

CLIVE OWEN LLP IMPACT REPORT

A YEAR OF IMPACT

2024/25

A YEAR OF SUSTAINABLE PRACTICE IN VIEW

In 2024/25, Clive Owen LLP experienced significant growth, bringing our team to nearly 150 members and opening our fifth office in Newcastle. Our new office in the North East will better serve our clients and allow us to expand our community outreach across the region.

We remain steadfast in our commitment to consolidating and enhancing our sustainability efforts, as we grow.

In 2024/25, we reaffirmed our mission to:

Lead by example with continuous sustainable business practice aligned with our core values.

Maintain environmental and social accountability by tracking progress against our ESG goals.

Encourage sustainable behaviours among our clients, team, and broader community.



"In 2024 we made strides in terms of sustainability accreditations, achieving both the [Good Business Charter Accreditation](#) and [Great Place to Work Certification](#). Each accomplishment marks a huge step forward for Clive Owen LLP. These accreditations validate our commitment to ethical business practices, employee wellbeing, and sustainability.

We are incredibly proud of the progress we have made, and look forward to building on these foundations to make an even greater impact in 2025/26. Our focus remains on accountability, continuous improvement, and ensuring we create a positive influence for our team, clients, and communities."

Carl Wright
Partner, Head of Sustainability.

OUR ACHIEVEMENTS

Giving back and adopting sustainable practices have long been part of our firm's commitment. In recent years, we have developed our values, which define how we approach sustainability, acting with integrity, honesty, and respect in all that we do.

As independent business leaders, we are committed to the prosperity of our region and its people, ensuring that our sustainability strategy aligns with these principles. These values guide our decisions, actions, and interactions with our clients, colleagues, and communities, reinforcing our mission to create a sustainable and ethical business culture.

With over 40 years of experience, we continue to formalise and measure our impact, holding ourselves accountable as we develop.

EXCELLENCE

We pride ourselves in delivering service of the highest quality

PROGRESSIVE

As an ambitious and innovative partnership, we adopt a progressive and inclusive approach

INTEGRITY

We act with integrity, honesty and respect

CONNECTED

As independent business leaders, our commercial strength supports the prosperity of our region and its people

TOGETHER

Working together as one team we listen, communicate and support.





OUR PEOPLE SUPPORTING AND GROWING TOGETHER

Our people are at the heart of everything we do, supporting the firm, our clients, our colleagues, and our community. We are proud of our team and are committed to supporting them, and building a diverse, inclusive, and equitable environment so we can develop and thrive, together.



Our workplace comprises 54% females and 46% males, demonstrating a balanced gender representation and contributing to an inclusive environment. Equality, Diversity and Inclusion (EDI) are fundamental to the success of our firm. With over four decades of client service, we have adapted to changing situations, whilst developing and diversifying our team along the way.

We provide regular EDI training to all members of our team, ensuring a safe environment for everyone. We are also part of Access Accountancy, a charity focused on making the accountancy profession more accessible for all members of society. This initiative aims to ensure equal access and progression within the profession based on merit, rather than background. Other initiatives include employee wellbeing, Real Living Wage and environmental and social accountability.

Employee Development and Wellbeing

Talent Development Programme

Launched in 2024 to build rewarding career paths and support professional growth.

Flexible Work Policies

Our 9-day fortnight and hybrid working options support work-life balance.

Wellbeing Initiatives

Enhanced mental health support, with an onsite support team who are qualified first aiders and free access to further professional support.

Team FORUM

An open platform for members of the team across all offices to make suggestions on the firms general practice. Successful suggestions from the FORUM have included outdoor seating and communal rooms at each office.

Giving a voice to our team has been beneficial to us as a firm, we understand what really impacts on people and how we can make our offices more sustainable.



KEY HIGHLIGHTS FROM 2024/25

✓ Great Place to Work Certification

Achieved recognition for creating an excellent workplace culture and employee experience.

✓ Fundraising Impact

Raised over £10,500 for our charity partners through staff-led initiatives. These included: charity walks, bake sales and a sponsored football match.

✓ Real Living Wage Employer

Recognised as a Real Living Wage employer, ensuring fair pay for all employees.

✓ ICAEW Climate Champions

One of only a handful of firms globally to be formally recognised for our climate action.

✓ Corporate Partnership

Sponsorship of the Angel Trust, who provide support for local people through hardship including mental health support and rehabilitation.

✓ Fair Payment Code

We were among the first cohort of businesses accepted onto the new Fair Payment Code (FPC), which recognises best practice and driving improvements in supplier payment performance.

✓ 5% Club Membership

We have achieved Platinum status under The 5% Club's rigorous Employer Audit Scheme, recognising our dedication to training and employee development.

