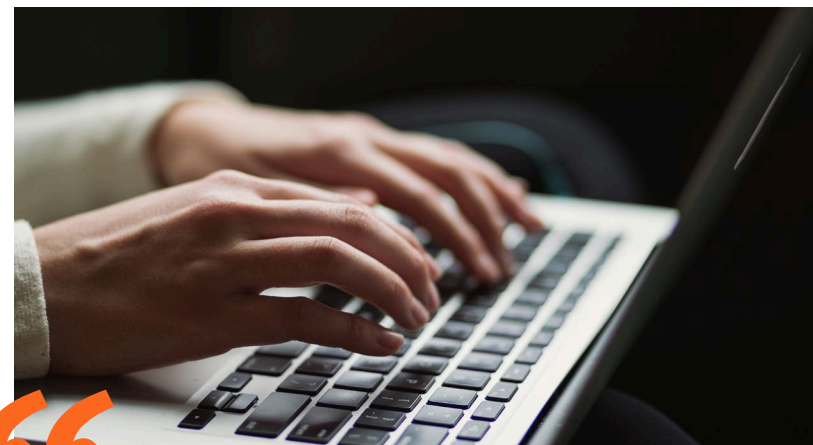
[Read more](#)

Services

- Analysis of the company's procurement processes against Anthesis best practice and risk models. Identification of key ESG risk areas in each procurement category.
- Stakeholder interviews conducted to investigate current supplier engagement practices.
- Guidance for the procurement process including developing an enhanced supplier onboarding process and ESG questionnaire.
- Developed a new Supplier Code of Conduct, a revised Modern Slavery Statement, and a set of recommendations on other procurement-related policies.

Outcomes

- ✓ Enables AO to have improved transparency and traceability across its supply chain by improving the process of onboarding suppliers.



Anthesis' expert and human approach has seen our partnership grow across a multitude of areas of ESG. Immediately grasping where we were in our ESG maturity, they have shown a genuine desire to help us move things forward through applying expertise and passion from across a vast array of subjects and sectors ”

***- Richard Mason
Head of ESG, AO Retail***

NET ZERO JOURNEY

PayPal

Achieving climate stability is critical to PayPal's mission of financial health and inclusion for all people. Climate change mitigation is among the top ESG priorities for PayPal and its external stakeholders.

In 2019, the company took steps towards managing its own emissions and set a goal to power its data centres with 100% renewable energy by 2023.

In 2021, Anthesis guided PayPal through the entire Science Based Target (SBT) development journey from creating a complete inventory of its value chain baseline emissions, internal stakeholder engagement, emission reduction identification and strategy, through to SBTi validation.

[Read more](#)

Services

- Provided engagement and education of internal working groups and leaders.
- Conducted value chain screening and baseline emissions inventory.
- Modelled emission pathways and proposed reduction strategies, including plans to update the inventory in subsequent years.
- Supported the Science-Based Targets Initiative (SBTi) submission and target validation process.
- Continuing to provide support with the implementation of PayPal's vendor engagement programme and monitoring annual progress against set targets.

Outcomes

- ✓ PayPal has signalled a deep commitment to mitigating its climate impacts by setting ambitious SBTs aligned with a 1.5°C reduction pathway by 2030.
- ✓ PayPal has further augmented its commitment by pledging to achieve net zero emissions before 2040.



SCIENCE-BASED TARGETS

PayPal Pledges Net-Zero Carbon Emissions by 2040



The Anthesis Team's deep expertise in corporate greenhouse gas management and goal-setting has been incredibly valuable to advancing our science-based climate actions "

***- Jaxon Love
Global Environmental Sustainability Lead,
PayPal***

Award-winning

DECARBONISATION & SUSTAINABILITY EDUCATION

Sanctuary

Sanctuary, a leading UK housing and care provider, wanted to consider how to retrofit its Blacon Adventure Playground site in Chester to reach Net Zero.

Sanctuary required specialist Net Zero decarbonisation advice on how to technically approach the retrofit works and decide which combination of measures would have the most significant carbon reduction impact. The client also required support to engage and educate users on energy efficiency.

[Read more about our award-winning project](#)

Services

- A detailed appraisal assessment to identify the carbon baseline and model the combinations of retrofit work measures that were viable for the organisation and that could maximise the carbon reduction benefits.
- Technical design specifications for the following technologies:
 - Heat pumps
 - LED lighting with controls
 - Solar Photovoltaic (PV) panels
- Calculated the residual carbon emissions and provided Sanctuary with advice on how to reach Net Zero.
- An interactive and engaging sustainability game for the Adventure Playground to educate users about Net Zero, the environmental benefits of the project, and the wider context of decarbonisation.

