

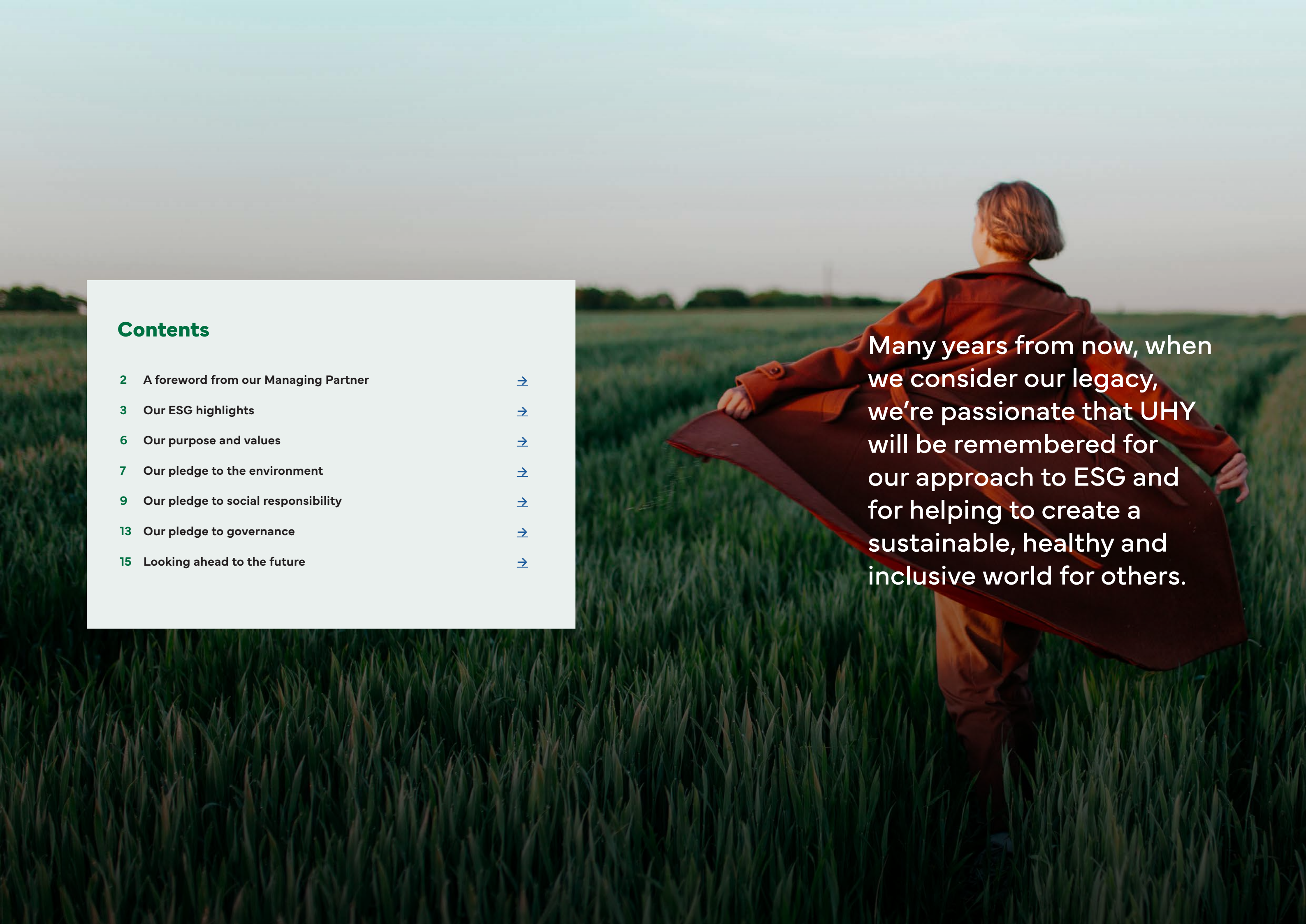


Our commitment to embracing ESG

Helping you prosper

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Many years from now, when we consider our legacy, we're passionate that UHY will be remembered for our approach to ESG and for helping to create a sustainable, healthy and inclusive world for others.

