

IMPACT BEYOND BUSINESS

A TALE OF REBELLION

VOLUME 1

May 2022 – April 2023

Certified



Corporation

COOPER PARRY

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WELCOME



TO VOLUME 1: OUR FIRST IMPACT REPORT

Measuring and improving our impact on people and the planet is in our DNA. It's an ongoing journey – and one with no finish line – but we take pride in everything we're doing to make a difference.

In this, the first of our annual Impact Reports, we wanted to shed some light on that journey. The highs. The lows. And everything we've learnt along the way. In the hope that you can find some takeaways of your own to keep driving positive change in this collective mission.

Throughout the report, you'll hear about the legacy, transformation and values of CP, our entrance into the B Corp world, and of course, our impact. Specifically, how we're measuring it and how we're keeping it at the forefront of everyone's minds as we grow quickly.

“Reading this Impact Report made me proud of how far we’ve come, but it’s a welcome reminder that there is, and always will be, so much more to be done.

We’re big believers in the power of transparency and collaborative learning, and when it’s society and our planet on the agenda, the rewards couldn’t be greater.”

ADE CHEATHAM, CEO

A REBEL'S TALE – THE CP STORY

**CUPPA? ✓ COMFY? ✓
LET'S GET STARTED**

1850, Derby.

Queen Vic is on the throne. M&S is still years away from opening. Women will have to wait another 68 years for the vote. And there isn't even a football league club kicking around. So yes, [we have tradition, heritage and experience on our side](#). Over 170 years of it. But that matters diddly squat unless you evolve.

Fast forward a century and a half; It's millennium time. And we're seriously traditional, dull and uninspiring. We were hierarchical. There was an upstairs/downstairs mentality. The Chairman had an oak-panelled office with a leather topped desk. TBH, we were male, pale and a little stale. Very alpha male, the guy (they were only guys then) with the biggest fees had the biggest say. Culture wasn't even a thing. [Imagine a stereotypical group of accountants. We were that.](#)

AND THEN CAME THE REVOLUTION.

Leading the charge was a group of ambitious, driven and competitive 30-somethings. They'd left Big 4 and national firms to get away from greyness and corporate boll**ks. This group was rebellious, business-savvy and quite happy to stick two fingers up to convention. Whilst the profession was stuffier than a turkey, we were determined to radically change our route to market. Bringing eye-popping colour, stripped back pop art and a more relaxed conversational tone to everything was our zig to the rest of the sector's zag.

In a hugely competitive market, more clients (fast moving, fast growing, entrepreneurial ones like us) felt of a like mind. And, bit by bit, we started to

climb up the food chain. From outside the Top 35 in 2004, we scaled to 28 by 2007. Sure, we weren't perfect. We got a lot wrong. But we had a pirate's swagger and a massive belief. Then we had [our first OH F**K! moment](#).

Halfway through 2008, we lost £3/4m to the credit crunch. We'd overstretched, lost our focus and become too arrogant.

Just to survive, we had to make drastic and difficult decisions – we had to let 44% of our people go. It was gut-wrenching.

But what this meant was that we came out the other side really quickly. We bounced back with our best financial performance ever (at the time) the very next year. Realistically, this left a cloud hanging over us for a couple of years. Not only had we lost some awesome people, we'd lost a ton of goodwill too. And a bit of our mojo. Our comeback had given us time to reflect, soul search and think long and hard. [We learned loads](#) – about ourselves and what we really wanted rather than to just jackdaw to the shiny stuff. So, we flipped it.

We were super clear that we only wanted to do something if we could truly be the best at it. Be the #1. Numero uno. King of the hill. But we didn't just undertake a seismic business strategy change. [Our culture became a glorious obsession.](#)

We were still high performing, fun and entrepreneurial. But now, we were playing to our strengths. With transparency and openness. We were living our values not just sticking them up as a wall poster. We were also way ahead of the game on remote working and audits (way before it became such a 'thing').

FROM QUEEN VIC...



By 2015, we were part of the PKF network. And we had three city centre offices. But each had its own personality and way of working. We were too silo. So we spectacularly consolidated into one 'Googleesque', award-winning space: Sky View at East Midlands Airport. Corridors and individual rooms made way for open, collaborative spaces. The building became our canvas and we made it ours. [Alive and pulsing with the energy](#) of a 6 generational workforce, the whole vibe changed forever.

The East conquered, our sights shifted to the whole Midlands. Acquiring Clement Keys (a £7m t/o, 100 people, strong reputation, successful, Birmingham city centre firm), we began to CP it – in every which way. The cultural/commercial integration was a genuine learning curve for everyone. Moving to stunning out of town premises (Park View was listed in The Times as one of the UK's top 10 coolest workplaces) also gave us a way to showcase the CP personality to the region.

By now, we are the region's undisputed #1. It's no coincidence that we've been named as [Europe's best company to work for](#). The virtual trophy cabinet is bulging too – our experts having scooped over 100 awards in the last decade. Best of all, our NPS score is not just best in class, it's globally off the chart.

Comfortable in our own skin – and restless about not being able to expand into exciting new geographies – we leave the PKF network. Politely, we PKF-off'd. Shackles off, this move frees us up to open in Shoreditch and spearhead our Tech & High Growth 'rebellion'. It also liberates us to develop stronger international allies: creating [a global community](#) of high quality, entrepreneurial, collaborative, like-minded firms.

Then, from nowhere, we (and the rest of the world) experienced our second monumental moment. [OH F**K 2, The Sequel](#). Caught in the glaring headlights of the global pandemic, we acted superfast. Our oven ready remote working plans and investment in digital ways of working kicked in. Big time. With no playbook to follow, we created our own. One with the health of our people and the health of our business slap bang in the middle. Together, we navigated the chaos, uncertainty and fear. Our talented teams worked tirelessly to support every client. And, ahead of the curve, we opened up again. Faster. Stronger. More confidently. The result? Our best year. Like ever. Like since Queen Victoria.

And like aligning stars, our clients continue to choose us, because we're just like them - they 'get' us and like us - and we 'get' them and like them. London's calling has never been louder as our capital presence grows ever stronger. We also fling open the doors to stunning new offices at the heart of Birmingham's city centre. We call it Parrydise.

Then, in July 2022, we turned the page on another monumental chapter in our Rebel's Tale. To a fanfare of publicity, we partner Waterland Private Equity to turbocharge our disruption of the UK accountancy market and lay the foundation for international expansion. Taking us to today with our 2023 acquisition of Haines Watts, where we doubled in size overnight and geographically spread our wings with offices in new cities.

Our crystal-clear vision is to grow five fold in five years. So, it's award-winning business as usual. The partnership also set in motion our Impact Vision. You'll find that over the page.

And through it all, unwaveringly, unapologetically, we'll continue to...

DISRUPT. LEAD. MAKE LIFE COUNT.



**TO #1
REBELS**

OUR IMPACT VISION

**PICTURE THIS
THE YEAR IS
2030.....**



PLANET

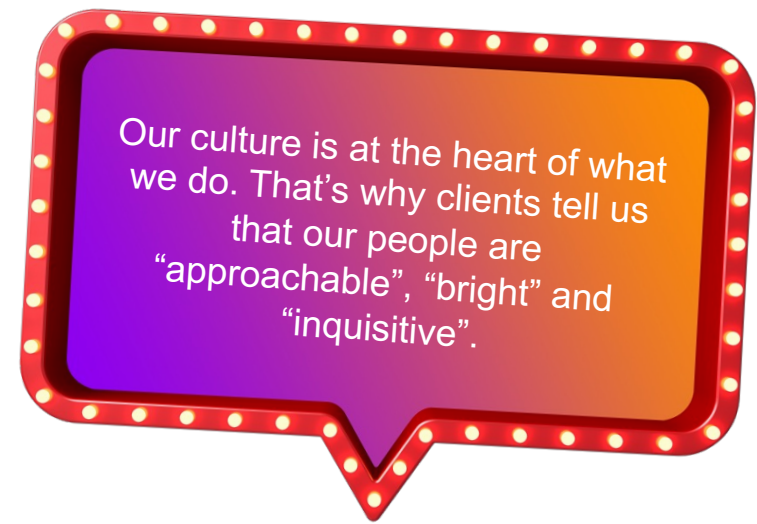
- We're still B Corp certified, and for our 2029 recertification, we'll qualify for an Impact Business Model
- We're on our journey to Net Zero, with an aligned 1.5°C science-based target
- We've halved our Scope 3 emissions from our FY23 baseline
- All our offices have zero single plastic use and are as energy efficient as possible
- All our suppliers and vendors care about sustainability as much as we do

PEOPLE

- We work a maximum 30 hour week. Anywhere. Anytime
- We have 6 generations working in our business
- All our employees are Carbon Literate
- Our Diversity & Inclusion Index score is over 8, showing exceptional levels of belonging, equality and feelings of voice

OUR VALUES

Our history, present and future is built on a strong foundation through our values. They're the vital guiding principles of our firm – they're what's at our core and define who we are. They're the specific behaviours we look for, attracting like-minded people to us and influencing how we interact with each other, our clients and our business partners. We hold them above all else – which is also reflected by our B Corp Certification.



BE BRAVE

We're adventurous, show entrepreneurial spirit, take smart risks and set outrageously big goals.

We experiment.

We dare to try new things with little fear of failure. We take tough decisions, push back and always challenge the status quo. We're candid and fearless in calling out actions that work against our values and culture.

PLAY ALL IN

We're filled with passion, energy and an irrepressible enthusiasm to get things done.

We compete hard to win, with almost limitless belief. We dream big and imagine the unimaginable.

We have an inner hunger, we move fast and always place big bets.

KEEP LEARNING

We're passionately curious and thrive on change.

Every morning we get up, searching for a new, better way. We're independent thinkers and take ownership for our own development. Standing still either as a business or individually isn't an option.