Outcomes

- ✓ The interactive materials produced by Anthesis were used to engage the local community and educate both adults and children about the climate crisis and the decarbonisation project.
- ✓ The project was subsequently recognised at the National Energy Efficiency Awards 2022, winning third place in the Multi-measure Project of the Year category.



We were impressed with the expertise that Anthesis provided and are delighted at the outcomes of the project. We've already reduced carbon emissions at the playground by more than five tonnes a year and we've seen real enthusiasm within the local community to learn more about climate change and how everyone can make a difference ”

*- Janine Crockett
Head of Property Sustainability, Sanctuary*

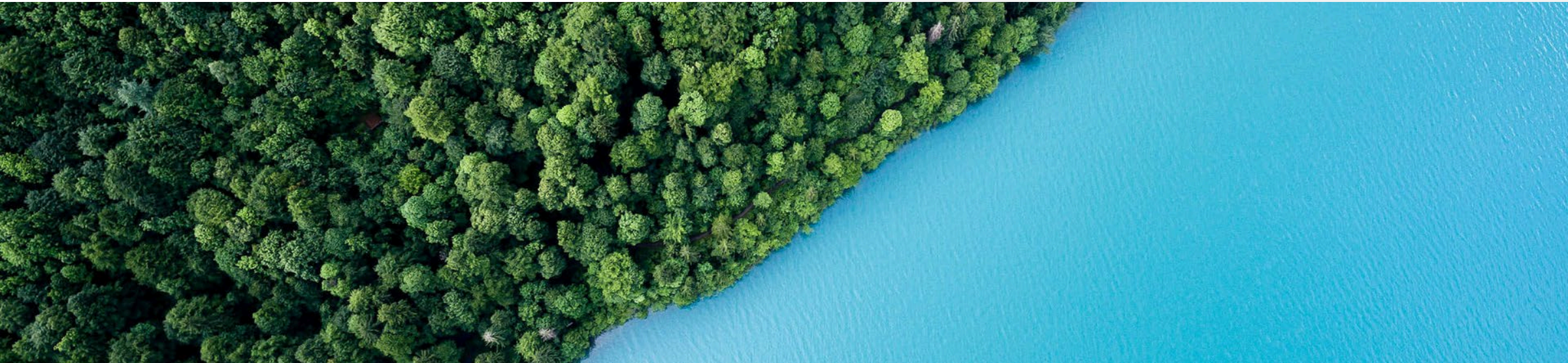
CUSTOMERS

Sustainable Performance, Activated

We established a working group in 2022 to define a set of broad impact measures in order to assess the positive impacts that we deliver with clients across our range of services. This group has Executive sponsorship and full engagement and support from our Global Leadership Council.

What's Next:

In 2023, we will further expand our Impact Strategy to assess meaningful impact across multiple measurements on a global scale.

