



Sustainability Report

May 2023



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Carl heads up the strategic team and has been at Clive Owen for almost 10 years. He has an interest in energy saving practices and recycling. He works closely with several significant businesses active in the sustainability space and brings this experience to the team.

“As a firm, we recognise the importance of sustainable practice and want to ensure our partnership is best prepared for future development and growth. The team and I work across our four offices to implement initiatives aimed at minimising our environmental impact, reducing our use of scarce resources and supporting communities.”



Carl Wright, Partner

Introduction

Welcome to the first annual Clive Owen LLP sustainability report. As an independent, regional accountancy practice we have always acted in the best interests of our people, clients, and communities. In the last year we have formalised this ethos into a firm-wide commitment to sustainability.



As a firm, we recognise the importance of being a sustainable business and the benefits that brings to our team, our clients, our communities, and suppliers. We also understand that sustainability is an area that attracts significant interest across all areas of our workforce, particularly from younger colleagues. We have therefore assembled a strategic sustainability team that represents all our offices and all levels of our organisation.

We have identified key areas where we can take action to make a difference. These include reducing our carbon footprint, improving our resource utilisation, and actively supporting charitable and community causes.

Also, this year we undertook a firm-wide values exercise, and we see strong links between our five values of integrity, excellence, progressive, together and connected, and the work we are doing on sustainability.

As we have emerged from COVID-19 we have adopted new flexible working policies. We made sustainability a focus of these new ways of working. Initiatives such as 9-day fortnights; homeworking days; and flexible start and finish times all help to support the wellbeing of our colleagues and have helped to drive engagement in charitable and community events.

We have seen an influx in attendance for both social and charity events as well as a willingness to give back to our community.

In this report we introduce you to our team, look at some of the initiatives we have taken so far as a firm to be more sustainable and showcase some of our activities in the community.

As we move into our 40th year we continue to work to further improve our business model to be more sustainable, to change behaviours, and make even more of an impact across the North East and Yorkshire. We look forward to updating you on our achievements in future annual sustainability reports.

Carl Wright, Partner.

What is important to us?

Charity

We work closely with the not-for-profit sector and so understand the challenges that charities are facing following the pandemic and within the current economic climate.

We donate to charities throughout the year by taking part in large events like the **Race for Life** and hosting our own charitable adventures.

We also have regular smaller events such as running a tuck shop in all our offices, with profits going to charity, and individual staff obtain sponsorship for events such as the **Great North Run** which has helped drive engagement in charitable and community events.



Environment



The environment is important to us all.

We want to work in an environment that is clean, safe, and accessible and we have taken a number of steps to ensure this. We also acknowledge our responsibilities to future generations and are working hard to minimise our carbon footprint. We have invested in

improvements to our heating systems to reduce our energy utilisation. This has been supported by several energy reduction initiatives. We also offer all colleagues access to a cycle to work scheme, encourage car sharing, minimising unnecessary business travel and actively supporting charitable and community causes.

Community relations

We recognise that as a significant regional employer we have a commitment to support the communities in which we work.

A number of our staff are trustees for local not-for-profits, giving back their valuable skills when possible. We also know that doing business with local companies allows us to build a strong community reputation and we use local suppliers when possible.



Health and Wellbeing

Prioritising good health and wellbeing is imperative to us.

We offer all colleagues access to 24-hour wellbeing support, encourage health and wellbeing-related team initiatives throughout the year and have specially trained mental health first aiders across all four of our offices.



Meet the team

The sustainability team comprises colleagues from all four offices. The team have all volunteered to be part of this group. They each bring individual strengths and have a shared passion for sustainability and making our firm a better place to work.



**Carl Wright,
Partner**



**Elliot Pole,
Marketing Assistant**



**Yana Jones-Hinkley,
Senior Associate**



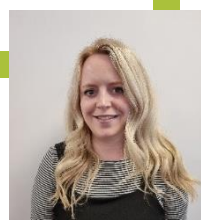
**Elizabeth Layfield,
Senior Manager**



**Maria Perek,
Manager**



**Lisa Fletcher,
Manager**



**Rebecca Porritt,
Assistant Manager**

One team

In order to become a firm of the future, we need to start with today. The most crucial part of our business is our team and so understanding their needs and sustainability objectives is imperative.

We aim to understand this by offering two-way feedback on a regular basis and by carrying out:

Staff engagement surveys

Giving the team an opportunity to feedback on the initiatives we have in place and audit the uptake of schemes.

Feedback drop-in sessions

Staff will be given time to 'drop in' comments on a recent initiative such as a charity event or recycling challenge.

