

# Environmental, Social and Governance Strategy

Newable Advice's vision  
for, and commitment to, ESG

November 2025



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# Our ESG Strategy Framework

## Our Purpose

We help businesses to grow and realise their full potential.

## Our Vision

Inclusive, sustainable growth and prosperity through business support that transforms communities, fosters diversity, and drives positive impact

## Our Priorities

1. Drive economic growth through all we do
2. Deliver sustainability for a better future
3. Operate transparently and responsibly

## Our Approach

### Environmental



Optimise our inputs

Reduce our outputs

Advocate for sustainability

### Social



To drive inclusive economic growth

To provide a great place to work for all

To positively impact communities around us

### Governance



Maintain transparency across our businesses

Operate a fair, honest and responsible supply chain

Manage future risks and opportunities responsibly

## Result

Sustainable and inclusive economic growth and prosperity

# Introduction

## Our Purpose

We help businesses to grow and realise their full potential

For four decades, we have helped thousands of businesses start, sustain, and scale their operations. Our focus on inclusive and sustainable growth motivates every decision and, as a values-driven company, we align our actions with our five core values: Dream Big, Get Going, Grow Together, Always Improve and Pass It On.

Our commitment to creating a positive impact and acting responsibly spans all our activities and markets. This Environmental, Social, and Governance (ESG) Strategy outlines our vision within Newable Advice to:

- Contribute to inclusive economic development by helping other businesses to thrive.
- Deliver sustainability for a better future.
- Operate transparently and responsibly in all that we do.

Newable is employee-owned, united by a shared culture and ESG goals. Our influence on SMEs and our unique ownership model allows us to lead by example and enhance our positive impact. We understand both the opportunities and challenges ahead, which is why we've set measurable targets to meet our commitments.

To find out more, please contact us at [esg@newable.co.uk](mailto:esg@newable.co.uk).

Best wishes,



**Malcolm Cohen**  
Managing Director  
Newable Advice





# Environmental

Our Commitment

**To deliver sustainability for a better future**

We need to limit our impact on the environment and address climate change for our clients, our company and the planet. Everyone must play their part in this and as a trusted adviser to companies, it is our responsibility to ensure the growth that we deliver is sustainable.

Under our commitment to the United Nations Sustainable Development Goals, we have identified three SDGs through which we can make the greatest contribution to the environment:



We are also committed to the Paris Agreement and its aim of limiting the increase in the global average temperature to below two degrees Celsius.



## Our Objectives

To deliver on our commitment to these goals, we have developed a comprehensive package of programmes so that we can:

1. **Optimise our inputs.**
2. **Reduce our outputs.**
3. **Advocate for sustainability.**

We have set ambitious targets to reduce our environmental footprint and we rigorously examine our policies and practices to ensure consistency across all parts of Newable Advice. For more information on our Group commitment to delivering positive environmental impact, please visit [newable.co.uk/esg/environmental](https://newable.co.uk/esg/environmental).

## Delivering on our Objectives

### 1. Optimise our inputs

**Energy:** Newable Advice pledges to reduce its energy consumption to a minimum, and to use 100% of renewable electricity by 2035, by building on measures already in place and introducing new ones. Legislation: Newable Advice pledges to comply with, or exceed, all relevant environmental legislation, regulations, and codes.

**Certification:** We intend to maintain appropriate environmental certification at all Newable Advice locations.

### 2. Reduce our outputs

**Carbon emissions:** Newable Advice aims to reach Net Zero by 2030 in our Scope 1 and Scope 2 CO2 emissions to help limit the rise of global average temperatures. We have set ourselves an ambitious target of reaching Net Zero in our Scope 3 CO2 emissions by 2035.

**Direct waste:** Newable Advice is helping to decrease waste by ensuring that the majority of its output forms part of a circular economy and it is committed to sending No Waste to Landfill by 2030.