We are making a commitment to ensure ESG is integral to the decisions, operations and plans we develop and implement



At the core of our organisation are the three pillars of this policy: Environmental, Social and Governance.

A foreword from our Managing Partner

At UHY Hacker Young, our purpose - **helping you prosper** - is the driving force behind everything we do and, for almost a century, we've made it our mission to help everybody, whether that's individuals, clients or communities, flourish and succeed with their finances.

Yet, as sector leaders, we understand that we must go above and beyond the remit of our services and play a positive role in impacting our future world through our commitment to ESG.

First and foremost, as a person, ESG is something I hold close to my heart; it's an aspiration to leave behind a world not just sustained but thriving, a true testament to our stewardship and our commitment to make a real difference. I want to make the right, environmentally conscious decisions now to leave a prospering and flourishing world for my children, grandchildren and all the future generations to come. Both personally and professionally, we all have a role to play, and it is our job to be the change we wish to see. I am passionate that as an organisation, we are catalysts for this positive change.

As the managing partner of UHY Hacker Young, I recognise the profound responsibility we have. While our primary mission has always been to deliver excellence in everything we do, I am determined that this excellence is intertwined with sustainability, inclusivity and ethical governance. At the core of our organisation are the three pillars of this policy: Environmental, Social, and Governance, and we ensure we are integrating each of these principles into our operations. Environmental stewardship drives our commitment to the planet and sustainability, social responsibility shapes our relationships with our dedicated workforce, clients, key stakeholders and communities, and adhering to excellence in governance always ensures a focus on quality, transparency and ethical decision-making. Combined, each of these pillars serves as a solid foundation upon which we are building a resilient, rewarding and responsible future.

As we embark on this journey, The United Nations' Sustainable Development Goals (SDGs) resonate deeply with our vision. For UHY, the UN's SDGs serve as a beacon and source of inspiration, illuminating our journey to a more equitable and sustainable world. We understand that prosperity is not an elusive dream but a tangible reality we must work towards; we must continue to align our operations, ambitions, strategies and purpose with these global aspirations. In particular, we are currently focused on working towards the following UN goals:

GOAL 5 Gender equality

GOAL 8 Decent work and economic growth

GOAL 12 Ensure sustainable consumption and production patterns

Many years from now, when we consider our legacy, we're passionate that UHY will be remembered for our approach to ESG and for helping to create a sustainable, healthy and inclusive world for others. We are making a commitment to ensure ESG is integral to the decisions, operations and plans we develop and implement. This policy serves as a guide on how we aim to bring these ambitions to life.



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Our ESG highlights

Embracing ESG:

Some of our achievements to date

ESG is a set of standards that measure an organisation's impact on the environment, the important work being carried out to benefit communities and society and the transparent and accountable nature of its governance.

ESG brings all of us together, as individuals and as a collective organisation, and makes each of us consider important factors bigger than ourselves. While we are still in the early stages of our ESG journey, we're proud of what we have achieved so far, and remain ambitious for our future initiatives and goals.

Check out some of our achievements to date:

We have embedded our purpose and values through everything we do

Our purpose – helping you prosper – drives all that we do across our organisation and gives real meaning to our work and our relationships with each other. The values and behaviours, developed and embedded by our teams, provide a guiding light and internal code of conduct for us all, ensuring we continue to foster prosperity for our people and our communities.

We raised £43,000 for our national charity, ShelterBox, in 2022/23

Through an unwavering commitment to helping others prosper, our teams raised this incredible figure for our 2022/23 charity through a combination of national events and initiatives, including our Yorkshire Three Peaks challenge, with which 125 UHY teammates from across our offices were involved.