Integrating offices

Every beneficial decision made regarding sustainable practice must be carried out across all offices when applicable.

Quarterly reviews

Staff are sent updates on current projects and given briefings for future developments in a quarterly communication to ensure everybody can get involved.

What have we done recently?

- Installed picnic benches made from recycled materials, teams are encouraged to use during finer weather.
- Set up recycling points at all offices and encouraged uptake through internal communications.
- Communicated with teams about the process of becoming a sustainable practice.
- Conducted a paper audit and followed up with internal communications on practical ways to reduce usage.
- Sought feedback on energy saving methods.
- Undertaken a volunteering survey with a view to driving up participation.

Benchmarking our carbon footprint

Carbon benchmarking is a way of understanding the emissions produced by our firm and the impact this may have on the environment. It is an important metric for several reasons.

One reason is the ability to compare our performance to a set starting reference, in order to understand the ways in which we can improve and how much needs to be changed. Another benefit of benchmarking our carbon footprint is that we can define an achievable target from this.



A benchmark of this sort is achieved by looking at our emissions inventory, which will give us a breakdown of every way in which the firm produces carbon, both directly and indirectly. This inventory includes factors such as travel, utilities usage and purchased goods and services.

We have implemented data capture processes and use an internationally recognised methodology to track our footprint across the business. From the virtual systems we use, to the cars that take us to work, we want to ensure that everything is accounted for. We expect to have a carbon footprint for the year to 31 March 2023 soon.

Going forward we will work to reduce this footprint and strive to achieve net zero well in advance of government deadlines.

Understanding our resources and materials

With four offices and over 125 staff, resource management is a crucial part of our business.

We have broad and well used recycling schemes in place across all four of our offices covering not only typical plastics and paper, but also more novel items such as teabags.



As a firm, we have already taken a number of steps to reduce single use plastics, including providing all members of our team with a reusable water bottle, and making conscious decisions when ordering stock such as notepads and pens. We also use local suppliers when appropriate, reducing transport and haulage related emissions.

Paper has long been a significant part of the operations of professional service firms. We have transitioned to a mostly paperless office over the course of the last few years and the sustainability team are working hard to reduce paper usage even further. A recent paper audit was undertaken and areas for further improvement have been identified.

Understanding our resource usage is also important, identifying trends during busy periods and switching to recyclable options means we can move forward as a sustainable practice.

Our work in the community

We are committed to being a business recognised for supporting the community and we aim to do this by continuing to involve ourselves with local charities, increasing our volunteer hours at not-for-profit organisations, and buying from other local businesses when possible.



To support this, we offer all members of the team a paid volunteering day for a local charity.

This provides an opportunity for our team to give back and for the charity to gain some valuable support. Several members of our team are trustees for various not-for-profits and give up their free time to help others.

As a firm, we have a focus on raising money for charity.

This involves undertaking several internal and external challenges such as the race for life and climbing Helvellyn. We regularly donate funds from our tuck shops and offer staff the option to gift their Christmas hamper to a local foodbank.



Our work in the community

We are incredibly proud of the work we have completed over the last year. From our charitable events to team-building projects that have made our communities a better place to be and everything in between.

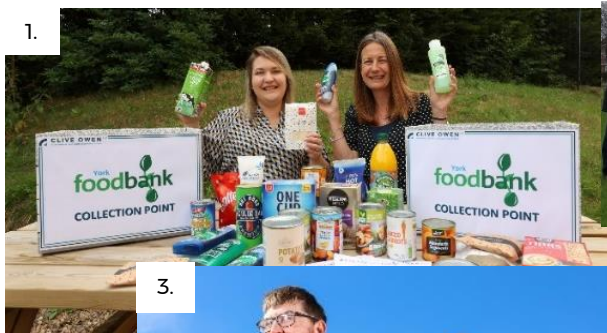
We have set up a foodbank drop off point at our Middlesbrough and York offices which will help local foodbanks to support communities struggling with the cost of living.

Sponsoring local sports teams has always been important to us to maintain our standing in the community. Clive Owen LLP has continued its support for local sports teams by again sponsoring the home kit for Ryhope Colliery Welfare FC and Man vs Fat.

The Clive Owen LLP team take part in the Race for Life every year. Many members of the team have a personal reason for supporting cancer research and completing the event, giving back to this and other charities is important to us as a firm.

Our teams supporting the community.

1. Supporting local foodbanks.
2. Sponsoring Ryhope Colliery FC.
3. Kitting out Teesside Erimus.
4. Taking on the Race for Life.



Carl Wright, Partner

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