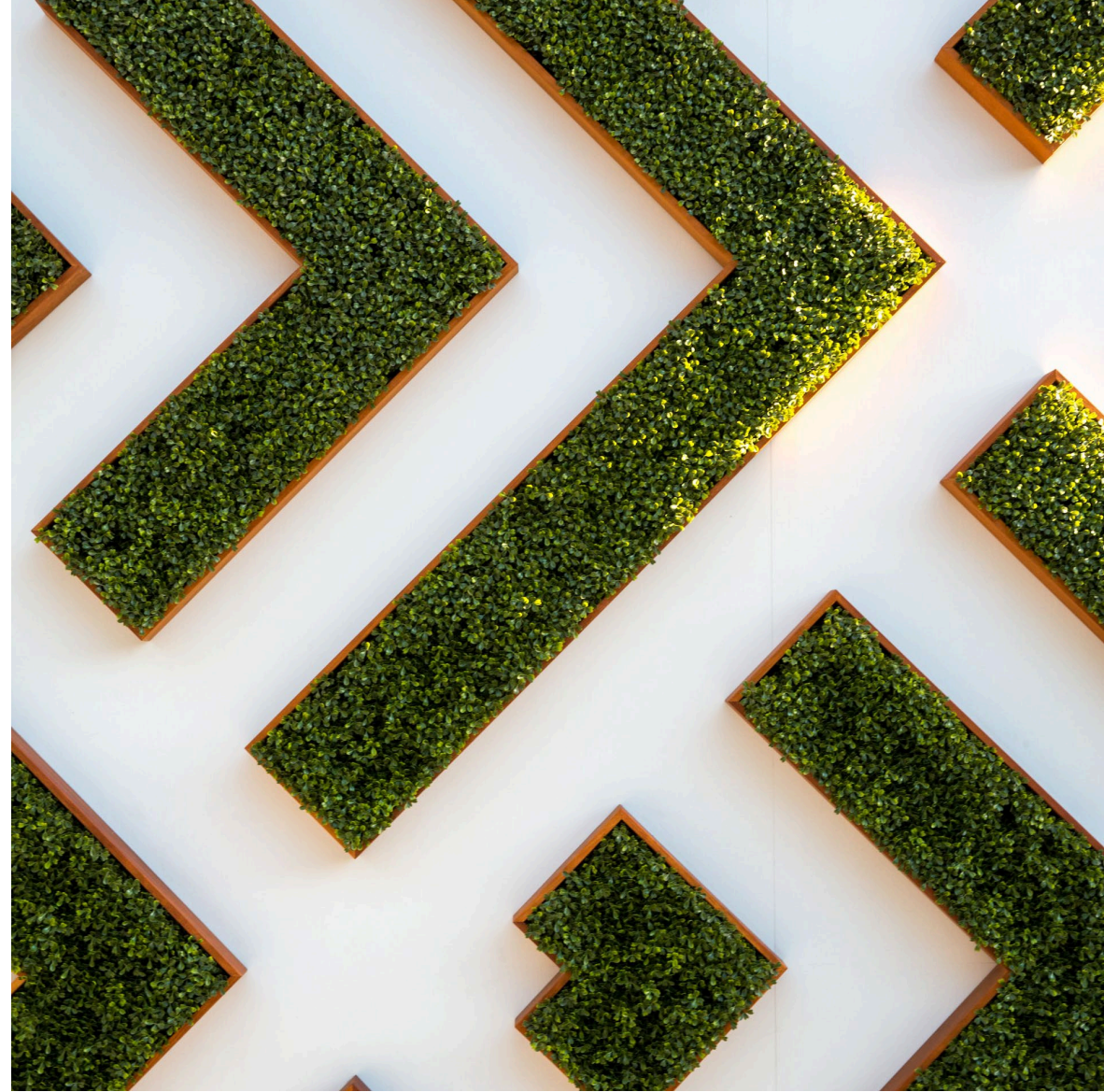


CUSTOMERS

Client Survey

In North America, we developed and implemented a customer survey that our consultants share with clients at the close of each project.

We have begun tracking and reporting on the trends from the survey responses to help identify areas for improvement and training gaps for our client managers.



07 OUR IMPACT: WORKERS

Our employees are proud to say they work for a B Corp and are united in the Anthesis Spirit: our behaviour code and how we go about delivering meaningful impact; a determination to play a part in the decisive decade.

WORKERS

Culture, Growth and Development



The Anthesis Spirit informs how we engage with each other, our clients, and the wider world. It is about our behaviour code and how we go about delivering true impact. Our Spirit encompasses our empowerment, unity and progress.

In 2022, we updated our [Anthesis Spirit Playbook](#) internally and externally to ensure it evolved with the business and it acts as an important asset for all new joiners.

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What's Next:

Plans are underway to evolve the way we communicate about the Anthesis Spirit in 2023 as part of our new 'Employee Value Proposition'. We plan to roll out a global internal comms campaign to engage employees more actively in the Anthesis Spirit and to deepen our understanding and application of its use across policies and practices.

WORKERS

Engagement & Satisfaction

In 2022, our US business was proud to be recognised as a Great Place to Work for the 2nd year in a row.

The certification reflects our commitment to prioritising opportunities for improvement as we continue to build a strong company culture and provide a rewarding employee experience.



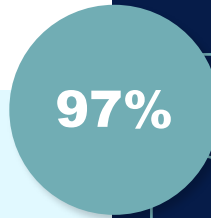
Our employees have spoken!
Our company culture is amazing and our
Great Place to Work Certification™ proves it.

Source: 2022 Great Place to Work Trust Index® Survey



Agree that the management is honest and ethical in its business practices.

Say that management shows appreciation for good work and extra effort.



Say management trusts people to do a good job without watching over their shoulders.

Feel welcomed when joining the company.

Say Anthesis is a great place to work, compared to 57% of employees at a typical USA-based company.



Our Canada team has grown to a level which qualifies them to participate in the 2023 Great Place to Work assessment, resulting in a certification for our entire North America business.

WORKERS

Employee Benefits

We've focused on enhancing our employee benefit packages to align with our company values.