We slashed our printer/paper usage by 82%*

*from 2019/20 to 2022/23

We began a programme with Future Frontiers to support the career ambitions of 14–16-year-olds in our local community

We joined forces with Future Frontiers – an award-winning educational charity – to give secondary school students from underprivileged backgrounds in a local London school the chance to take part in coaching sessions, exploring potential career pathways and helping to foster their ambitions.

A commitment to fair gender pay

We have undertaken our first exercise in gender pay gap reporting, with good results, and are committed to ongoing transparency and implementing plans to ensure our employees continue to be rewarded fairly and to remove any discrimination within our organisation.

We implemented various changes to reduce our office energy consumption

These changes include using energy suppliers who provide 100% renewable energy to our offices, increasing the temperature in our data centres to reduce the energy usage of our AC system in line with recommendations from our emissions advisers, and carrying out night audits at the close of each day to ensure all lighting and equipment are switched off.

A celebration of equality, diversity and inclusion

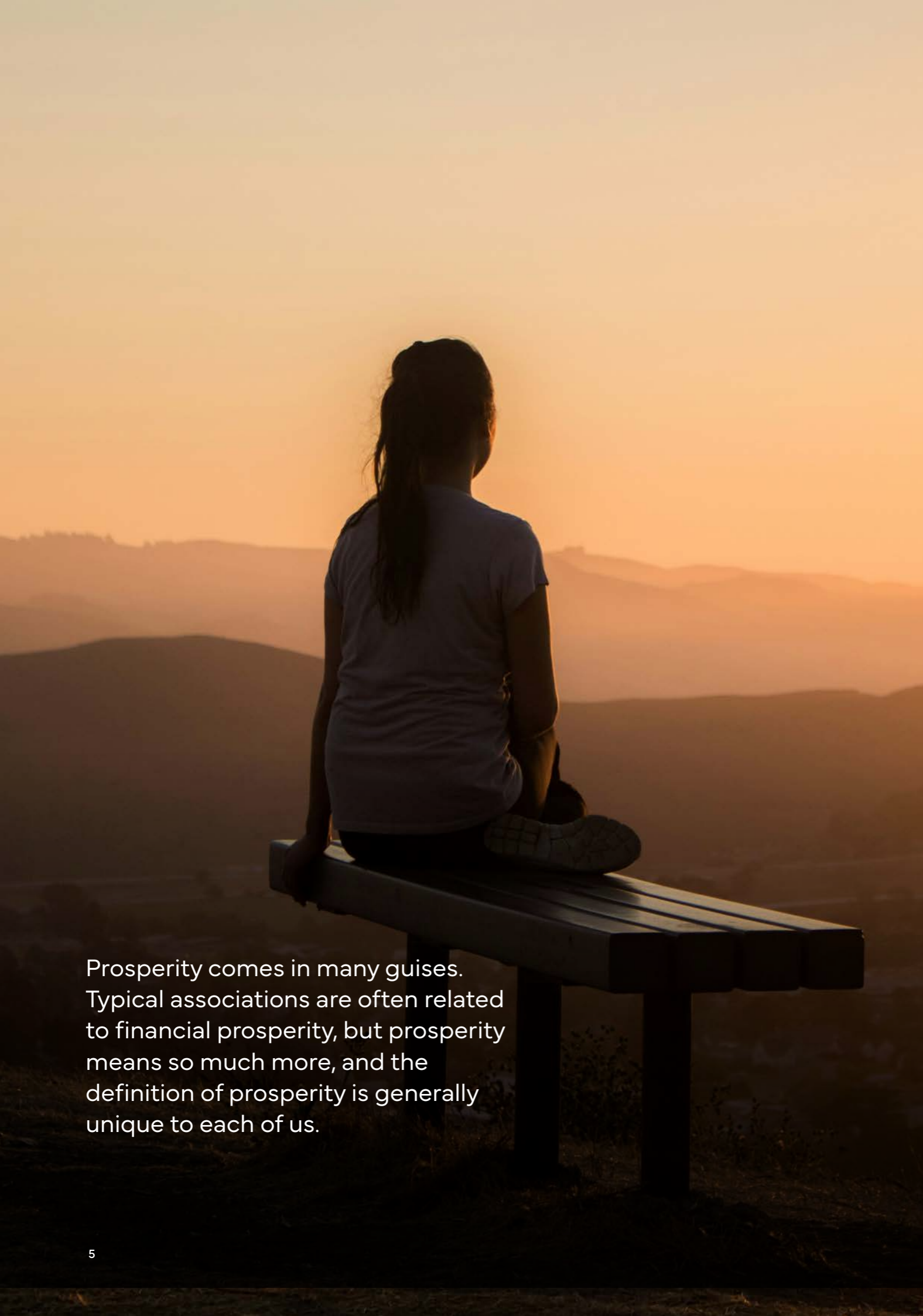
We launched an action group to progress our commitment to EDI. The group has already developed a comprehensive EDI policy and has launched a mandatory training programme to be completed annually by our entire workforce to ensure we better understand each other, to celebrate diversity, to ensure respect and to guarantee we are constantly evolving and developing our understanding of EDI.