We never stop growing, always questioning, always adapting, always stretching – reaching for more than we ever thought possible. Our capacity to grow knows no boundaries.

BE NICE

We treat others well. We trust and are trusted. We play it straight, are candid and honest. No talking behind backs or 'throwing stones'. No bitching, moaning or groaning. We're authentic and real. We show humility and vulnerability. Acting with integrity we take responsibility for past actions, admit mistakes and fix them.

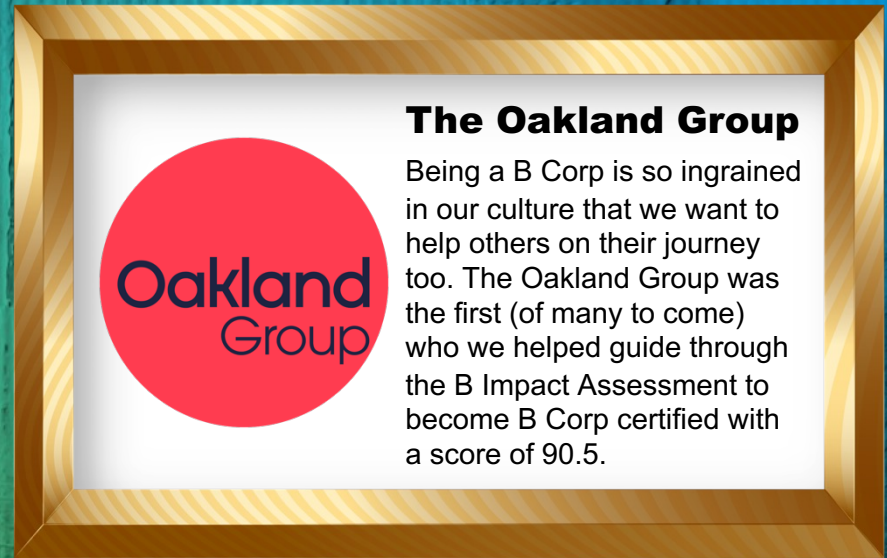
B CORP

**WE'RE TRANSPARENT.
WE'RE ACCOUNTABLE.**



We're proud to be the UK's largest accountancy B Corp. Having joined the community of over 7,000 B Corps at the start of 2023, we're actively involved in the B Corp community.

We're committed to using CP as a force for good. Measuring our impact at all levels, across all stakeholders, and holding ourselves to the highest standards – for our people, clients, communities, and the environment.

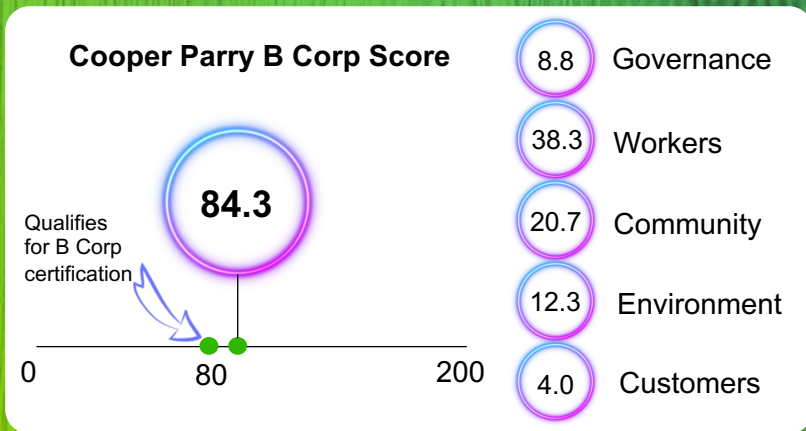


“Cooper Parry helped us with the completion of our first B Corp assessment, providing a colleague to assist with finalising the entry, the submission of evidence and the verification interview. Oakland has an existing relationship with CP and they were the first partners considered when we realised we needed some support with the B Corp process.

Overall, the process was relatively straightforward and the knowledge and experience of how B Corp works was valuable in helping us avoid pitfalls on the interview. Appropriate challenges were raised to the assessor which ensured that the questioning remained on track and ambiguity was avoided during the final interview in particular.

Cooper Parry took a ‘critical friend’ approach to the exercise which helped focus attention on areas where the application was strongest. This played a big part in us achieving certification and successfully evidencing areas where the assessor challenged. We would certainly recommend that anyone preparing a B Corp application or similar should consider using Cooper Parry to help with the process.”

Pete Vaughan, Strategic Development Manager



REPORTING METHODOLOGY

After wading through the ESG reporting alphabet soup, we chose to align our Impact Report with the World Economic Forum's (WEF) framework.

WHY WEF?

- **The framework is clear, concise and easy to apply** – ideal for companies beginning their ESG reporting journey, and mature companies looking to highlight how their approach is distinctive, ambitious and progressive
- **Built exclusively on existing standards and frameworks**, notably GRI and the Sustainable Development Goals (SDGs), WEF proposes 55 metrics spread across 4 pillars, covering 18 topics. 18 of these metrics aren't relevant to CP, and of the 37 relevant metrics, we're reporting fully against 28, partially against 4, and not yet reporting against the remaining 5. *Please see WEF Report – page 37.*
- **The WEF IBC metrics specifically address investors' needs** and allow us to demonstrate our sustainable business performance and long-term value creation to stakeholders in a clear, comparable way

PRINCIPLES OF GOVERNANCE



A company's purpose, governance and accountability. This pillar includes metrics in relation to how companies set purpose, are governed responsibly and manage risks.

- Governing purpose
- Quality of governing body
- Stakeholder engagement
- Ethical behaviour
- Risk and opportunity oversight

PLANET



A company's role in protecting the planet to support the needs of current and future generations. Metrics include greenhouse gas (GHG) emissions, TCFD implementation, lead projection and water consumption and withdrawal in water stressed areas.

- Climate change
- Nature loss
- Fresh water availability
- Air pollution
- Water pollution
- Solid waste
- Resource availability

PEOPLE



A company's responsibility to its people in creating diverse, safe and inclusive workplaces. Metrics include diversity and inclusion, pay equality, safety, training and human rights.

- Dignity and equality
- Health and well-being
- Skills for the future

PROSPERITY



A company's role in furthering economic, technological and social progress for its communities. Metrics include employment, taxes paid and research and development expenditure.

- Employment and wealth generation
- Innovation of better products and services
- Community and social vitality

IMPACT AREAS

#1 GOVERNANCE

Here, we chose to cover the same 5 Impact Areas that B Corp focuses on:

- Governance
- Environment
- Community
- Customers
- Workers

Everything we do fits neatly into one of these 5 pillars. So, they felt like the best way to measure and show our impact in a way that leaves no stone unturned.







GOVERNANCE



IMPROVED



NO IMPROVEMENT

THEME	FY23 PROGRESS	FY24 AMBITION
Employee ESG Training	<p>Developed and tested our new starter ESG training programme, which launched on 8/8/23.</p> 	<p>115 new starters trained in the first three months after launch. Training to be delivered to all existing employees. Roll out carbon literacy training.</p>
B Corp certification	<p>Certified with 84.3 points. Assigned B Keepers throughout the company in order to embed B Corp values and to continuously improve on our impact.</p> 	<p>Increase our Impact Assessment score to at least 100, surpassing our predicted score of 97.9.</p>
Changing our Articles of Association	<p>Became signatory of the Better Business Act, group that aims to change the UK Law to ensure every company in the UK aligns their interests with those of wider society and the environment. In order to lead by example, we have amended our Articles of Association by including a commitment to a 'triple bottom line' approach to business.</p> 	<p>Continue to uphold these values in our day-to-day operations and throughout our growth plans.</p>
Compliance & Risk Management	<p>Developed a risk map, targeting low and medium risk. This is to be updated quarterly.</p> <p>Third-party auditors conducted 24 cold file reviews of a sample of audit files.</p> 	<p>Establish a firm risk appetite statement and dashboard.</p> <p>Invest in current corporate ethics & compliance team.</p> <p>Make sure each RI/Manager is audited by a third-party in the 12-month period.</p>

