

Our ESG Vision



Environmental Stewardship

Implementing practices that reduce our environmental footprint and promote sustainability.



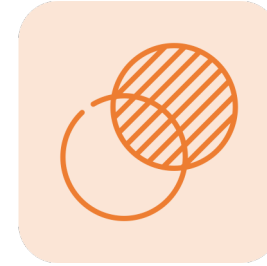
Employee Welfare

Ensuring fair working practices, promoting diversity and inclusion, and providing a safe and healthy work environment.



Ethical Business Practice

Upholding the highest standards of integrity and transparency in all our business dealings.



Sustainable Growth

Balancing economic growth with responsible environmental and social practices.



Community Engagement

Actively contributing to the well-being and development of the communities where we operate.

Our future ESG commitments & initiatives

Environmental

Resource Efficiency



SME Climate Commitment



Eliminate Single-Use Plastic

Sustainable Procurement



Responsible Suppliers

Carbon Footprint Reduction



EV Car Scheme



Remote Working



Ecologi Partnership

Social

Community Engagement



Volunteering Activity



Sponsor Local Initiative

Employee Wellbeing



Cyber-Secure Training



Wellbeing Survey



Vitality Healthcare



Employee Learning



Menopause Policy

Lean Tree Academy



Academy launch 2023

Governance

Ethical Business Practices



Code of Conduct



Whistleblowing Policy



Responsible AI Policy



CyberEssentials Certified



Ethical & Bias Training

Sustainable Growth



Revenue per Eco Metric

Stakeholder Engagement



Quarterly Town Hall



Environmental

How we are making a difference:

Our current commitments

Implementing practices that reduce our environmental footprint and promote sustainability.

01

Resource Efficiency

- Energy-efficient practices in our office.
- Minimising waste through recycling and reusing materials.
- Encouraging digital communication to reduce paper usage.

02

Sustainable Procurement

- Purchasing from suppliers displaying commitment to sustainability, eco-friendly products and services.

03

Carbon Footprint Reduction

- Encouraging the use of public transportation, cycling, or carpooling for commuting.
- Implementation of a company EV Car scheme through Octopus.
- Utilising virtual meetings and remote working to reduce travel-related emissions.
- Offsetting our carbon emissions through verified carbon offset programs, such as Ecologi.



Social

How we are making a difference:

Our current commitments

Actively contributing to the well-being and development of the communities where we operate.

Ensuring fair working practices, promoting diversity and inclusion, and providing a safe and healthy work environment.

01

Community Engagement

- Participating in community service and volunteering activities.
- Partnering with local organisations to promote sustainable development.

02

Employee Wellbeing

- Providing opportunities for professional development and continuous learning.
 - Commitment to individual self-development offering annual funding for certification and training.
 - Monthly company-wide Cyber-security training.
- Ensuring a safe and inclusive workplace where diversity is valued.
 - Regular staff Wellbeing surveys.
 - Lean Tree Menopause Policy.
 - Offering a company-wide healthcare insurance policy through Vitality Healthcare.

03

Lean Tree Academy

- Annual cohort of Apprentices who will be offered supported learning, government-backed formal certification, mentoring and workplace opportunities with our clients.



Governance

How we are making a difference:

Our current commitments

Ensuring fair working practices, promoting diversity and inclusion, and providing a safe and healthy work environment.

Balancing economic growth with responsible environmental and social practices.

01

Ethical Business Practices

- Conduct our business with integrity and transparency, adhering to high ethical standards in all our dealings.
 - CyberEssentials Certified, a government backed scheme to protect against cyber attacks.
 - Responsible AI Policy.
 - Lean Tree Code of Conduct.

02

Sustainable Growth

- Seek to achieve long-term financial stability while considering the environmental and social impacts of our business decisions.

Implementing & Monitoring

Overview

01

Awareness & Training

We will educate our employees on sustainability issues and best practices, fostering a culture of sustainability within our organisation.



Employee News
& Resources



Sustainability
Champions

02

Continuous Improvement

We commit to regularly reviewing and improving our sustainability practices, setting measurable goals, and tracking our progress.



Public ESG
Commitment



Track & Monitor
ESG Metrics

03

Stakeholder Engagement

We will communicate our sustainability efforts and achievements to our stakeholders and seek their feedback to enhance our practices.



Quarterly
Town Hall