We will achieve this by aligning our business with the principles of Refuse, Reduce, Reuse, Repurpose and Recycle but also by introducing new technology that offers us alternatives to paper and delivers increases in efficiency.

### 3. Advocate for sustainability

**Clients and partners:** Newable Advice's aim is to help businesses address the many challenges they face and, to do this, it provides the advice they need at critical points in their lifecycle.

Our unique position in the market means that we are ideally placed to influence and support businesses in making sure that their growth is sustainable, and this extends to the partners with whom we collaborate.

Under our Advice Decarbonisation initiative, our advisers are trained to support businesses on their carbon neutral and Net Zero journeys and to encourage them to incorporate sustainability into their business models. This ensures that they remain competitive in the global marketplace by focusing, for example, on the impact of climate change on customer perception of their products and its knock-on effects on employee retention.



## Environmental Summary

We believe that sustainability should be an important consideration in all our business decisions so we communicate our environmental aims clearly and encourage and support our people to align with them.

Newable Advice also embraces the opportunity to be a sustainable business leader by demonstrating to our clients, suppliers and stakeholders that a strong environmental proposition can create business value, reduce enterprise risk and ensure long-term success.

**For more information, please contact us at [esg@newable.co.uk](mailto:esg@newable.co.uk)**



## Social

Our Commitment

**To support our people and contribute to inclusive economic growth**

At Newable Advice, we help people start and scale businesses. We support founders and business leaders to access new markets and finance, develop and scale new and innovative products and services and contribute to the UN goal of prosperity for all. Newable Advice is an employee-owned, people-centric company, with a strong social focus.

In 2015, the United Nations Sustainable Development Goals (SDGs) were adopted by the 193 Member States of the United Nations in a bid to ensure prosperity for all by 2030. Business engagement with the SDGs opens business opportunities, finding shared value for the communities we all live and work in. Newable Advice works with businesses and their people to accelerate the pace, scale and impact of their work and therefore helps to deliver the UN Sustainable Development Goals.

To maximise our social impact, we are focusing on the following four SDGs where we are confident we can make the greatest contribution:



Each year, Newable Advice helps SMEs to unleash their potential, to build resilience, create impact and thrive by providing the advice and support they need to grow. We support SMEs across every stage of business, and throughout the numerous challenges they face, by providing them with a wealth of support including mentoring, the development and commercialisation of innovative ideas and products, accelerating growth, investment readiness, internationalisation and supplier-readiness. We want to continue to amplify our impact, and have developed three key objectives to ensure that we are best positioned to do this.

## Our Objectives

1. Drive inclusive economic growth through our business support services.
2. Provide a great place to work for all employees.
3. Positively impacting the communities around us.

In the following section, we describe how we plan to deliver on our objectives and the goals we are committing ourselves to. For more information, please contact us at [esg@newable.co.uk](mailto:esg@newable.co.uk)

## Delivering on our Objectives

### 1. Drive inclusive economic growth through our business support services

In our contribution to the SDG of Decent Work and Economic Growth, we are supporting sustained and inclusive economic growth that drives progress and creates decent jobs. Each year, Newable Advice supports businesses at the heart of the UK economy, focusing on small and medium-sized enterprises (SMEs) which represent 99% of all businesses and account for 53% of private sector turnover.

We will expand our offer through growing existing products, developing new ones and expanding our national footprint, delivering to a wider SME client base.

Our team give free, impartial advice to c6,500 businesses annually, helping them to thrive through the growth services we deliver. We help them:

- Access business advice and mentoring.
- Develop marketing and sales strategies to reach their growth goals.
- Develop innovative projects and then validate and help progress new ideas including managing and exploiting Intellectual Property.
- Internationalise innovations, creating partnership and collaborations around specific global markets and sectors.
- Overcome challenges around the scaling of new products or services.
- Access New Markets e.g. through exporting and/or private/public supply-chain opportunities, to increase the number of contracts won.
- Secure money through grants, debt and equity investment to fund innovation and growth.