IMPACT AREAS

#2 ENVIRONMENT






ENVIRONMENTAL



IMPROVED



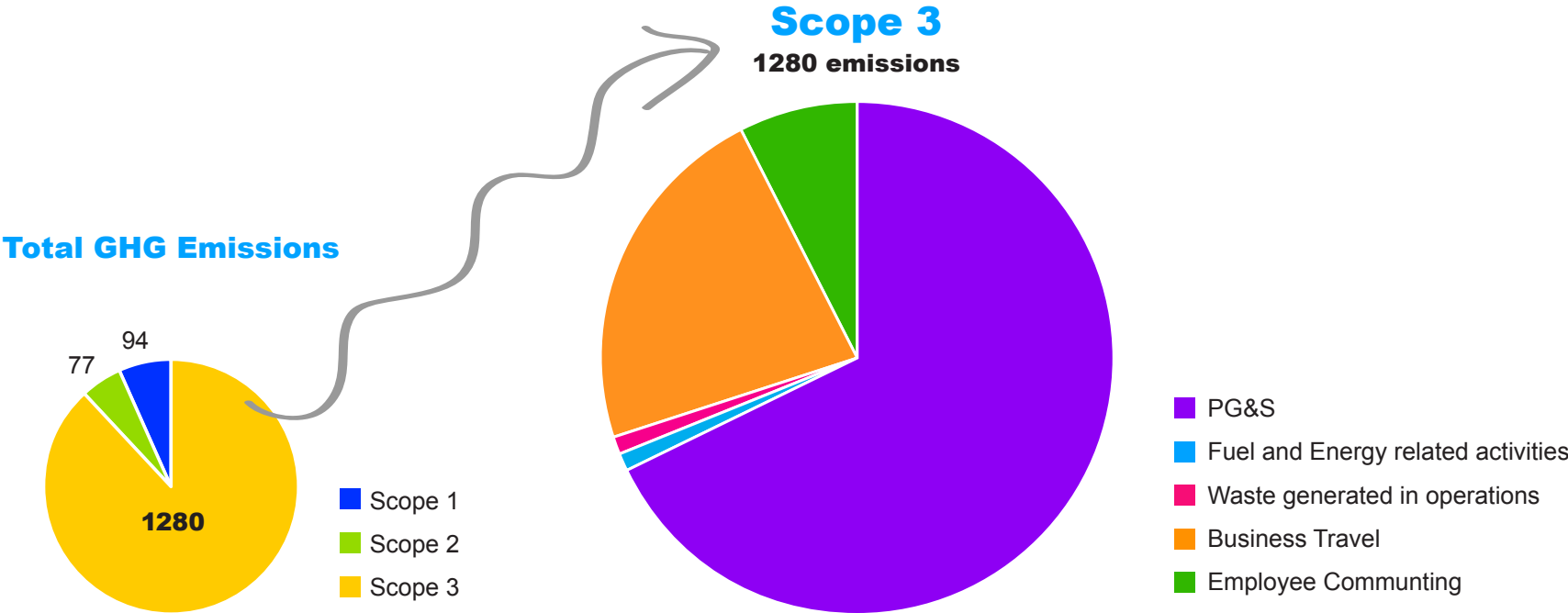
NO IMPROVEMENT

THEME	FY23 PROGRESS	FY24 AMBITION
<p>ESOS Phase 3 energy savings review.</p>	<p>Identified total potential savings of 74 emissions per annum and started the process to implement the recommendations.</p> 	<p>Implement the suggested changes from the ESOS report, including LED lighting, solar panels feasibility, energy-efficient AC control units and refrigeration efficiency units.</p>
<p>Measuring and monitoring our GHG emissions and outlining our Net Zero plan.</p>	<p>FY23 is the first year we have performed a full carbon inventory including all applicable Scope 3 sub-categories and we have committed to set science-based targets.</p> <p>This has facilitated us to access an ESG linked loan.</p> 	<p>Submitting a 1.5°C aligned science-based Net Zero target (including interim targets). Define and publish reduction targets for each material area of our carbon inventory.</p> <p>All our offices to be on a renewable energy contract.</p>
<p>Operating a zero to landfill policy.</p>	<p>Saved 868.57kg of technology going to landfill, regularly monitored waste production, discussed reduction targets, and begun to implement waste reduction ideas into employee training.</p> 	<p>We're aiming to set a zero-waste target for all types of waste alongside a published plan on how to achieve it.</p>

CARBON EMISSIONS

For FY23, our total carbon emissions were 1451 emissions. Most of this total is made up from the Scope 3 emissions, the largest of which is Purchased Goods & Services.

Please see page 29 for full details of our Carbon Inventory.



CARBON REDUCTION

Environmental Preferable Purchasing Policy: Covering paper, food, cleaning products and office supplies across all locations

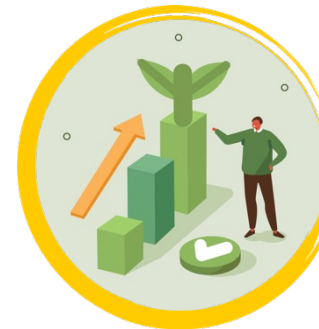
Bulbs to LEDs: 2,500kg of carbon emissions cut

Electric Vehicles: 50% uptake of salary sacrifice scheme. 4 free charging points at our Sky View office (used 350% more than FY22)

Textiles: 330kg saved from landfill through our Air Ambulance clothing bank

Electrical Waste: 868.57kg saved through our zero to landfill policy and servers switched to the cloud

And it doesn't stop there. We know every little bit helps so we're continuously making changes, no matter how small – right down to switching individually packaged biscuits to a cookie jar.



IMPACT AREAS

#3 COMMUNITY






COMMUNITY



IMPROVED

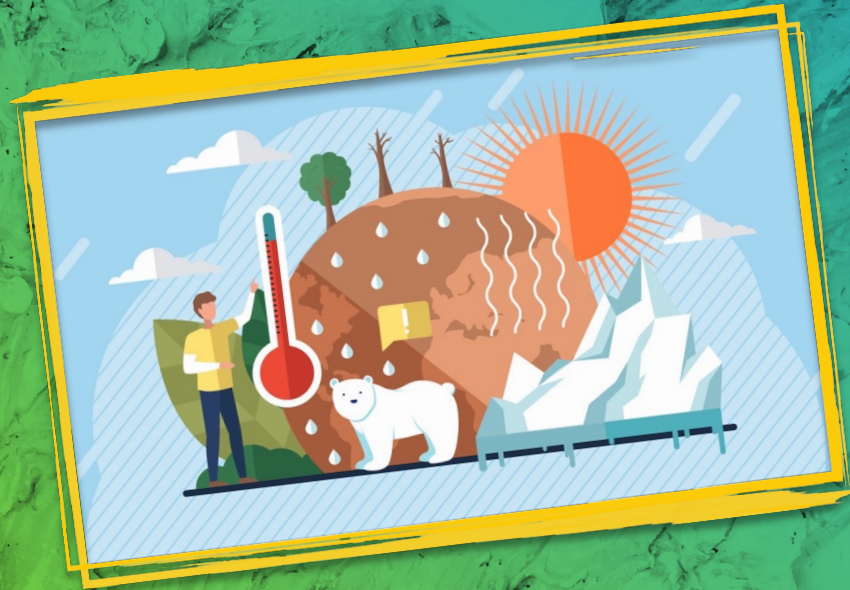


NO IMPROVEMENT

THEME	FY23 PROGRESS	FY24 AMBITION
Community Day	<p>In September, working in partnership with OnHand, we closed our offices for one day and completed 1,286 volunteering hours.</p> 	<p>Increase the number of hours completed on Community Day and the variety of community projects.</p> <p>Work on our data collection method to record ALL volunteering hours across the firm. Our flexible working hours means sometimes our employees take time off for volunteering that is not currently recorded.</p>
Charitable Giving	<p>We collectively voted for the CP supported charities to receive £6,868 of company donations.</p> 	<p>Have a Charitable Giving Impact Strategy in place.</p>
Supplier Code of Conduct	<p>We have implemented an ESG Supplier Code of Conduct. So far 21% of our suppliers have signed it off.</p> 	<p>Ensuring that all our suppliers sign our new Code of Conduct.</p> <p>Continue to assess suppliers, provide training and incentives for social/environmental improvement or switch suppliers where necessary.</p>




IMPACT AREAS

#4 CUSTOMERS



CUSTOMERS



THEME	FY23 PROGRESS	FY24 AMBITION
<p>Client ESG Projects</p>	<p>Apart from helping a number of our clients with their ESG challenges we've also been busy in the background researching and building 2 new ESG tools: ESG Diagnostic and Carbon Footprint Finder.</p> 	<p>To launch our ESG Diagnostic, delivering a gap analysis for clients at the beginning of their ESG journey, and our Carbon Footprint Finder tool for those that want to analyse their carbon emissions, report on it and move towards Net Zero.</p>
<p>Client Satisfaction</p>	<p>Client experience (CX) as a whole is something that is super important to us. We're proud to say our Net Promoter Score (NPS) reached +68 in the year - indicating exceptional client satisfaction and loyalty levels.</p> 	<p>Maintain or improve our NPS score.</p>
<p>Client Screening</p>	<p>We now screen any potential or new clients according to B Corp's disclosure areas of controversial industries.</p> 	<p>We want to be able to tag in our CRM system how many of our clients are B Corp or hold a similar ESG certification.</p>

IMPACT AREAS

#5 WORKERS






WORKERS



IMPROVED



NO IMPROVEMENT

THEME	FY23 PROGRESS	FY24 AMBITION
Annual D&I Survey	<p>Our average D&I Index score (assessing feelings of voice, belonging and equality) increased to 7.9 across CP (2022: 7.7), with 71% response rate. We're also leading the industry in gender equality with 53% female employees.</p> 	<p>Publish our annual D&I survey with a D&I index score of 8 or above and a higher response rate. An increase in ethnic minorities.</p>
Pledges & Partnerships	<p>Menopause Workplace and Trans in the City pledges signed. Partnered with Stonewall Diversity Champions and committed to open conversations and proactive support for people with marginalised experiences.</p> 	<p>Sign the Women in Finance Charter and work with other policymakers to advocate for policy changes that will have a positive social impact.</p>
CP D&I Committee	<p>Grew to 19 members from 15. Ran monthly campaigns including grief, LGBTQA, Black History and Trans Awareness. Increased employee awareness and engagement on the topics to continuously embed them in CP's culture.</p> 	<p>Getting 5 or more Partners on the D&I committee for greater representation and better dissemination of information at Partner level.</p>

Culture and employee engagement are core to everything we do here. Whether it's our pioneering working models, multi-award-winning wellbeing strategy or offices dubbed some of the 'coolest' in the UK, get a flavour of life at CP over the page.



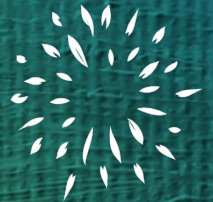
We're the Best Accountancy Firm to Work for in the UK. Official



Our high-flying CPer's at our Sports Day



Our Diversity & Inclusion team continues to embed inclusivity and a celebration of diversity into our culture, improving the accessibility of our recruitment process and training all our people to better understand the importance and nuance of D&I. Check out our D&I survey [here](#).



Working long hours is bad for productivity, the environment, and our mental health. So, we disrupted the norm and set new standards with our 100-80-100 scheme. That's 100% of the output, in 80% of the time, for 100% of the pay. Plus, we have a flexible working policy allowing all CPer's to 'Work from Anywhere. Anytime. Forever', empowering our people to be consistently at the top of their game.