We have implemented work processes and procedures to positively reduce our environmental impact

These include establishing a flexible working policy to promote remote working and using online communication platforms where possible to offset travel emissions from commuting to our offices each day. We have introduced a cycle-to-work scheme and an electric car scheme for our teams. Additionally, we've made a pledge to minimise our paper usage, promoting electronic communication, documentation, reporting and the presentation of client deliverables digitally.

We launched the GallupQ12 survey nationally across UHY in 2023

The survey, which we will repeat at least annually moving forward, is built around twelve key pillars of team engagement, determined by Gallup's decades of research across thousands of organisations, and helps us to assess our teams' engagement. Each year, we are committed to taking positive action in response to the results of the survey to ensure we are continually improving our engagement and satisfaction across all our UK offices.



Prosperity comes in many guises. Typical associations are often related to financial prosperity, but prosperity means so much more, and the definition of prosperity is generally unique to each of us.

Our purpose and values

Helping you prosper driving our commitment to ESG

We are dedicated to living our purpose and values every day, and this policy outlines how we have aligned these with a refreshed commitment to sustainability and to nurturing a more inclusive world through ESG. Having a purpose that goes beyond profit and financial success is important to us; it creates a framework upon which to base all that we do. It gives real meaning to our work and to what we do. It acts as a guiding light, something which we can turn to at all times and refocus ourselves, allowing us to make decisions that align with our core values and to strive towards our long-term goals. Prosperity comes in many guises. Typical associations are often related to financial prosperity, but prosperity means so much more, and the definition of prosperity is generally unique to each of us.

We want to help each client, each team member and the people within our local community to determine what prosperity means for them, and to help them achieve it.

Our values

If our purpose forms why we exist and our future ambitions, our values offer a clear framework of the standards and behaviours we encourage and expect of our teams, and also expect from those with whom our teams interact, including our clients and suppliers. To bring about lasting change with a positive impact, we knew we had to collaborate with our people to develop a suite of values that represent what we stand for at UHY and to ensure our values were upheld and lived every day. Over an eight-month period, we established core values we are proud of.

Make progress

We are passionate about making progress to deliver above and beyond. We pledge to invest in our people, their skills, and their future as we continue to embrace change and develop our business and the way we serve our clients.

Be present

Driven by our commitment to honesty and integrity, we seek to always engage fully and commit to providing a consistently high-quality service throughout the work that we do.

Enjoy it

Ultimately, we love what we do and understand that to help our clients prosper, we need to commit fully and enjoy our work. We are not afraid to speak our mind to challenge thinking to ensure we add value on every engagement.

Live empathy

We will seek to put ourselves in your shoes to ensure the service we provide is one based on real understanding and empathy. This will help us to build a close working relationship whilst ensuring strong regulatory compliance.