✓ Good Business Charter

Clive Owen LLP has been awarded Good Business Charter (GBC) status for 2025/2026 after meeting its ten essential components, covering employee conditions, environmental impact, equality, diversity and inclusion, and the treatment of clients and suppliers.

✓ Darlington Employers Environmental Partnership

Clive Owen LLP is a proud member of DEEP, a collaboration of likeminded local businesses committed to working together to generate more sustainable outcomes from products, services, and approaches.

✓ Flexible Working Policy

We made further developments to our flexible working arrangements, ensuring a great work/life balance for our teams.

✓ Volunteering Programme

We delivered 80 days of community support to local charities over the year.

✓ Apprentice Growth

We took on a record number of apprentices from local universities and colleges, fostering future talent and building for the future.

✓ SDG Alignment

Our values are aligned with UN Sustainable Development Goals, particularly Good Health & Wellbeing and Quality Education.





FLOURISHING COMMUNITIES

Our commitment to making a positive impact extends beyond our offices and into the communities where we live and work.

Through fundraising efforts and volunteering, our team actively contributes to important causes, demonstrating our dedication to social responsibility.





FUNDRAISING

We are proud to have raised over £10,500 for our charity partners in 2024/25, supporting local and national initiatives.

Our team regularly participates in charity challenges, from sponsored runs to bake sales. Each of our offices has established food bank collection points, supporting local organisations across the year with product and cash donations.

CLIVE OWEN CHARITY TARGET FOR 2024/25: £10,500



TARGET EXCEEDED!



VOLUNTEERING

Our volunteering programme enables employees to donate their allocated volunteer day to colleagues if they cannot participate themselves.



We are proud of the contributions our team has made and remain committed to expanding our community engagement efforts in the years to come.

We are delighted to have worked alongside several key charities across the North East and Yorkshire, from food banks to beach cleans and everything in between. We have also collaborated with other local professional firms, to expand our outreach and increase our volunteering efforts.

We have setup regular volunteer programmes with 4Louis and the Angel Trust, both based in the North East. Here is what they had to say about working with us:

4Louis

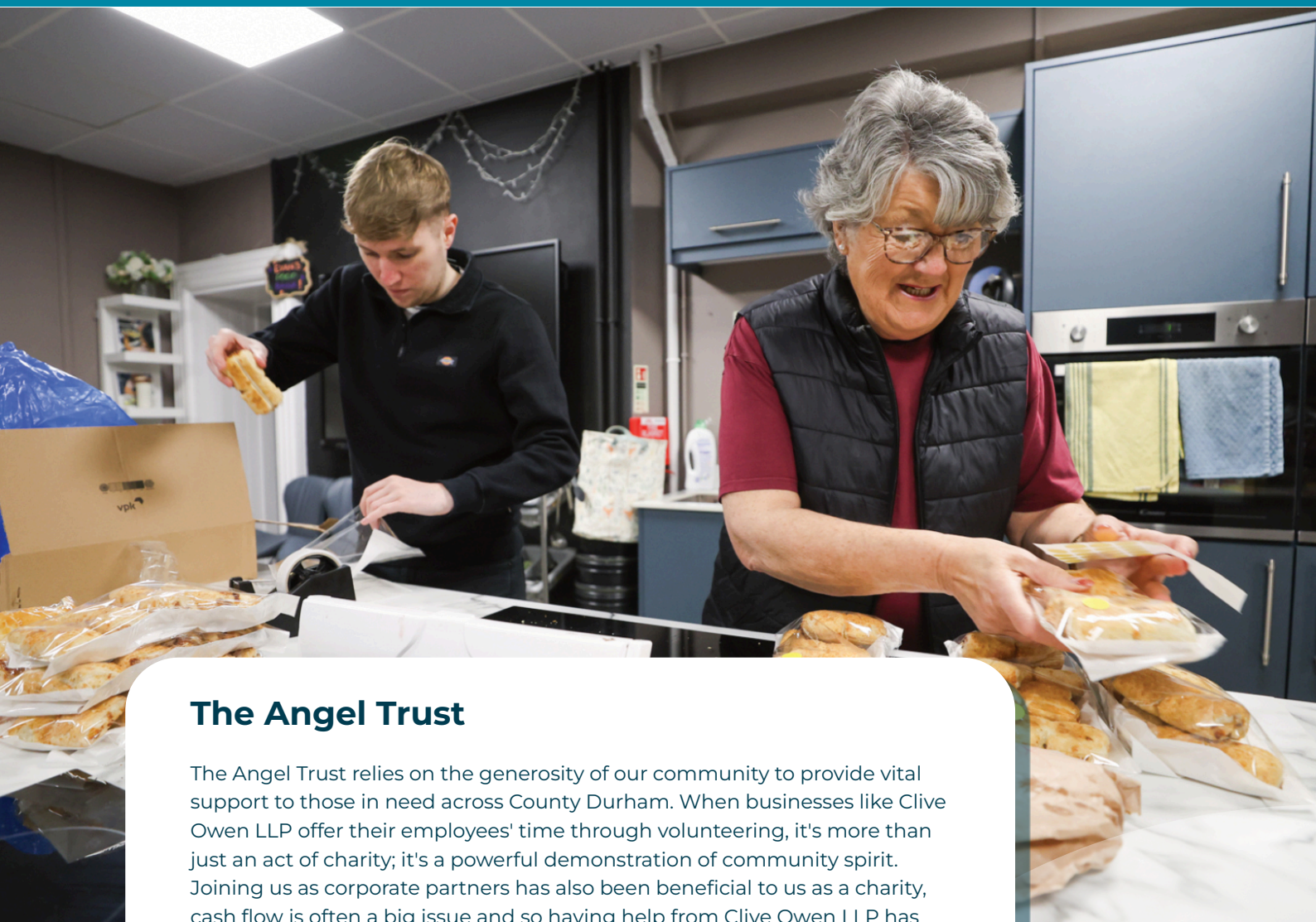
4Louis is a UK charity that works across the country to support anyone affected by miscarriage, stillbirth and the death of a baby or child. We also work to improve the care bereaved families receive from health care and other professionals. The work of 4Louis is made easier by the immense generosity of our community, and the support of local businesses like Clive Owen LLP is absolutely vital. In these challenging times, the need for our services continues to grow, and the hands-on help provided by corporate volunteers makes a direct impact on the lives of those who have had to deal with child loss.