It's not just people we prioritise, either...

IMPACT BEYOND BUSINESS HUB

People. Planet. Profit. The three priorities in our push for sustainability on all fronts, as we use our growth to improve and increase the impact CP has, Beyond Business.

We've also embedded our purpose into our policies and goals, to help us walk the walk.



We didn't just create webpages covering all these topics, we built a community too.

Twice a year, we bring together like-minded professionals for events focused on using business to solve society and the planet's biggest issues.

WHO'S AT THE HELM?

MEET THE BOARD



ABI BOWN
CHIEF MARKETING OFFICER

Abi's focus is on understanding our clients and how we can create and deliver brilliant solutions from them – from business development and CX to brand and marketing.



ADE CHEATHAM
CEO

CEO since 2012, Ade has propelled CP to rebelliously disrupt the world of accounting and build the next gen firm for our people, clients and community.



MICHAEL DAVIDSON
CHIEF GROWTH OFFICER

Michael's day-to-day focus is on the growth strategy of the business, embracing service line growth, client development, acquisitions and international.



PHIL ERRIDGE
CHIEF OPERATING OFFICER

Developing all the key operational parts of the business to continually enhance 'how we do' what we do, setting world class industry standards in the process.



APRIL HOMER
CHIEF PEOPLE OFFICER

Shaping and driving the CP culture, April ensures that we attract, retain and develop the very best talent. These talents then deliver our clients with remarkable service.



ANDREW HONARMAND
RELATIONSHIP PARTNER

Andrew works with all our teams and people across the Midlands, helping them maximise the quality of the service they deliver. He's also an Audit Partner.



RICHARD JONES
PARTNER & HEAD OF AUDIT

Richard runs our award-winning, innovative and exciting audit business and is also responsible for relationships with a number of our awesome clients.



JAMES PARNELL
CHIEF FINANCE OFFICER

The accountant for the accountants, James' role is broad and focuses on overseeing the firm's finances and funding requirements on our accelerated growth journey.



PETER STERLING
RELATIONSHIP PARTNER

Peter helps clients grow their business with practical, commercial and common-sense advice. Looking at issues through a client's eyes and coming up with solutions.

Certified



Corporation

BECAME A B CORP

We're officially the UK's largest accountancy B Corp, reinforcing our commitment to using CP as a force for wide-reaching, long-lasting positive change.

LAUNCHED NEW IMPACT BEYOND BUSINESS PART OF WEBSITE

Now we can share with the world everything we are doing AND launch our new advisory section, helping others on their own sustainability journey.

WATERLAND INVESTMENT

We partnered with Waterland Private Equity to turbocharge our disruption of the UK accountancy market and lay the platform for international expansion.

FIST-BUMPING HIGHS

ICAEW CHAMPION

Our Head of Sustainability, Nicoleta Ciobanu, is now a ICAEW Champion.

PLANNED OUR FIRST IMPACT BEYOND BUSINESS EVENT

Bringing together likeminded, planet-powered professionals for a Net Zero Roundtable, opening up the conversation that's on everyone's minds.

PHISHING ATTACK

Unfortunately, we were victim to a phishing attack, causing a security breach. Immediate compulsory training was put in place for all employees to ensure this doesn't happen again.

ENERGY PROVIDER BREACH OF CONTRACT

We pride ourselves on using 100% renewable energy and have signed only renewable energy contracts. Unfortunately, our previous supplier breached this contract and, without our knowledge, provided us with non-renewable energy for 8 months. As soon as we discovered this we switched to a more trustworthy provider and purchased carbon offsets to mitigate this.



AMENDED NET ZERO TARGET

We were keen, but maybe a little too keen and went a bit ambitious with our Net Zero target before checking the science first. Now we are working to submit science-based targets.

POOR ENGAGEMENT WITH SUPPLIERS

Only 21% of our suppliers had signed our Code of Conduct by the end of FY23. We sent our carbon footprint assessment out, too, and even less responded, with many saying they didn't measure their emissions.

LATE TO THE PARTY

In an ideal world, we would have published this FY23 Impact Report a while ago. But, things popped up, and we'll be more punctual for FY24.

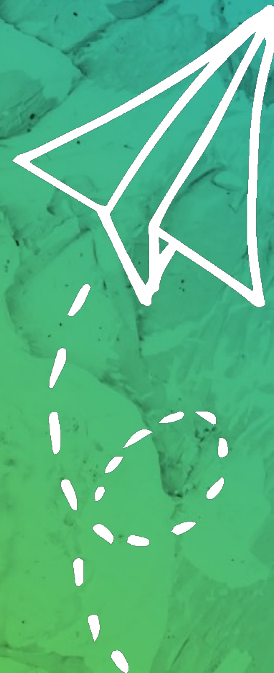
OUR SUCCESS METRICS

METRIC	FY23	DESCRIPTION
REVENUE	£52,778,938	Total earned revenue of the group before equity accounting.
B CORP SCORE	84.3	The B Impact Assessment score measures a company's social and environmental performance. Projected FY24 score: 97.9.
CP'ERS HAPPINESS	7.9	Each week, our Hive survey asks our people to rate their week out of 10 and let us know what made it great, or what could be improved.
CLIENTS' HAPPINESS	+68	The Net Promoter Score (NPS) measures clients' loyalty and satisfaction levels from -100 to +100. CP's score is deemed 'world-class.'

APPENDIX

THE FINER DETAILS

CARBON INVENTORY FY23



CARBON INVENTORY FY23

Protocol applied	Greenhouse Gas Protocol, a Corporate Accounting and Reporting Standard (revised edition, 2004); and Corporate Value Chain (Scope 3) Standard
Baseline year	FY20 (01/05/19 - 30/04/20)
Reporting Period	FY23 (01/05/22 - 30/04/2023)
Report frequency	Annually
Consolidation approach	Operational control
Boundary Summary	All entities and all facilities either owned or under the operational control of Cooper Parry Group
Materiality threshold	A materiality threshold was set at a consolidated level at 5% for Scopes 1, 2, and 3
Intensity Ratio	Emissions per Full Time Equivalent (FTE)
Reporting method	Both market based and location based
Emission factors data sources	<p>We have measured and reported our greenhouse gas emissions using the following guidelines, protocols and conversion factors:</p> <ol style="list-style-type: none"> 1. <i>HM Government, Environmental Reporting Guidelines: including streamlines energy and carbon reporting, March 2019</i> 2. <i>WRI / WBSCD The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)</i> 3. <i>WRI / WBSCD The Greenhouse Gas Protocol: Corporate Value Chain (Scope 3) Accounting and Reporting Standard, September 2011</i> 4. <i>WRI/WBSCD The Greenhouse Gas Protocol: Scope 2 Guidance, An Amendment to the GHG Protocol Corporate Standard, 2015</i> 5. <i>UK Government Conversion Factors for Company Reporting (Year 2022, Expiry 08/06/2023, Version 2.0) - DBEIS/ DEFRA</i> 6. <i>UK Government Conversion Factors for Company Reporting (Year 2023, Expiry 10/06/2024, Version 1.1) - DBEIS/ DEFRA</i> 7. <i>Supply Chain GHG Emission Factors for US Commodities and Industries v1.1</i> 8. <i>LCA Factors : proprietary information</i>

Cooper Parry reported on carbon emissions in line with the GHG Protocol classifications as follows:

SCOPE 1		
Source	Description	
Owned vehicle fleet (internal combustion engine)	Carbon emissions associated with the fuel consumption by the CP's owned vehicle fleet.	During FY20 (baseline year) fleet comprised of 7 vans used by the IT team during May-Sep 2019, after which they were disposed of. Fuel consumption data is compiled through fuel cards invoices on annual basis. Emission factors are applied to the data and updated annually to reflect the latest guidance and factors published by BEIS. There are no estimations for this data. There are no exclusions for this data.
Fugitive emissions	Carbon emissions associated with the intentional or unintentional releases of gases.	FY23 tCO2e change to baseline is related to one recorded leak of R410A refrigerant in our HVAC system. This has since been repaired and recharged back into the system. There are no estimations for this data. There are no exclusions for this data.

SCOPE 2		
Reported metric	Definition and scope	Methodology and any applicable estimations
Electricity		<p>Electricity consumption data is obtained in the following priority:</p> <ol style="list-style-type: none"> 1. Automatic Meter Readers (AMR) which take readings of consumption data on a repeated, periodic basis 2. Manual meter readings taken by local building management teams 3. Consumption data as provided by utility providers / landlords. This is a lower priority as utility billing often considers significant estimations if Cooper Parry is not the sole occupant of measured building. <p>Where Cooper Parry has offices where we do not have sole-occupancy and where sub-metering is not in place, electricity consumption will be apportioned based on the occupied floor area over the total floor area OR estimated by direct comparison to a similar space where we have meter readings.</p> <p>To convert the consumption data into emissions, two methods are used:</p> <ol style="list-style-type: none"> 1. The location-based method involves using an average emission factor that relates to the UK grid from which electricity is drawn. Emission factors are applied to the data and updated annually to reflect the latest guidance and factors published by BEIS. 2. The market-based method involves deriving emission factors from contractual instruments, which include any type of contract between two parties for the sale and purchase of energy bundled with attributes about energy generation, or for unbundled attribute claims. This can include energy attribute certificates , direct contracts and supplier-specific emission rates. <p>Consumption data is combined with details on amount of renewable energy or supplier specific energy purchased. Where any renewable energy is purchased, an emission factor of zero is applied to this portion of electricity. The remaining non-renewable electricity will have the UK BEIS factor applied.</p> <p>There are no exclusions for this data.</p>