The support we provide enables us to help companies create and maintain jobs.

As well as embedding social impact across our suite of products, we offer a range of bespoke social impact programmes which intentionally focus on generating inclusive economic growth. Newable Advice champions diversity, equity and inclusion in all aspects of business, and we aim to deliver programmes that actively support underrepresented and underserved communities.



## 2. Provide a great place to work for all employees

In our commitment to Decent Work and Economic Growth, we are continually striving to ensure that Newable Advice is a great place to work, where our people demonstrate our values in everything they do and where their contributions are welcomed and recognised. Newable Advice is an employee-owned business, united by a culture that puts people first. Employee-ownership means that employees are rewarded for their contribution and commitment to Newable Advice. We focus our recruitment policies on finding the best people, and we offer training and development opportunities to provide satisfying and fulfilling careers at Newable Advice.

We also want to be rated as a Top 1% UK employer by 2029. We have been recognised as a two-Star rated company in the Best Companies employee engagement surveys, demonstrating our progress against this target.

### Advocating equality, diversity and inclusion

In developing the workplace for our people, we focus on equality, diversity and inclusion policies and our ongoing commitment to reduce gaps in gender or ethnic pay. This ensures we contribute to the Gender Equality and Reduced Inequalities SDGs, helps us to hire the best people for any role, and provides us with the ability to reward performance in a fair, transparent and consistent way.

We also have a Social Values Team and Employee Resource Groups (ERGs) focusing on Women in the Workplace, Mental Health, Social Mobility and Race and Ethnicity, all celebrating different cultures and ethnicities, all led by employees sharing similar interests and values.

### Social mobility

Social mobility is often measured in terms of changes in income, education, and occupation over a lifetime or across generations. It is intrinsically linked to equality of opportunity and the extent to which people have the same chances to do well in life regardless of the educational or socio-economic background of their parents, their gender, age, sexual orientation, race, ethnicity, birthplace, or other circumstances beyond their control. Enhancing social mobility is crucial for fostering a fair and inclusive society, reducing inequality, and unlocking the full potential of individuals regardless of their socio-economic background. In the workplace, promoting social mobility refers to the ability of individuals to move up or down the social ladder, mobility can lead to a more diverse and dynamic workforce, which drives innovation, enhances employee engagement, and improves overall business performance.

In 2024, Newable Advice partnered with The Ladder Group (TLG) to help us capture socio-economic data and develop an informed and effective DEI strategy that considers the socio-economic background of our employees.

### Recruitment

We continue to apply the Rooney Rule across Newable Advice to reduce unconscious bias throughout the recruitment process. Every job application to Newable Advice is submitted anonymously and our internal custom-built system automatically anonymises applications by removing personal identifiers and characteristics such as name, address, sex, gender and age prior to shortlisting.

### Professional development

We encourage everyone in the business to take responsibility for their own learning and development. We fuel our staff's ambitions through Continuous Professional Development programmes (CPD) including training courses and mentoring where possible and relevant. We invest in employee career growth through upskilling our staff to give them an opportunity to grow within our business. Each employee receives a £500 annual budget for training courses, supporting their pursuit of external learning opportunities and reinforcing Newable Advice's commitment to professional development.



## Promoting health and well-being

In our contribution to the Good Health and Well-being SDG, we promote and encourage a healthier and happier workplace through our Health and Wellbeing Programmes. These programmes provide financial, physical and mental health and well-being support to all of our people. These include:

- A Mental Health Employee Resource Group.
- A dedicated team of Mental Health Champions who can signpost the right help and support.
- An Employee Assistance Programme with a 24-hour confidential helpline.
- Regular internal communications to promote awareness and support for our health and well-being events; for example, Mental Health Awareness Week.
- Up to seven hours a year per employee to encourage activities to support their mental health.
- Training to encourage good mental health and access to resources.
- Access to a Private Medical Insurance package.
- Employee Benefits App.
- Cycle to Work scheme.
- Encouraging a culture of physical fitness.