Yasmin McGurrell
Operations Manager 4Louis





VOLUNTEERING



The Angel Trust

The Angel Trust relies on the generosity of our community to provide vital support to those in need across County Durham. When businesses like Clive Owen LLP offer their employees' time through volunteering, it's more than just an act of charity; it's a powerful demonstration of community spirit. Joining us as corporate partners has also been beneficial to us as a charity, cash flow is often a big issue and so having help from Clive Owen LLP has been brilliant.

Clair McGregor
CEO Angel Trust





THRIVING PLANET

Sustainability and The UN Sustainable Development Goals (SDGs)

Environmental Initiatives
complemented in 2024/25:

Recycled Water Bottles

Have been provided to all employees.

LED Energy-Saving Lighting and Insulation

Installed at Darlington office with a view to roll out across all sites.

Plastic Reduction Scheme

Partnered with County Durham Plastic Reduction Initiative to reduce our single use plastics usage.

ICAEW Climate Champions

Committed to the ICAEW Climate Action Pledge.

Paper Usage Reduction

Encouraging digital transformation in all client interaction.

EV Salary Sacrifice Scheme

Supporting the transition to electric vehicles.

Solar Panels Installed

Solar panels have been added at our Durham office.

Our sustainability approach is guided by the SDGs, ensuring our initiatives align with global efforts to create a more sustainable and equitable future. We particularly focus on:

Good Health & Wellbeing

Prioritising employee wellness and community support.

Quality Education

Investing in apprenticeships, training, and professional development, across all levels of our business.

Responsible Consumption and Production

Reducing waste and adopting eco-friendly practices such as plastic reduction and electric vehicle salary sacrifice schemes.

Climate Action

Implementing measures to reduce carbon footprint and enhance energy efficiency.

By embedding the SDGs into our business strategy, we reinforce our commitment to sustainability and responsible growth.





LOOKING TO THE FUTURE: A YEAR OF CONSOLIDATION

Our sustainability strategy influences all aspects of the firm, from our operations to our partnerships.

As we move into 2025/26, we remain committed to consolidating the progress we have made and embedding best practices across the firm. This will be a year of refinement—strengthening our sustainability strategy, enhancing employee engagement, and ensuring that our responsible business initiatives become fully integrated into our operations.

By building on our achievements, we will continue to foster a culture of accountability, innovation, and long-term impact, ensuring we deliver lasting value to our people, clients, and communities.

2025/26 Key Challenges & Goals:

- ✓ Retain and further develop our Great Place to Work Certification by continuing to enhance employee experience.
- ✓ Retain and strengthen our Good Business Charter Accreditation, ensuring continued commitment to responsible business practices.
- ✓ Adapt and enhance our volunteering programme for wider impact, focusing on accessibility for our teams.
- ✓ Reduce paper wastage, encouraging more digital solutions.
- ✓ Develop and implement a Carbon Reduction Plan, measuring and improving our sustainability impact.
- ✓ Enhance our community engagement efforts by strengthening partnerships with local charities and organisations.
- ✓ Reduce single-use plastics across all sites.
- ✓ Reduce waste at events and within office environments.

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This report highlights our continued journey towards a more responsible and sustainable business.

THANK YOU!

For being part of
our mission.