SCOPE 3		
Reported metric	Definition and scope	Methodology and any applicable estimations
Purchased Goods and Services Capital Goods	<p>Emissions associated with purchased (capital) goods and services not otherwise included in the other categories of upstream scope 3 emissions.</p>	<p>Estimation of emissions for (capital) goods and services and services by collecting data on the economic value of goods and services purchased and multiplying it - by the relevant industry average emissions factors.</p> <p>Exclusions: we have not included the bottom 5% of purchases as they are immaterial in value by total and trivial individually.</p>
Fuel and energy related activities	<p>Emissions related to the energy purchased and consumed in the reporting year that are not included in scope 1 or scope 2.</p>	<p>Figures have been restated for FY20 and FY22 as we have improved our data collection. There are no estimations and no exclusions for this data.</p>
Waste Generated in Operations	<p>Emissions to third-party disposal and treatment of waste generated in our owned or controlled operations in the reporting year. This category includes emissions from disposal of both solid waste and wastewater.</p>	<p>FY20 & FY22 only included waste related to water. FY23 is the first year we have attempted to calculate solid waste categories as follows: general waste, dry mixed recycling and recycling of confidential paper waste and WEE equipment. Data includes estimations and excludes serviced offices.</p>
Reimbursed vehicle distance / fuel used	<p>Emissions associated with employee reimbursed vehicle distances travelled / fuel cards usage.</p>	<p>Reimbursed vehicle data is collated through the expense system. Employees will submit an expense claim that will contain details of the mileage and type of car (fuel type and engine size). Reimbursement is provided as a fixed cost per mile as per the cited vehicle type.</p> <p>For expenses claimed through fuel cards, the total usage of fuel is pro-rata based on the business use % and calculated against emission factors per type of fuel used.</p> <p>Emission factors are applied to the data and updated annually to reflect the latest guidance and factors published by BEIS (UK).</p> <p>There are no exclusions for this metric.</p>
Train and air travel	<p>Emissions associated with employee train and air travel.</p>	<p>For FY20 and FY22 we do not account for and report on business travel by train or air if Cooper Parry Travel business partner did not make the travel arrangements because we don't have yet an efficient method of capturing this information. During FY23 we have improved our data collection method and are able to calculate air travel for bookings not made through the travel partner. We anticipate expanding our inventory to include rail travel not booked through travel partner so our reporting will be more complete.</p> <p>Calculation for flights include radiative forcing and WTT values as per BEIS emission factors.</p>

SCOPE 3 (cont)

Reported metric	Definition and scope	Methodology and any applicable estimations
Taxi	Emissions associated with employee taxi journeys.	We do not account for and report on taxi travel because we don't have yet an efficient method of capturing this information. However we anticipate expanding our inventory to include this category so our reporting will be more complete.
Hotel stays	Emissions associated with employee hotel stays.	<p>We have two sources for hotel stays: internal expense system and hotel bookings made from our travel partner. The internal expense system does not include number of nights, but just the £ spent. We have therefore assumed an average price for night and calculated emissions based on this assumption and using BEIS data.</p> <p>In respect of travel partner data, we have used the data as provided by our travel partner, calculated in line with DEFRA methodology.</p>
WTT	Well to tank or 'WTT' factors account for the emissions associated with extracting, refining, and transportation of raw fuel to the vehicle, asset or process under scrutiny.	<p>Follows the same methodology as per the respective reported metric.</p> <p>Emission factors are applied to the data and updated annually to reflect the latest guidance and factors published by BEIS (UK).</p>
Employee commuting	Emissions associated with transportation of employees between their homes and their worksites. We have voluntarily chosen to include emissions from teleworking (ie employees working remotely) in this category.	<p>FY23 is the first year we have included employee commuting. Average-data method has been used.</p> <p>There are no exclusions for this data.</p>
Upstream leased assets - electricity	Emissions associated with the purchase of electricity for our serviced offices.	<p>Figures have been restated for FY20 and FY22 as we have improved our data collection. There are no estimations and no exclusions for this data.</p>

GHG emissions data for Cooper Parry LLP		tCO2e			Change from baseline		Change to baseline notes
EMISSIONS	FY20 (Baseline year)	FY22	FY23	tCO2e	%		
Scope 1	Owned fleet	23	0.0	0.0	-23	-100%	We have continued applying the policy to have no owned fleet.
	Fugitive emissions	0	0	94	94	100%	FY23 tCO2e change to baseline is related to one recorded leak of R410A refrigerant in our HVAC system. This has since been repaired and recharged back into the system.
	Scope 1 total tCO2e	23.3	0.0	94.0	70.7	303%	
	Scope 1 total per FTE	0.1	0.0	0.2	0.1	160%	
Scope 2	Electricity (location-based)*	145	90.0	77	-68	-47%	The reduction in FY23 is driven by efficiencies implemented at our Sky View Office, choice of more energy efficient serviced offices and flexible working policies (including the trial of '100-80-100' - our equivalent of 4 day working week) which leads to a reduction of employees working from the office.
	Electricity (market-based)*	20	13	89	69	356%	In FY23 we have made great strides in data collection for our serviced offices and have also ensured supply of renewable energy at all of our serviced offices. The change to baseline for market-based has increased considerable unfortunately due to a challenge we have encountered in regards to the supply of renewable energy at our Sky View office (our HQ). Although we have contracted a renewable energy supply, our supplier has breached contract and has provided non-renewable for the period 10th Oct 22 - 22nd June 2023. Upon discovery of the breach of contract we have terminated and have chosen a trustworthy supplier of renewable energy going forward. However this resulted in 44.7 tCO2e Scope 2 additional emissions. Although our policy overall is not to offset at this stage in our decarbonisation journey, we have chosen to do so to rectify this error only. In this respect we have purchased 57 tonnes of CO2 offsets.
	Scope 2 total tCO2e (location-based)	145	90	77	-68	-47%	
	Scope 2 total per FTE (location-based)	0.4	0.2	0.1	-0.3	-66%	

GHG emissions data for Cooper Parry LLP		tCO ₂ e			Change from baseline		Change to baseline notes
EMISSIONS	FY20 (Baseline year)	FY22	FY23	tCO ₂ e	%		
Scope 3							
Purchased Goods and Services (PG&S)	Not quantified	Not quantified	861				FY23 is the first year we have included PG&S. We have used the spend-based method across all purchases although attempts have been made for a hybrid approach. Going forward we aim to liaise with top suppliers in order to collect supplier-specific data.
Capital Goods	Not quantified	Not quantified	6				FY23 is the first year we have included Capital Goods. We have used the spent-based method across all purchases although attempts have been made for a hybrid approach. Going forward we aim to liaise with our top suppliers in order to collect supplier-specific data.
Fuel and energy related activities*	3	2	17	15	486%		Please see comment in Scope 2 Electricity (market-based).
Upstream transportation & distribution	Not quantified	Not quantified	Included in PG&S				Included in PG&S.
Waste generated in operations	1	0	13				FY20 & FY22 only included waste related to water. FY23 is the first year we have included solid waste categories as follows: general waste, dry mixed recycling and recycling of confidential paper waste and WEE equipment. Data includes estimations and excludes serviced offices as it's included in PG&S.
Business Travel (includes WTT emissions)	374	163	288	-86	-23%		For FY20 and FY22, any business travel by train or air if Cooper Parry Travel business partner did not make the travel arrangements has been calculated via invoices from zetadocs.
Travel by road	278	147	210	-68	-25%		We do not account for and report on business travel by taxi because we do not yet have an efficient method of capturing this information yet. However we anticipate expanding our inventory to include this category for our reporting to be complete.
Travel by rail	14	2	5	-8	-62%		We do not account for and report on business travel by train if Cooper Parry Travel business partner did not make the travel arrangements because we don't have yet an efficient method of capturing this information. We anticipate expanding our inventory to include rail travel not booked through travel partner so our reporting will be more complete.

CONTINUED... 

GHG emissions data for Cooper Parry LLP		tCO2e			Change from baseline		Change to baseline notes
EMISSIONS	FY20 (Baseline year)	FY22	FY23	tCO2e	%		
Scope 3	Travel by air	60	9	51	-9	-16%	In FY20 and FY22 we have not accounted for and reported on business travel by air if Cooper Parry Travel business partner did not make the travel arrangements because we didn't have an efficient method of capturing this information. In FY23 we have included all air travel. Therefore the YoY movement is due to this year having a dataset.
	Hotel stays	21	5	22	0	2%	There are no exclusions for this data.
	Employee commuting	Not quantified	Not quantified	94			FY23 is the first year we have included employee commuting. Average-data method has been used. There are no exclusions for this data.
	Upstream leased assets: electricity*	7	2	-	-7	-100%	Related to electricity used in serviced offices.
	Downstream transportation & distribution	Not applicable	Not applicable	Not applicable			We do not transport or distribute physical products.
	Processing of sold products	Not applicable	Not applicable	Not applicable			Not relevant - we do not sell physical products.
	Use of sold products or services	Not quantified	Not quantified	Not applicable			We have not tried to quantify these emissions yet.
	End-of-life treatment of sold products	Not applicable	Not applicable	Not applicable			Not relevant - we do not sell physical products.
	Downstream leased assets	Not applicable	Not applicable	Not applicable			Not relevant - we do not own assets that are leased to other entities.
	Franchises	Not applicable	Not applicable	Not applicable			Not relevant - we do not operate franchises.
	Investments	Not applicable	Not applicable	Not applicable			Not relevant - we have no applicable investments.
	Scope 3 total tCO2e	418	197	1280	862	206%	Total figures are higher than baseline due to FY23 extending our scope to include PG&S, Capital Goods, Solid Waste, Leased Assets and Employee Commuting. The increase in scope is responsible for a total increase of 1,097 tCO2e. Therefore if comparing like for like (ie removing the increase in scope) we have reduced 115 tCO2e from baseline (27.5%).
	Scope 3 Business Travel by FTE	1.1	0.4	0.5	-0.5	-50%	
	Scope 3 total per FTE	1.2	0.5	2.3	1.2	97%	See above for increase explanation.

