

# ENVIRONMENTAL, SOCIAL, AND GOVERNANCE (ESG) POLICY

At BKL, we recognise our responsibility to operate sustainably, contribute positively to society and uphold high ethical standards. As individuals and as a business, we want to do the right thing now and for the future.

Our ESG Policy outlines our commitment to environmental stewardship, social impact and transparent governance.

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## Environmental commitment

### Carbon footprint reduction

- / We are working to minimise our carbon emissions (CO<sub>2</sub> and greenhouse gases) by adopting energy-efficient practices, promoting remote and online working and using sustainable transportation options where possible
- / We calculate our carbon footprint quarterly and report the validated findings annually in our [impact report](#)
- / We have set reduction targets in line with the Paris Agreement and are working towards our Net Zero commitments

### Resource conservation

- / We monitor our waste generation and make a conscious effort to reduce it through promoting recycling and food waste segregation
- / We encourage responsible purchasing and consumption of office supplies and materials

### Climate change mitigation

- / We support initiatives that address climate change, such as renewable energy adoption and investment into high quality, accredited carbon removal projects

## Social responsibility

### Diversity, equity and inclusion

- / We foster an inclusive workplace that values diversity in all forms
- / We promote equal opportunities, fair treatment and respect for all employees

### Decent work and economic growth

- / We promote inclusive and sustainable economic growth
- / We ensure full and productive employment and decent work for all

### Employee wellbeing

- / We prioritise employee health, safety and work-life balance
- / We provide professional development opportunities and physical and mental health support to all employees

### Community engagement

- / We engage with local communities through volunteering, charitable donations and partnerships
- / We support causes aligned with education, health, and social welfare

## Governance and ethics

### Transparency and accountability

- / BKL maintain transparent financial reporting and adhere to accounting standards
- / We take measures to avoid conflicts of interest and disclose any potential conflicts promptly

### Ethical conduct

- / We are bound by the ICAEW Code of Ethics and uphold the highest ethical standards in all business dealings
- / We comply with legal requirements and industry regulations
- / Our status as a certified B Corporation gives us added accountability for our governance

### Stakeholder engagement

- / We regularly engage with clients, employees, shareholders, and other stakeholders
- / We have an internal employee grievance procedure in place, as well as a client complaints policy. We seek feedback from both parties and address concerns promptly
- / We have implemented a Supplier Code of Conduct and questionnaire to enable us to better understand our value chain. A core part of this process is to start to engage with our suppliers on how they understand and report on their own impact and ESG criteria

## Implementation

### Leadership commitment

- / Our leadership team champions ESG principles and ensures their integration into our business strategy

### Training and awareness

- / We continue to educate employees about ESG topics and the roles that all employees have in achieving our goals

### Monitoring and reporting

- / Within our internal reporting, assessment of our overall ESG performance is becoming more integrated through development of a board pack that covers financial and non-financial KPIs. This will become a standing agenda at senior leadership meetings and we will regularly report progress to stakeholders
- / We seek external verification or certification where applicable
- / We have moved to quarterly carbon reporting, with an aim to start reporting on a monthly basis in the near future

### Conclusion

BKL are committed to continual improvement in ESG practices. By aligning our actions with these principles, we contribute to a sustainable future for our firm, our clients and our communities. and physical and mental health support to all employees

This policy will be reviewed and, where necessary, updated, on an annual basis by Myfanwy Neville.

[Read more about BKL's ESG journey in our 2023 impact report](#)  
[Read more about being a B Corp](#)



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Certified



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