## 3. Positively impacting the communities around us

We provide fundraising support and volunteer our time to several charities and good causes in our local communities. We encourage people to support charities close to their hearts and match fund what our staff raise for charities up to an agreed ceiling.

We organise group volunteering days directed to a variety of causes, for example, encouraging young people on their career paths, beach clean-ups, and other support for charities in our communities.

Many of our programmes have a direct impact on local people and underserved or underrepresented communities. We pride ourselves on our ability to deliver social value at the heart of local economies.

### Social Summary

We inspire, engage and challenge UK businesses to help them to thrive. Our support is amplified across the UK through our people, particularly our network of business advisers and consultants who contribute to inclusive economic development each and every day. Internally, we improve this impact by ensuring our people are motivated, supported and healthy, ensuring they can deliver on our external objectives.

**For more information, please contact us at [esg@newable.co.uk](mailto:esg@newable.co.uk)**



## Governance

Our commitment

**To operate transparently and responsibly in all that we do**

Newable Advice is part of an employee-owned Group so everyone working at Newable Advice is invested in the future and growth of our business.

Our Board is responsible for ensuring that we have the structure, strategy and people to deliver corporate governance that is effective, visible and transparent. Our approach supports our performance, ensuring longevity and helping deliver more value to our customers. This brings benefits including:

- Aligning us with our values of Dream Big, Get Going, Grow Together, Always Improve, and Pass It On. It encourages the same positive behaviour from employees across all of our businesses.
- A clear and demonstrable link between organisational governance and rapid decision-making for improved performance when delivering contracts.
- Reinforcing our business integrity by striving to improve the service that we provide, making responsible and ethical decisions in how we manage the business, and actively managing the social and environmental impacts of what we do to help individuals, communities, businesses and economies so they progress and grow.
- By being proactive about risk management, we are prepared for the unexpected by mitigating or minimising the impacts of risk even before it occurs, acting proactively rather than reactively.



## Our Objectives

Our corporate governance framework has defined our objectives, which are split into three key areas:

1. **Maintain transparency across our business.**
2. **Operate a fair, honest and responsible supply chain.**
3. **Manage responsibly future risks and opportunities.**

## Delivering on our Objectives

### 1. Maintain transparency across our business

To support our commitment to the ESG as a whole, and through our aim of being transparent and accountable, each year we prepare:

- An annual report and financial statement.
- A carbon report at Newable Group level (Streamlined Energy and Carbon Reporting), and for the programmes we deliver, where required.
- A diversity and inclusion report (Gender and Ethnic Pay Gap Reports).

### 2. Operate a fair, honest and responsible supply chain

Our goal is to drive excellence throughout our own organisation, and to support and positively influence our supply chain. Newable Advice will always require our suppliers to comply with all applicable laws, regulations and standards where they operate.

To support this, we have an enhanced supplier code of conduct which builds on our third-party assurance process. This code requires all significant suppliers and partners to confirm their approach and policies in relation to key standards, including environmental management, workforce and human rights, diversity and inclusion, community, health and safety and whistleblowing.

We carry out due diligence on prospective partners and suppliers and we expect them to confirm they will comply with our supplier code of conduct and provide their services in accordance with all applicable laws and regulations.

All our procurement is based on objective criteria reflecting the principles of non-discrimination, equal treatment, transparency, procedural fairness, mutual recognition, proportionality and business efficiency.



## 3. Manage responsibly future risks and opportunities

The identification, reporting and management of risks is of increasing importance to the Newable Advice Senior Management Team given our ambitious growth agenda. It is imperative that we manage risks effectively - both internally and throughout the acquisition and growth process.

Our culture promotes open and honest conversations around risk and opportunities, and we have built our framework to ensure that risks are identified and managed effectively. This ensures that we encourage our people to express any concerns they have and we maintain processes to elevate such concerns to the appropriate level promptly.