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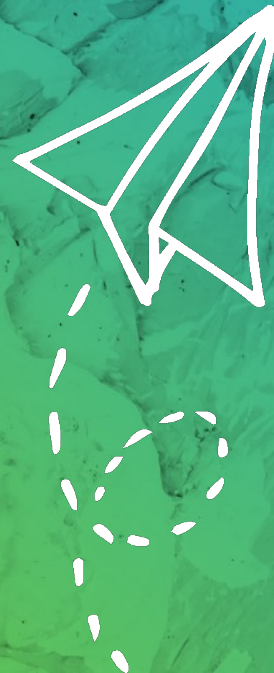
GHG emissions data for Cooper Parry LLP		tCO2e			Change from baseline		Change to baseline notes
EMISSIONS	FY20 (Baseline year)	FY22	FY23	tCO2e	%		
Total Gross GHG emissions tCO2e	586	287	1450	862	147%	See above for increase explanation.	
Certified Emission Reductions (CERs)	0	0	-57	-57	100%	As a policy Cooper Parry has chosen not to offset at this stage but rather continue to invest in decarbonisation measures. However, in order to counteract the increase in use of non-renewable energy due supplier issues (Please see note in Scope 2 electricity market-based) we have taken the decision to offset in respect of this issue only. The supplier has since been changed and our HQ office is now again a 100% renewable energy office.	
Total Net emissions tCO2e	586	287	1393	805			
Total net GHG emissions per FTE	1.7	0.5	2.6	0.9	53%	See above for increase explanation	

*Restated figures

APPENDIX

THE FINER DETAILS

WEF REPORT



WEF REPORT - Core metrics

✓ Full disclosure

✓ Partial disclosure

GOVERNANCE		
WEF INDICATOR	COOPER PARRY	DISCLOSED
GOVERNING PURPOSE		
SETTING PURPOSE The company has a stated purpose, as the expression of the means by which a business proposes solutions to the economic, environmental and social issues. Corporate purpose should create value for all stakeholders, including shareholders.	See 'Welcome' (page 3) and 'Our values' (page 7)	✓
QUALITY OF GOVERNING BODY		
GOVERNING BODY COMPOSITION Composition of the highest governance body and its committees by: competencies relating to economic, environmental, and social topics; executive or non-executive; independence; tenure on the governance body; number of each individual's other significant positions and commitments, and the nature of the commitments; gender; membership of under-represented social groups; stakeholder representation.	See "Who's at the helm" (page 24)	✓
STAKEHOLDER ENGAGEMENT		
MATERIAL ISSUES IMPACTING STAKEHOLDER A list of the topics that are material to key stakeholders and the company, how the topics were identified, and how the stakeholders were engaged.	See "Impact areas" (pages 10-22)	✓
ETHICAL BEHAVIOUR		
ANTI-CORRUPTION Total percentage of governance body members, employees and business partners who have received training on the organisation's anti-corruption policies and procedures, broken down by region.	All employees (including our board members) are trained on anti-corruption policies and procedures. All our tier one supply chain received information on our anti-corruption policies across all regions. CP also provides all employees with annual or on-going training in independence matters. All employees are required to complete a monthly compliance confirmation, whereby they confirm their compliance with relevant aspects of the firm's independence policy, including their own personal independence.	✓
(a) Total number and nature of incidents of corruption confirmed during the current year but related to previous years (b) Total number and nature of incidents of corruption confirmed during the current year, related to this year Total percentage of governance body members, employees and business partners who have received training on the organisation's anti-corruption policies and procedures, broken down by region.	Zero	✓

WEF INDICATOR	COOPER PARRY	DISCLOSED
Discussion of initiatives and stakeholder engagement to improve the broader operating environment and culture, in order to combat corruption	The firm maintains the highest standards of conduct and ethical behaviour. Our employees are aware of the actions and behaviours that are expected of them when representing the firm. We have clear employment policies and procedures in place which everyone is required to comply with. As a Regulated Firm we comply with ICAEW, HMRC and FCA Regulations, and our teams are fully aware of their professional bodies' requirements. We offer regular compliance updates from internal and external sources to ensure that our knowledge remains current.	✓
A DESCRIPTION OF INTERNAL AND EXTERNAL MECHANISMS FOR Seeking advice about ethical and lawful behaviour and organisational integrity.	We are an ICAEW member firm, therefore we adhere to ICAEW Code of Ethics and rely on them as a source of advice where necessary.	✓
Reporting concerns about unethical or lawful behaviour and organisational integrity.	The firm encourages all employees, partners and contractors to report any concerns they have around the conduct of others in the business and any wrongdoings they witness or suspect. Our teams can make a confidential disclosure via our Whistleblowing helpline. The helpline is managed externally via our Employee Assistance Programme. All reports are made anonymously and remain confidential. Our Whistleblowing policy gives further information.	✓
RISK AND OPPORTUNITY OVERSIGHT		
INTEGRATING RISK AND OPPORTUNITY INTO BUSINESS PROCESS Company risk factor and opportunity disclosures that clearly identify the principal material risks and opportunities facing the company specifically (as opposed to generic sector risks), the company appetite in respect of these risks, how these risks and opportunities have moved over time and the response to those changes. These opportunities and risks should integrate material economic, environmental, and social issues, including climate change and data stewardship.	We conduct annually a review of the effectiveness of the firm's internal processes. This covers all material processes such as financial, operational, compliance and risk management. During the year we have reviewed the principal risks and opportunities facing the firm, including those that would threaten the firm's business model, future performance, solvency or liquidity, and included considerations in respect of ESG. Our principal risks and uncertainties are disclosed as part of our Annual Accounts, available at Companies House.	✓

PLANET

WEF INDICATOR	COOPER PARRY	DISCLOSED
<p>GREENHOUSE GAS EMISSIONS</p> <p>For all relevant greenhouse gases (e.g. carbon dioxide, methane, nitrous oxide, F-gases etc.), report in metric tonnes of carbon dioxide equivalent (tCO2e): GHG Protocol Scope 1.</p>	<p>See “Carbon Emissions” (page 14)</p>	<p>✓</p>
<p>For all relevant greenhouse gases (e.g. carbon dioxide, methane, nitrous oxide, F-gases etc.), report in metric tonnes of carbon dioxide equivalent (tCO2e): GHG Protocol Scope 2.</p>	<p>See “Carbon Emissions” (page 14)</p>	<p>✓</p>
<p>Estimate and report material upstream and downstream (GHG Protocol Scope 3) emissions where appropriate.</p>	<p>See “Carbon Emissions” (page 14)</p>	<p>✓</p>
<p>TCFD IMPLEMENTATION</p> <p>Fully implement the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). If necessary, disclose a timeline of at most three years for full implementation. Disclose whether you have set, or have committed to set, GHG emissions targets that are in line with the goals of the Paris Agreement – to limit global warming to well-below 2°C above pre-industrial levels and pursue efforts to limit warming to 1.5°C – and to achieve net-zero emissions before 2050.</p>	<p>We don’t currently align our reporting to include the TCFD recommendations. We are however reviewing the feasibility for us to voluntarily report to the TCFD reporting framework in future.</p> <p>We have committed to set science based near-term and long term target and expect to submit to SBTi during calendar year 2024.</p>	<p>✓</p>
<p>FRESH WATER AVAILABILITY</p>		
<p>WATER CONSUMPTION AND WITHDRAWAL IN WATER STRESSED AREAS</p> <p>Report for operations where material, mega litres of water withdrawn, mega litres of water consumed and the percentage of each in regions with high or extremely high baseline water stress according to WRI Aqueduct water risk atlas tool.</p> <p>Estimate and report the same information for the full value chain (upstream and downstream) where appropriate.</p>	<p>This disclosure is not relevant for us because the sites we own or lease are not located in a water-stressed area.</p>	<p>✓</p>
<p>NATURE LOSS</p>		
<p>LAND USE AND ECOLOGICAL SENSITIVITY</p> <p>Report the number and area (in hectares) of sites owned, leased or managed in or adjacent to protected areas and/or key biodiversity areas (KBA).</p>	<p>This disclosure is not relevant for us because the sites we own are not located in or adjacent to protected areas and/or key biodiversity areas.</p>	<p>✓</p>

PEOPLE

WEF INDICATOR	COOPER PARRY	DISCLOSED
DIGNITY AND EQUALITY		
<p>DIVERSITY AND INCLUSION (%)</p> <p>Percentage of employees per employee category, per age group, gender and other indicators of diversity (e.g. ethnicity).</p>	See “Workers” (page 20)	✓
<p>PAY EQUALITY</p> <p>Ratio of the basic salary and remuneration for each employee category by significant locations of operation for priority areas of equality: women to men; minor to major ethnic groups; and other relevant equality areas.</p>	The firm does not have a gender or ethnicity pay gap, and we have more females than males in management and senior management roles. On top of that, our new and improved maternity/paternity policy and flexible working mean there's never been a better time to be a parent at CP.	✓
<p>WAGE LEVEL (%)</p> <p>Ratios of standard entry-level wage by gender compared to local minimum wage. Ratio of CEO's total annual compensation to median total annual compensation of all employees (excluding the CEO).</p>	All our employees are paid at least the equivalent of a family living wage, which has been verified by B Lab UK as part of our B Corp certification. For more information on the methodology of establishing living wage rates, please see: www.livingwage.org.uk	✓
<p>RISK FOR INCIDENTS OF CHILD, FORCED OR COMPULSORY LABOUR</p> <p>An explanation of the operations and suppliers considered to have significant risk for incidents of child labour, forced or compulsory labour. Such risks could emerge in relation to type of operation (such as manufacturing plant) and type of supplier; or countries or geographic areas with operations and suppliers considered at risk.</p>	All of our tier 1 supply chain sign our Code of Conduct. By signing the Code of Conduct, our suppliers have agreed to comply with all applicable human rights and equality laws and laws prohibiting slavery and human trafficking. This includes specifically to prohibit and refrain from child labour and any kind of forced or involuntary labour within supplier organisations.	✓
HEALTH AND WELLBEING		
<p>HEALTH AND SAFETY</p> <p>The number and rate of fatalities as a result of work-related injury; high-consequence work-related injuries (excluding fatalities); recordable work-related injuries, main types of work-related injury; and the number of hours worked GRI:2018 403 – 6 (a).</p>	The health and wellbeing of our employees is one of our top priorities. We track statistics on Occupational Health and Safety and there have been 0 fatalities or high-consequence work-related injuries.	✓
<p>An explanation of how the organisation facilitates workers' access to non-occupational medical and healthcare services and the scope of access provided for employees and workers.</p>	All of our employees have access to disability coverage, life insurance and private supplemental health insurance.	✓

