



ESG Impact Report

January 2025



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Introduction

Hanson Wade Group is committed to being a socially responsible business, integrating sustainability into every aspect of our operations. Since January 2022, we have focused on assessing our impact and contributions across key environmental and social agendas. This ongoing effort has allowed us to develop a comprehensive roadmap of sustainability objectives, ensuring we stay focused on continuous improvement and meaningful progress.

This report updates Hanson Wade Group's social and environmental performance to all company stakeholders. It will be updated annually to track our progress towards our ESG goals, maximise our positive impact and reinforce our commitment to sustainability.

CEO Foreword: Phil Clark

At Hanson Wade Group, sustainability is more than a strategy—it reflects our core value of doing the right thing. By integrating sustainable practices into everything we do, we drive commercial success, foster innovation, and ensure long-term growth. Prioritising sustainability enables us to adapt to evolving market needs, deliver value to our customers, and create a positive impact on society and the environment.

We are committed to building a business that thrives responsibly, taking measurable steps to reduce our environmental footprint, promote ethical practices, and create long-term value for all stakeholders. Doing the right thing guides our efforts to optimise operations, empower our employees—known as “Waders”—, and align with UN sustainable development goals, positioning us as leaders in responsible growth.

This report outlines our progress and ambitious targets, underscoring our commitment to sustainability and leading responsibly for years to come.

Phil Clark

CEO

Evolving Towards Sustainability: Our Growth & Progress

We have made strides in advancing our sustainability journey, marking a pivotal evolution from a small company to a mid-sized organisation. This growth has prompted a recalibration of our baselines to reflect our expanding capabilities and the broader scope of our sustainability efforts. These updated baselines signal the maturity and depth we've achieved in our sustainability practices as we continue to scale and refine our approach to our sustainability objectives.

We continue to use the **FuturePlus framework** to assess our impact and contributions across environmental, social, and governance (ESG) areas. Since our last report, we have made significant strides in advancing our ESG goals, refining our approach and expanding our initiatives. As our strategy has evolved, this structured framework has allowed us to make clear, firm commitments to our objectives, while providing a roadmap for the concrete steps we will take to achieve them.

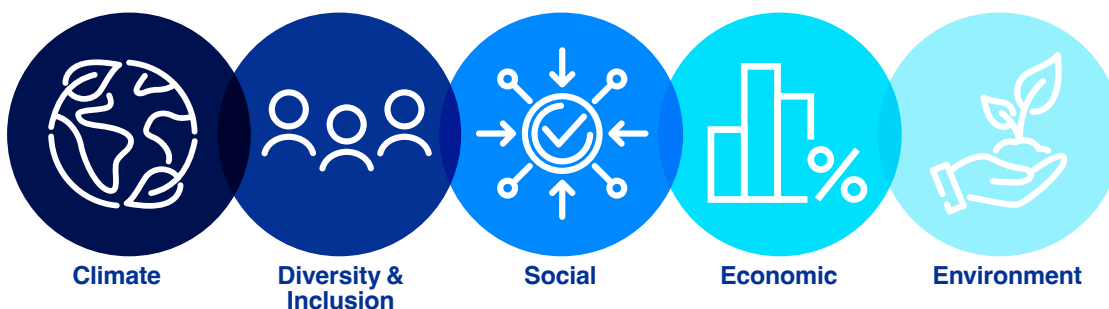
As a result of these efforts, our Actual Score has risen from

165 in February 2022 to

253 in December 2024

This demonstrates the tangible outcomes of our initiatives. Our Ambition Score has also increased from 220 to 255, reflecting our continued drive to set and realise stretching but achievable sustainability targets.

The FuturePlus framework separates the concept of sustainability into five themes, which can be used to measure our ambition and progress.



As a continued member of the UN Global Compact, the world's largest corporate sustainability initiative, we remain committed to aligning our operations with universal principles on human rights, labour, the environment, and anti-corruption. This partnership provides a powerful platform for collaborating with like-minded organisations, sharing insights, and accelerating progress toward our environmental and ethical goals.

Our goal is to strengthen our role as a responsible corporate citizen by leveraging the resources and guidance of the UN Global Compact. We aim to continuously improve our sustainability practices to meet global standards and create lasting positive change.

The UN Sustainable Development Goals (SDGs), or the Global Goals, are a set of 17 interconnected objectives designed to be a “blueprint to achieve a better and more sustainable future for all.” At Hanson Wade Group, we are committed to contributing to these global goals through our sustainability practices, and our efforts align naturally with several of them.