In the UK, we are proud to have added:

- ✓ Income protection
- ✓ Annual health care assessments
- ✓ Option to buy up to an additional 5 days holiday
- ✓ Sabbatical leave
- ✓ Enhanced family leave
- ✓ Net zero pension provider
- ✓ Electric vehicle leasing scheme

For our wider Europe, Middle East & Latin America region, we've rolled out:

- ✓ Employee wellbeing platform including a 24/7 EAP
- ✓ Access to an online discounts retail marketplace

In North America, we introduced:

- ✓ Free access to the Headspace mindfulness app
- ✓ Paid sick leave as a standalone benefit
- ✓ Enhanced paid parental leave for U.S. employees
- ✓ Paid volunteer time - 8 hours per calendar year

Colleague Survey

We carried out an anonymised all staff survey in 2021 to obtain our employees sentiments about different aspects of the global business and ideas on how we could collectively deliver on our ambitions. A summary of the results and actions were shared with employees in a Global Town Hall and rolled into strategies for the coming years.

Annual Wellbeing Shutdown

To support our employee's wellbeing, our UK business has implemented a mandatory 'Annual Wellbeing Shutdown' between Christmas and New Year; these days will not be deducted from colleague's annual holiday entitlement.



WORKERS

Career Development

Line Management Training

In North America, we've designed a new training programme to support all of our line managers. The program is a hybrid approach containing several live instructor-led sessions mixed with supplementary e-learning content. The feedback has been positive and we are looking to launch the programme in other regions soon.

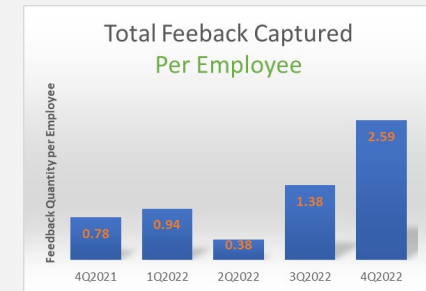
In our Philippines business, a successful “Clear as Ice” training programme was delivered for team leaders and senior analysts/engineers to focus on effective communications and presentations.

Common Purpose: The Client Experience

Recently, a new training programme in North America was created to bring our client-facing employees together to learn how to navigate through various challenges that are commonly faced in our organisation. The programme was set up as a workshop, with the aim of being able to use the right tactics and develop tailored solutions to ensure the client experience is positive. To-date, 100% of participants felt the course was helpful and would recommend it to their peers.

Feedback Culture

Aligned to our Anthesis Spirit, we strive for a culture of feedback to continuously improve and build trust. North America uses a platform to capture both positive and constructive feedback. There has been exponential growth in its usage from 2021-2022, driving the culture forward.



What's Next:

Career Coaching and Mentoring Programme

An important facet of keeping employees engaged and giving back to each other is through coaching and mentoring. We are aiming to launch a new global programme in 2023 designed to have employees support each other in their career journeys.



WORKERS

Career Development

Hiring Practices

Unconscious bias screening is 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.

Supporting Early Career Professionals

We have focused on providing leading employment opportunities and programmes for school leavers, students and graduates to help nurture their careers. We invest in skills, education and training - whether that's as a graduate, an apprentice or an internship.

In the UK, from 2021-2022, we are delighted to have supported three apprentices with employment opportunities in different functions, from Engineering to People and Development. These apprentices have gone on to achieve impressive results, including being featured on the University Dean's List, obtaining a Distinction in final exams, and becoming permanent employees to develop their careers at Anthesis.

In North America, we partnered with Johns Hopkins University as part of its DEI Collective Summer Internship Programme to provide marginalised students with the opportunity to gain internship experience. We were selected to take part out of 250+ companies that applied and took on a number of interns who supported across different aspects of the business.

What's Next:

In 2023, we are launching:

Global People System

A new global people system which will enable our employees to collaborate more effectively, have an engaging onboarding journey, and have visibility of their progress and development.

Digital Learning and Development Platform

A new global learning and development platform which will enable our employees to access and share a broad range of material in order to support their personal and team development planning.

Career Journey Framework

The Anthesis Career Journey Framework will be launched to give all employees a clear view of the future career paths available to them within Anthesis and insight into the personal development planning available to them as they progress their career.