WEF INDICATOR	COOPER PARRY	DISCLOSED
SKILLS FOR THE FUTURE		
<p>TRAINING PROVIDED</p> <p>Average hours of training per person that the organisation's employees have undertaken during the reporting period, by gender and employee category (total number of trainings provided to employees divided by the number of employees).</p>	<p>Learning and development is one of our top priorities for our employees. It is the basis of maintaining an engaged workforce that solves important problems for our clients, whilst allowing us to create shared value in society.</p> <p>On average we offer over 7 days per person/year of paid professional development, which has been verified by B Lab UK as part of our B Corp certification. This is not monitored by gender or band as it is made available to all employees without prejudice.</p>	<p>✓</p>
<p>Average training and development expenditure per full time employee.</p>	<p>Total external training expenditure £267,298 resulting in an average spend of £490 per full time employee.</p>	<p>✓</p>
PROSPERITY		
COMMUNITY AND SOCIAL VITALITY		
<p>TOTAL TAX PAID</p> <p>The total global tax borne by the company, including corporate income taxes, property taxes, non-creditable VAT and other sales taxes, employer-paid payroll taxes and other taxes that constitute costs to the company, by category of taxes.</p>	<p>Corporation tax: £2.5m Disallowable VAT: £0.3m National insurance: £2.7m PAYE settlement agreement: £0.1m Total taxes: £5.6m</p>	<p>✓</p>
EMPLOYMENT AND WEALTH GENERATION		
<p>ABSOLUTE NUMBER AND RATE OF EMPLOYMENT</p> <p>Total number and rate of new employee hires during the reporting period, by age group, gender, other indicators of diversity and region.</p>	<p>New starters: 311 (60.3%)</p> <p>By gender Male: 182 (35.3%) Female: 129 (25%)</p> <p>By age group 18-25: 125 (24.3%) 26-30: 77 (15%) 31-40: 76 (14.8%) 41-50: 27 (5.2%) 51-60: 6 (1.2%)</p>	<p>✓</p>





WEF INDICATOR	COOPER PARRY	DISCLOSED
<p>Total number and rate of employee turnover during the reporting period, by age group, gender, other indicators of diversity and region</p>	<p>Total leavers: 96 (18.64%)</p> <p>By gender Male: 43 (8.3%) Female: 53 (10.3%)</p> <p>By age group 18-25: 29 (5.6%) 26-30: 28 (5.4%) 31-40: 24 (4.7%) 41-50: 10 (1.9%) 51-60: 5 (1%)</p>	<p>✓</p>
<p>ECONOMIC CONTRIBUTION</p> <p>Direct economic value generated and distributed (EVG&D) – on an accrual basis, covering the basic components for the organization’s global operations, ideally split out by: EVG&D can provide a valuable snapshot of the direct monetary value added to local economies through generation of products and services, servicing of capital, payment of wages, taxes and community investment, while the significant financial assistance received from government, when compared with separate disclosures on taxes, can be useful for developing a more balanced and transparent snapshot of the balance of transactions between the company and government.</p> <p>Revenue Operating costs Employee wages and benefits Payments to providers of capital Payments to government Community investment Financial assistance received from the government - Total monetary value of financial assistance received by the organisation from any government during the reporting period.</p>	<p>The smallest and largest group in which the financial results demonstrating economic contribution are consolidated in is headed by Project Rebelution Topco Limited. Copies of consolidated group financial statements can be obtained from Companies House, Crown way, Cardiff, CF14 3 UZ.</p>	<p>✓</p>
<p>FINANCIAL INVESTMENT CONTRIBUTION DISCLOSURE</p> <p>Total capital expenditures (CapEx) – Depreciation supported by narrative to describe the company’s investment strategy.</p> <p>Share buybacks + Dividend payments supported by narrative to describe the company’s strategy for returns of capital to shareholders.</p>	<p>As a professional services firm, we do not consider our impact to be material in this area.</p>	<p>✓</p>
<p>INNOVATION IN BETTER PRODUCTS AND SERVICES</p>		
<p>TOTAL R&D EXPENSES</p> <p>Total costs related to research and development.</p>	<p>As a professional services firm, we do not consider our impact to be material in this area.</p>	<p>✓</p>

WEF - Expanded metrics and disclosure

✓ Full disclosure

✓ Partial disclosure

GOVERNANCE		
WEF INDICATOR	COOPER PARRY	DISCLOSED
GOVERNING PURPOSE		
PURPOSE-LED MANAGEMENT How the company's stated purpose is embedded in company strategies, policies and goals.	See "Impact Beyond Business Hub" (page 23)	✓
QUALITY OF GOVERNING BODY		
PROGRESS AGAINST STRATEGIC MILESTONES Disclosure of the material strategic economic, environmental, and social milestones expected to be achieved in the following year, such milestones achieved from the previous year, and how those milestones are expected to or have contributed to long-term value.	See "Our Success Metrics" (page 27)	✓
REMUNERATION How performance criteria in the remuneration policies relate to the highest governance body's and senior executives' objectives for economic, environmental and social topics, as connected to the company's stated purpose, strategy, and long-term value Remuneration policies for the highest governance body and senior executives for the following types of remuneration: Fixed pay and variable pay, including performance-based pay, equity-based pay, bonuses, and deferred or vested shares Sign-on bonuses or recruitment incentive payments Termination payments Clawbacks Retirement benefits, including the difference between benefit schemes and contribution rates for the highest governance body, senior executives, and all other employees	Cooper Parry has a remuneration committee that determines the pay of the Board (the highest Governing body of Cooper Parry), Executive team and Partners within Cooper Parry. Performance is taken into consideration and for the Board, depending on role, is measured against the achievements of the 3 year vision which includes economic, environmental and social topics.	✓

WEF INDICATOR	COOPER PARRY	DISCLOSED
ETHICAL BEHAVIOUR		
<p>ALIGNMENT OF STRATEGY AND POLICIES TO LOBBYING</p> <p>The significant issues that are the focus of the company’s participation in public policy development and lobbying; the company’s strategy relevant to these areas of focus; and any differences between its lobbying positions, purpose, and any stated policies, goals, or other public positions.</p>	<p>Cooper Parry participates in public policy development in a variety of ways which are intended to complement our purpose. These include active participation in, for example:</p> <ul style="list-style-type: none"> - Regulatory and other standard setter consultations and comments on exposure drafts and draft regulations and standards - Forums for bringing stakeholders together to make progress on issues of importance to society such as the Impact Beyond Business Forum - Development of a wide variety of thought leadership - Signatory of Better Business Act, group that aims to change the UK Law to ensure every company in the UK aligns their interests with those of wider society and the environment. In order to lead by example, we have amended our Articles of Association by including a commitment to a ‘triple bottom line’ approach to business. 	
<p>MONETARY LOSSES FROM UNETHICAL BEHAVIOUR</p> <p>Total amount of monetary losses as a result of legal proceedings associated with: fraud, insider trading, anti-trust, anti-competitive behaviour, market manipulation, malpractice, or violations of other related industry laws or regulations.</p>	<p>Zero.</p>	
RISK AND OPPORTUNITY OVERSIGHT		
<p>ECONOMIC, ENVIRONMENTAL, AND SOCIAL TOPICS IN CAPITAL ALLOCATION FRAMEWORK</p> <p>How the highest governance body considers economic, environmental, and social issues when overseeing major capital allocation decisions, such as expenditures, acquisitions and divestures.</p>	<p>The Board reviews key performance indicators on the company’s social and environmental performance in relation to all decisions including all capital investments and disinvestments.</p>	
PLANET		
CLIMATE CHANGE		
<p>PARIS-ALIGNED GHG EMISSIONS TARGETS</p> <p>Define and report progress against time-bound science-based GHG emissions targets that are in line with the goals of the Paris Agreement – to limit global warming to well-below 2°C above pre-industrial levels and pursue efforts to limit warming to 1.5°C. This should include defining a date before 2050 by which you will achieve net-zero greenhouse gas emissions and interim reduction targets based on the methodologies provided by the Science Based Targets initiative if applicable.</p> <p>If an alternative approach is taken, disclose the methodology used to calculate the targets and the basis on which they deliver on the goals of the Paris Agreement.</p>	<p>We have committed to set science based near-term and long term target and expect to submit to SBTi during calendar year 2024.</p>	

