



Charity

We are proud to collaborate with over 100 charities as clients, and therefore believe it's integral to our operation as a local business that we support local charities.

Albert Goodman supports one central 'Charity of the Year', running in line with our financial year. Our people vote for a charity from a shortlist, made up of internal nominations.

We encourage our people to understand and become invested in the charity's purpose, through regular communication with the charity. This includes the delivery of presentations and examples to our people by representatives of the charity.

All fundraising activity for the year is then match-funded by the partners, to ensure we can make a real difference.

We encourage our people to take up and create opportunities to work with charities, and currently have over 15% of our workforce collaborating.

Sustainability

We promote sustainability and have this embedded in our purpose 'collaborate to achieve' and our supporting values. We use the global sustainable development goals as a structure for the green, inclusive and community focussed journey of Albert Goodman, initially working on those goals where we already do great work and have alignment with our values of:

Collaborative, in working with others to achieve a sustainable future,

Progressive, in our pledge to achieve net zero by 2030,

Trustworthy, in being open and transparent in our sustainability reporting and

Impactful, in working with stakeholders in connection with the sustainable development goals

The global goals are as follows:

THE GLOBAL GOALS



A summary of the work that we do in line with the goals is set out below:

3. Good Health and wellbeing

July 2021

- Our people support scheme
- Our people forum
- Whole firm well-being initiatives
- Organisation of events to promote health
- in office health checks
- Flexible working
- Our people surveys
- Listening to music in the workplace
- Dressing for your day
- Mentoring scheme
- Personal Development Discussions and our people development opportunities
- Corporate gym discounts at local gyms

November 2021

- Lunchtime walking / litter picking groups
- Mental health first aiders trained in all offices

May 2022

- Implement effective Mental Health First Aid support

To be achieved:

- Improve our people's benefits programme
- Volunteering time to be provided for community projects

4. Quality education

July 2021

- Professional qualification training
- CPD programme
- Professional Apprenticeships
- Opportunities for additional training for all
- Partner development programme

November 2021

- Manager development programme
- Contribute to local discussion panels regarding sustainability

May 2022

- Increase apprenticeships and training outside of professional services
- Support clients on their sustainability journey

- New system of 360 reviews
- Appointment of new learning and development coordinator
- Equality and Diversity training delivered across the firm

To be achieved:

- Embed firm values in to development and review process

5. Gender equality

July 2021

- Members of 30% club www.30percentclub.org
- Over 50% female partners

November 2021

- Regular monitoring of existing policies and procedures.
- Continue to make opportunities available to all
- Raising awareness of and support for menopause
- Signed menopause awareness pledge

To be achieved:

- We aim to have 45 - 55% female representation in Managerial roles across the firm

10. Reduce inequalities

July 2021

- Gender pay gap report
- Volunteering days to support communities in need
- Charity committee
- Member of the 5% club www.5percentclub.org.uk

November 2021

- Include signing up to the prompt payment code

May 2022

- Review and update of Albert Goodman Values and Behaviours
- Endeavour to ensure the same opportunities are offered to our people regardless of their role within the business
- Joined ICAEW RISE initiative
- Actively monitor diversity statistics

October 2022

- Carry out equal opportunities, equality and diversity training to our people

December 2022

- Consider the wording of events such as office closures

To be achieved:

- Obtain mandatory information on our new people regarding ethnic minority groups
- Tailor advertising to appeal to a diverse range of people

13. Climate action

July 2021

- Sustainability group
- AG 30 days to more sustainable ways
- Terracycle scheme
- Switch to green energy suppliers at contract renewal
- Encouraging the use of Zoom & Teams
- Encouraging paperless working
- Cycle to work scheme with enhanced electric bike options

November 2021

- Recognition and support of cycle to work day instead
- Launch of digital first policy to reduce printing, postage and stationery usage
- Engaging with landlords to reduce our impact on the planet
- Measure carbon footprint

May 2022

- Payment of bike travel rate
- Reporting of SECR in financial statements

August 2022

- Commence cycle or walk to work initiative

October 2022

- Install electric car charging points

To be achieved:

- Monitor travel
- Monitor use of resources
- Install solar panels
- Ongoing monitor of carbon footprint and communication

17. Partnership for the goals

July 2021

- Working with ICAEW SW on sustainability initiatives such as 30 day challenge

November 2021

- Influenced ICAEW Scotland on sustainability initiatives such as 30 day challenge
- Greenbrook green business park initiative
- ESG questionnaire provided to each new supplier

To be achieved:

- Work with external organisations to support the Partnership in its sustainability journey
- Work with / influence other organisations (under development)
- Support local community projects

Goals for the future:

- 8. Decent work and economic growth
- 12. Responsible consumption and production - budget holders asked to think local and sustainable first