We are proud to report that we are positively impacting 15 out of the 17 SDGs, with particular emphasis on climate action, equality, and responsible consumption. This progress demonstrates our ongoing dedication to addressing critical global challenges and reinforces our broader commitment to sustainability.



As we continue to grow and refine our sustainability strategy, our recalibrated baselines stand as a testament to our maturation as an organisation committed to creating long-term value, promoting social equity, and reducing our environmental footprint.

A Year of Progress: Milestones in Sustainability & Impact

Our dedication to sustainability is reflected in the progress we've made across environmental responsibility, social impact, and strong governance practices.

Environmental Impact: Reducing our Carbon Footprint

We are committed to minimising our environmental footprint through innovative solutions and sustainable practices.

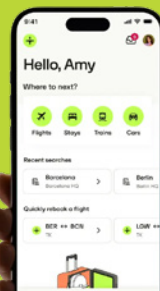
Recognitions & Tracking Progress

EcoVadis Bronze Medal:



In July 2024, we received a Bronze Medal from EcoVadis, placing us in the top 35% of companies assessed globally. This recognition underscores our commitment to responsible business practices and advancing ESG goals.

Driving Greener Operations:



In 2024, we introduced TravelPerk and TRACE to better track and manage our carbon emissions. These tools enable data-driven decisions that keep our operations aligned with our sustainability goals.

Sustainable Practices

Reducing Waste:



By transitioning to eco-friendly cleaning solutions and introducing a Nespresso pod recycling program, we've reduced landfill waste while maintaining operational efficiency.

Digital Transformation:



Implementing digital agendas and QR codes has reduced paper consumption at conferences by 60%, enhancing efficiency while minimising waste.

Sustainable Travel & Events:



We've reduced travel-related emissions and are incorporating plant-based menu options, aligning with our environmental goals while maintaining quality experiences.

Social Impact: Community & Inclusion

We believe true sustainability extends beyond environmental efforts—it includes fostering an inclusive workplace and supporting the communities in which we operate. We offer paid charity days to our Waders and in 2024 saw 9% of them use this time to support their communities

Community Engagement & Philanthropy

Pick and Paddle:

Our team volunteered to clean the Thames, removing 30kg of waste to protect local rivers and canals.



Bookmark Reading:

Waders delivered 93 reading sessions, totalling 33.5 hours, helping children build confidence and literacy skills.



Young Lives vs Cancer Fundraising:

Our Waders raised £20,700 for Young Lives vs Cancer, with company matching amplifying the impact. Fundraising activities ranged from bake sales to skydives.



Educational Support:

Through workshops at St George's School, we reached over 200 students, helping them prepare for life beyond school with career insights and confidence-building sessions.



Diversity & Inclusion: Fostering a Culture of Belonging

Building an Inclusive Workplace:

In 2024, we launched the Wellbeing & Inclusion Network (WIN), a dedicated group promoting inclusivity and employee wellbeing.



Training & Policies:

We introduced unconscious bias training to address biases in everyday interactions and implemented a robust onsite code of conduct to reinforce respect and professionalism



Wellbeing Champions:

Relaunched in 2024, this program empowers Waders to support their colleagues' mental health, fostering an open and supportive workplace culture.



Governance: Strengthening Our Foundation

Strong governance ensures we operate ethically, transparently, and responsibly.

Establishing Strong Policies

Ethical Business Practices:

We introduced an anti-bribery policy, setting clear guidelines for ethical conduct in all business dealings.



Responsible Sourcing:

Our new procurement policy and supplier code of conduct outline expectations for responsible sourcing and supplier relationships, ensuring alignment with our sustainability commitments.



Regulatory Compliance:

Additional compliance policies were implemented to uphold integrity across all operations and maintain adherence to regulatory standards.