WEF INDICATOR	COOPER PARRY	DISCLOSED
<p>IMPACT OF GREENHOUSE GAS EMISSIONS</p> <p>Report wherever material along the value chain (GHG protocol scopes 1,2&3), the valued societal impact of greenhouse gas emissions.</p> <p>Disclose the estimate of the social/societal cost of carbon used and the source or basis for this estimate.</p>	<p>Since there is no standard market price for carbon, (nor a standardised measure of the impact of carbon) there is therefore an inherent challenge in quantifying the valued impact of GHG emissions.</p> <p>Nonetheless we have calculated an estimated impact based on our total gross direct and indirect reported GHG emissions using the UK ETS carbon price for the scheme year beginning 1 January 2022. Based on this methodology Cooper Parry's cost of carbon is £76,224 (i.e. 1,450 t CO2e multiplied by UK ETS Authority carbon price for scheme year beginning 1 January 2022 of £52.66 per tCO2e).</p>	<p>✓</p>
AIR POLLUTION		
<p>IMPACT OF AIR POLLUTION</p> <p>Report wherever material along the value chain, the valued impact of air pollution, including nitrogen oxides (NOx), sulfur oxides (SOx), particulate matter and other significant air emissions.</p> <p>Wherever possible, estimate the proportion of specified emissions that occur in or adjacent to urban/densely populated areas.</p>	<p>As a professional services firm, we do not consider our impact to be material in these areas.</p>	<p>✓</p>
FRESH WATER AVAILABILITY		
<p>IMPACT OF FRESHWATER CONSUMPTION AND WITHDRAWAL</p> <p>Report wherever material along the value chain, the valued societal impact of freshwater consumption and withdrawal.</p>	<p>As a professional services firm, most of our water use is limited to operating our offices in the UK so our water consumption is not considered material. However, all of our offices have water efficiency measures in place to reduce their consumption where possible.</p>	<p>✓</p>
NATURE LOSS		
<p>LAND USE AND ECOLOGICAL SENSITIVITY</p> <p>For operations (if applicable) and full supply chain (if material):</p> <ol style="list-style-type: none"> 1. Area of land used for the production of basic plant, animal or mineral commodities (e.g. the area of land used for forestry, agriculture or mining activities). 2. Year-on-year change in the area of land used for the production of basic plant, animal or mineral commodities. Note: Supply-chain figures can initially be estimated where necessary based on the mass of each commodity used and the average mass produced per unit of land in different sourcing locations. 3. Percentage of land area in (1) or of total plant, animal and mineral commodity inputs by mass or cost, covered by a sustainability certification standard or formalised sustainable management programme. Disclose the certification standards or description of sustainable management programmes along with the percentage of total land area, mass or cost covered by each certification standard / programme. 	<p>Our offices are leased sites and are not situated in or close to protected and/or key biodiversity areas, therefore not applicable.</p> <p>Majority of our supply chain is related to UK services therefore we do not expect any material impact in respect of land use and ecological sensitivity in our supply chain.</p>	<p>✓</p>

WEF INDICATOR	COOPER PARRY	DISCLOSED
<p>IMPACT OF LAND USE AND CONVERSIONS</p> <p>Report wherever material along the value chain, the valued societal impact of use of land and conversion of ecosystems.</p>	<p>Majority of our supply chain is related to UK services therefore we do not expect any material impact in respect of this area.</p>	<p>✓</p>
SOLID WASTE*		
<p>SINGLE USE PLASTICS</p> <p>Report for the full value chain, estimated metric tonnes of single-use plastic consumed.</p> <p>Disclose the most significant applications of single use plastic identified, the quantification approach used and the definition of “single-use plastic” adopted.</p>	<p>As a professional services firm, we do not consider our impact to be material in this area.</p>	<p>✓</p>
<p>IMPACT OF SOLID WASTE DISPOSAL</p> <p>Report wherever material along the value chain, the valued societal impact of solid waste disposal, including plastics and other waste streams.</p>	<p>As a professional services firm, we do not consider our impact to be material in this area.</p>	<p>✓</p>
WATER POLLUTION*		
<p>NUTRIENTS</p> <p>Estimate and report wherever material along the value chain, metric tonnes of nitrogen, phosphate and potassium in fertiliser consumed.</p>	<p>As a professional services firm, we do not consider our impact to be material in this area.</p>	<p>✓</p>
<p>IMPACT OF WATER POLLUTION</p> <p>Report wherever material along the value chain, the valued societal impact of water pollution, including excess nutrients, heavy metals and other toxins.</p>	<p>As a professional services firm, we do not consider our impact to be material in this area.</p>	<p>✓</p>
PEOPLE		
DIGNITY AND EQUALITY		
<p>DISCRIMINATION AND HARASSMENT</p> <p>Incidents (#) and the Total Amount of Monetary Losses (\$)</p> <p>Number of discrimination and harassment incidents, status of the incidents and actions taken and the total amount of monetary losses as a result of legal proceedings associated with (1) law violations and (2) employment discrimination.</p>	<p>Zero</p>	<p>✓</p>
<p>FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING RISK (%)</p> <p>Percentage of active workforce covered under collective bargaining agreements.</p> <p>An explanation of the assessment performed on suppliers for which the right to freedom of association and collective bargaining is at risk including measures taken by the organisation to address these risks.</p>	<p>Zero</p>	<p>✓</p>

WEF INDICATOR	COOPER PARRY	DISCLOSED
<p>HUMAN RIGHTS REVIEW, GRIEVANCE, IMPACT AND MODERN SLAVERY (#,%)</p> <p>Total number and percentage of operations that have been subject to human rights reviews or human rights impact assessments, by country.</p> <p>Number and type of grievances reported with associated impacts related to a salient human right issues in the reporting period and an explanation of impacts.</p> <p>Number and percentage of operations and suppliers considered to have significant risk for incidents of child labour, forced or compulsory labour. Such risks could emerge in relation to a) type of operation (such as manufacturing plant) and type of supplier or b) countries or geographic areas with operations and suppliers considered at risk.</p>	<p>As a professional services firm, we do not consider our impact to be material in this area.</p>	<p>✓</p>
<p>LIVING WAGE</p> <p>Current wages against the living wage for employees and contractors in states and localities where the company is operating.</p>	<p>100% of our own operations are paid at or above the Family Living Wage Rate</p>	<p>✓</p>
<p>PAY GAP (%)</p> <p>Mean pay gap of basic salary and remuneration of full-time relevant employees based on gender (women to men) and indicators of diversity (e.g. BAME to non-BAME) at a company level or by significant location of operation.</p> <p>Ratio of the annual total compensation for the organisation's highest-paid individual in each country of significant operations to the median annual total compensation for all employees (excluding the highest-paid individual) in the same country.</p>	<p>We collect information based on gender and also the highest paid ratio. However we do not yet collect information based on other indicators of diversity.</p> <p>Female average salary / Min. wage: 149.23%</p> <p>Male average salary / Min. wage: 149.13%</p> <p>Average company employee / CEO: 15.53%</p>	<p>✓</p>
HEALTH AND WELLBEING		
<p>WELL-BEING (%)</p> <p>The number and rate of fatalities as a result of work-related ill-health; recordable work-related ill-health injuries, main types of work-related injury; and the main types of work-related ill-health for all employees and workers.</p>	<p>As a professional services firm, we do not consider our impact to be material in this area.</p>	<p>✓</p>
<p>MONETISED IMPACTS OF WORK-RELATED INCIDENTS ON ORGANISATION</p> <p>By multiplying the number and type of occupational incidents by the direct costs for employees, employers per incident (including actions and/or fines from regulators, property damage, healthcare costs, compensation costs to employees).</p>	<p>As a professional services firm, we do not consider our impact to be material in this area.</p>	<p>✓</p>
SKILLS FOR THE FUTURE		
<p>NUMBER OF UNFILLED 'SKILLED' POSITIONS (#,%)</p> <p>Number of Unfilled "Skilled" positions (#)</p>	<p>As a professional services firm, we do not consider our impact to be material in this area.</p>	<p>✓</p>
<p>Percentage of Unfilled "Skilled" positions for which the company will hire unskilled candidates and train them. (%)</p>	<p>As a professional services firm, we do not consider our impact to be material in this area.</p>	<p>✓</p>

PROSPERITY

WEF INDICATOR

COOPER PARRY

DISCLOSED

COMMUNITY AND SOCIAL VITALITY

ADDITIONAL TAX REMITTED

Companies may choose to report on additional tax remitted in order to provide global information on their further contribution to governmental revenues through the total taxes they collect in their business interactions with other taxpayers and remit to governments. The support that a company provides through this function enhances the operation of tax systems and reduces the administrative burden that governments otherwise would bear in collecting these taxes.

The total additional global tax collected by the company on behalf of other taxpayers, including VAT and employee-related taxes that are remitted by the company on behalf of customers or employees, by category of taxes.

£14,471.63 in relation to national insurance for one EU based employee.



TOTAL AND ADDITIONAL TAX BREAKDOWN BY COUNTRY FOR SIGNIFICANT LOCATIONS

Total tax paid and, if reported, additional tax remitted, by country for significant locations.

All significant taxes have been paid in the UK, as follows:
 Corporation tax: £1.52m
 VAT: £5.9m
 Stamp duty: £0.06m
 National insurance: £2.5m
 PAYE settlement agreement: £0.08m
 Total taxes: £10.06m



TOTAL SOCIAL INVESTMENT (\$)

Total Social Investment (TSI) sums up a company’s resources used for “S” in ESG efforts defined by CECP Valuation Guidance.

We define social investment as all activities, alongside financial contributions, pro bono services and volunteering that we are engaging in, in order to deliver social, environmental and economic benefits to our local communities. See “Community” (page 16) for more information.



EMPLOYMENT AND WEALTH GENERATION

INFRASTRUCTURE INVESTMENTS AND SERVICES SUPPORTED

Qualitative disclosure to describe the below components:

Extent of development of significant infrastructure investments and services supported.

Current or expected impacts on communities and local economies, including positive and negative impacts where relevant.

Whether these investments and services are commercial, in-kind, or pro bono engagements.

As a professional services firm, we do not consider our impact to be material in this area.





For more information please contact
our Sustainability gurus at
esg@cooperparry.com

Certified



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