WORKERS

Health, Wellness & Safety

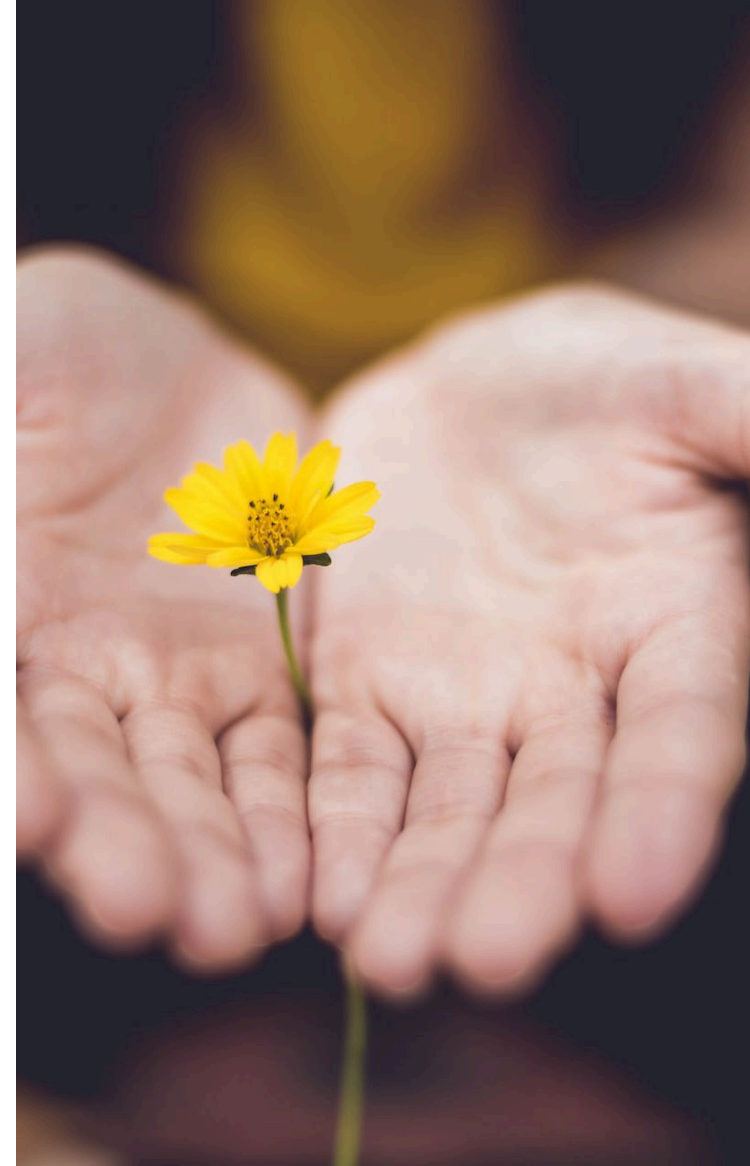
Employee wellbeing has become a key focus for us over the past two years.

We have established regional teams of Wellbeing Champions who ensure resources and engagement activities are implemented to support employees with both physical and mental wellbeing.

Employees from across the business have been fully trained as Mental Health First Aiders and Responders to support staff specifically with their mental health.

Employee support includes:

- ✔ Employee Assistance Programmes (EAP) with 24/7 confidential support have been implemented and promoted in Europe, the Middle East & Latin America ('EMELA' region) and North America.
- ✔ Well-attended bi-monthly webinars to educate and advise employees on looking after their mental health, from managing anxiety to mindfulness and nutrition.
- ✔ A dedicated Wellbeing SharePoint hub with helpful resources and content.
- ✔ Wellbeing awareness and support campaigns including cancer awareness and a global buddy scheme.
- ✔ Weekly drop-in clinics with in-house Mental Health First Aiders to offer confidential support and advice on mental health.



WORKERS

Throughout September 2022, our Global Corporate Responsibility Committee ran an internal 'Wellbeing Boost 100' campaign to promote physical wellbeing.

Our Goals:

To motivate employees across our global business to undertake 100 minutes of physical activity in September 2022 to support their physical and mental wellbeing.

To bring colleagues together (face to face and virtually) via a fun, inclusive and shared experience.

Our Achievements

- **190 Anthesians** from 10 countries achieved 100 minutes of physical activity
- **19,000 minutes** dedicated to boosting employee wellbeing
- **23 different types of physical activity** were enjoyed, from bowling and rock climbing through to paddle boarding and ceroc dancing.



WORKERS

To celebrate World Environment Day 2022, UK Mental Health Champions organised lunchtime 'nature walks' nearby to our UK office hubs.

The aim of the 'nature walks' was three-fold; bringing colleagues together to foster social connection, supporting physical movement, and encouraging the benefits of spending time in nature to support mental wellbeing.



ABOUT THIS REPORT

This report covers the progress Anthesis has made across the five B Impact Areas from January 2021- December 2022.

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

www.anthesisgroup.com/corporate-responsibility/
www.anthesisgroup.com/about/our-sustainability-policy/

Connect with Anthesis:



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