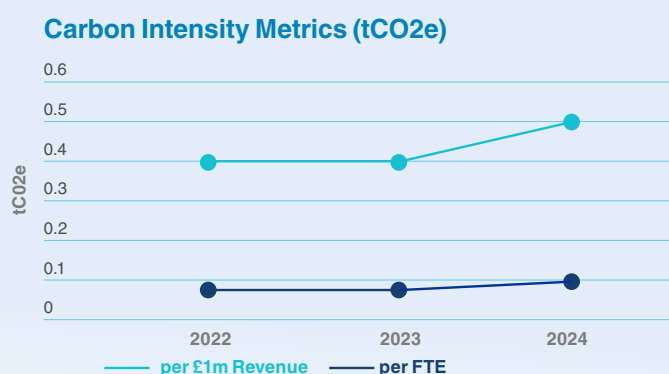
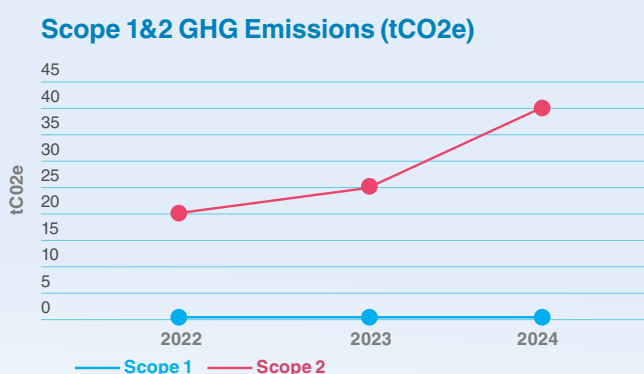
By reinforcing our environmental, social, and governance commitments, we continue to build a sustainable future, ensuring long-term impact for our business, employees, and communities.

Measuring Our Progress: Key Performance Indicators (KPIs)

This year, we've focused on data-driven decision-making to strengthen our ESG efforts. New KPIs enable us to track key areas such as business travel emissions, office energy usage, waste and recycling, sustainable office supplies, charitable days, and the carbon footprint of events. By leveraging these insights, we ensure accountability to our sustainability goals and make informed decisions that drive continuous improvement in governance and operations.

Scope 2: Office Emissions

In the latter half of 2023, we expanded our office space to accommodate a growing team, leading to an increase in our Scope 2 emissions.



Scope 3: Business Travel – 2024 Metrics

Mode of Transport	Distance Travelled (km)	Total No. Bookings	tCO ₂ Emissions
Flights	4,031,287.00	691	1,147.28
Flights	546	3	0.018

At the beginning of 2024, we transitioned to a new travel booking platform, enhancing our ability to measure and understand the impact of our business travel. Moving forward, we will conduct annual assessments and explore solutions to reduce and/or offset our carbon emissions wherever possible.

Additionally, we implemented Trace by Isla to measure Scope 3 emissions from our events. In 2024, our estimated event-related emissions totalled 53,407 tCO₂.

Waste Management & Sustainability Initiatives

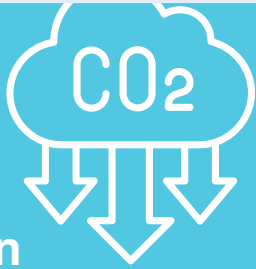
In the second half of 2024, we introduced quarterly office waste tracking, allowing for more accurate sustainability reporting. Based on data collected in Q3 and Q4, we extrapolated the following annual waste estimates for 2024:

Waste Type	Waste Estimate 2024 (kg)
Recycled	4,434.68
Landfill	5,392.42
Total	9,827.10

We aim to continue refining and expanding our KPIs to ensure ongoing transparency and progress toward our sustainability goals.

Looking Ahead: Our Future Commitments

As we look ahead, Hanson Wade Group is focused on achieving key sustainability milestones to reduce our carbon footprint by 2.5% in 2025:



Carbon Offsetting:

Track and offset all business-related flight emissions in H1 2025.



Sustainable Conferences:

Replace 10% of printed signage with digital screens, reducing waste, and offer plant-based protein at 30% of conferences by 2025.

D&I Focus:

Enhance accessibility at events, ensuring inclusivity for all participants.



Food Carbon Reduction:

Reduce food-related emissions by 10% through sustainable sourcing and waste reduction.



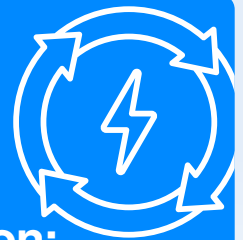
Office Waste & Energy:

Reduce office waste by 5% by prioritising suppliers that use less packaging and educating employees.



Office Energy Reduction:

Reducing our office energy consumption by consolidating our employees to one floor on less busy days on Mondays.



As we reflect on our progress and the milestones we've achieved, we want to extend our gratitude to our stakeholders, employees, and customers. Your dedication, hard work, and collaboration are key to driving our sustainability and inclusion efforts forward.