Newable Advice's risk processes are supported by a proactive approach to raising and maintaining awareness of risks. This ensures that we encourage our people to express any concerns they have and we maintain processes to elevate such concerns to the appropriate level promptly.

Newable Advice maintains a robust fraud-prevention framework designed to safeguard assets, uphold ethical conduct, and reinforce stakeholder trust. Oversight is anchored in clear governance structures, including board-level accountability, regular risk assessments, clear and transparent communication to staff and strong internal controls. Mandatory training, transparent reporting channels, and continuous monitoring help ensure that potential misconduct is identified early and addressed decisively.

We apply ISO 9001 / ISO 27001 principles to all areas of Newable Advice delivery including the active management of Risk Registers by programme. These principles enable us to ensure we adhere to the following;

- **Accountability and Transparency:** clear documentation and consistent processes to promote accountability and transparency.
- **Risk Management:** identifying and mitigating risks, which helps in preventing potential issues and ensuring stable operations.
- **Regulatory Compliance:** ensures that the organisation meets international standards and regulatory requirements.
- **Stakeholder Trust:** demonstrating commitment to quality management builds trust among stakeholders, including customers, funders and employees.
- **Continuous Improvement:** the principles encourage ongoing evaluation and improvement of processes, which helps the organisation adapt to changes and maintain high standards

### Governance Summary

We believe that operating transparently and responsibly in all that we can do is the only way to run a successful business. Our approach to governance is at the very core of who we are as a business.

Extending beyond us, we embrace the challenge of positively impacting those around us and we have big ambitions for our supplier due-diligence programme. By working with companies who also deploy a high standard of governance, and whose values therefore align with ours, we will play a larger part towards reporting transparently and accurately as well as positively impacting the environment and our communities.

**For more information, please contact us at [esg@newable.co.uk](mailto:esg@newable.co.uk)**

# Our Road Map to ESG Goals



Social

## To support our people and contribute to inclusive economic growth

	FY24-25	FY25-26	FY26-27	FY27-28
Overall Best Companies Index score with accreditation by 2028	680	700	720	738
(Three star rating - score threshold 738)	1 star rating	2 star rating	2 star rating	3 star rating
Best Companies well-being factor score for Newable Advice	5.2	5.3	5.4	5.5
Exceed 19.3% employed from ethnic minority backgrounds across the Group (Equivalent to UK population rate) (Target may change in line with census results)	14%	16%	18%	19.3%
Less than (<) 20% median pay gap for gender by 2028 for Newable Advice	27%	24%	22%	20%
Maintain no median pay gap for ethnic minorities	Yes	Yes	Yes	Yes



Environmental

## Deliver sustainability for a better future

	FY24-25	FY25-26	FY26-27	FY27-28
Net Zero of greenhouse gas emissions per employee by 2030	5 tonnes Co2e per capita	4.5 tonnes Co2e per capita	4 tonnes Co2e per capita	3.5 tonnes Co2e per capita
100% renewable electricity by 2035	100% renewable	100% renewable	100% renewable	100% renewable
Maintain ISO14001 EMS	Yes	Yes	Yes	Yes



Governance

## Operate transparently and responsibly in all that we do

	FY24-25	FY25-26	FY26-27	FY27-28
Maintain ISO accreditations (27001, 9001)	Yes	Yes	Yes	Yes
Report against Streamlined Energy and Carbon Reporting	Yes	Yes	Yes	Yes
Measuring Microsoft Score Secure and ensure staying within benchmark for our industry	Yes	Yes	Yes	Yes
Enhanced Supplier Assurance Process in Place – all suppliers sign up to our supplier code of conduct	Yes	Yes	Yes	Yes
% of staff completing relevant compliance training (including Health & Safety, Data Protection) *non-exhaustive list	100%	100%	100%	100%