We have introduced ongoing initiatives to ensure our values are embedded across the firm, including the formation of our Values Forum of volunteers, where dedicated team members champion our values across the organisation and beyond, our quarterly values recognition programme, which celebrates those who live and breathe our core values and behaviours in everything they do and our annual values week – an entire week dedicated to celebrating what makes our values so special to us. This coming year, we are currently in the process of introducing our national Prosper Awards to shine a light on those within UHY who are really demonstrating how they are committed to our purpose of helping our teams, clients and communities prosper.



Our pledge to the environment

Building a healthier, more sustainable world

We are well aware of our environmental responsibility and are consciously committed to holding sustainability at the core of everything we do. Building a better world for our children and future generations is essential to our success, and we strive to operate in an ethical, transparent and responsible manner always, expecting our people, stakeholders and community to adhere to these same standards.

In recent years, environmental sustainability has rightly become the focus of many efforts to better the planet; collectively, we understand that if we don't make a change and acknowledge our responsibility to combat climate change, the consequences could be catastrophic.

As an organisation committed to going above and beyond the scope of our sector, we are dedicated to minimising the impact we have on the environment. With this in mind, we committed to being better, thinking greener, implementing robust sustainability practices and educating our people on what it means to make environmentally conscious decisions. By aligning our values and encouraging collective responsibility, we are focused on creating a network of environmentally conscious collaborators who actively contribute to a healthier, more positive world.

We embarked on our environmental journey in 2019 with the launch of our internal environmental action group, formed from a willing group of volunteers with a passion for improving the environmental impact UHY has on the world. Reducing our carbon footprint is something that we are working towards. To ensure we are making the right progress towards achieving this, we have implemented credible sustainability initiatives to minimise the impact we have on the environment. We understand that we must be fluid and adaptable in our approach, regularly assessing our operations and priorities.

We are proud of the progress we have made to date and look forward to continually advancing our efforts into the future.

A commitment to sustainability

An ESG action group

To ensure our commitment to environmental sustainability continues, our in-house action group is leading the way for UHY, driving our pledge to reduce our carbon footprint through ongoing initiatives. The group has regular, monthly meetings to discuss progress, outline our ambitions and plans for the future, and to monitor and review our growth going forward.

Energy efficiency

We recognise that our carbon footprint is primarily driven by energy usage in our offices. As a result, our focus for energy efficiency is to reduce carbon emissions from these sources and make environmentally conscious decisions wherever we have the ability to do so. This includes using energy suppliers who provide 100% renewable energy to our offices, increasing the temperature in our data centres to reduce the energy usage of our AC system in line with recommendations from our emissions advisers, and carrying out night audits at the close of each day to ensure all lighting and equipment are switched off. Additionally, our website servers are powered by 100% renewables with supporting certification for a zero-carbon footprint. We are also working to reduce our digital carbon footprint by removing old data, reducing mailbox sizes, eliminating unnecessary emails and other exchanges of data and utilising digital signatures.

Sustainable working initiatives

We have implemented important processes and procedures that we feel will help to positively reduce our environmental impact. These include establishing a flexible working policy to promote remote working and using online communication platforms where possible to offset travel emissions from commuting to our offices each day. Additionally, we have introduced several initiatives to further support this, including a cycle-to-work scheme and an electric car scheme.

The cycle-to-work scheme has been developed in response to the Department for Transport's initiative to promote a greener environment. Our team who participates in this scheme not only benefits from a cost-effective and eco-friendly mode of transport, as well as enjoying a positive boost to their health and wellbeing through physical activity but also helps to reduce traffic congestion and vehicle pollution. Similarly, our electric car scheme, which offers our team the opportunity to lease a fully electric, brand-new vehicle for an agreed period at a heavily discounted rate, shows how we recognise the importance of transitioning to cleaner transportation methods. Benefits of this scheme include emissions reductions, adopting new technology practices to ensure we remain up to date with the latest sustainable practices and making the switch to an electric car more economically viable for our people.

Education, engagement & awareness

When it comes to the environment, we understand the importance of educating our teams and have fostered a culture of continuous learning to inspire and engage our employees in a wide range of sustainable initiatives. These initiatives ensure, both collectively and individually, that we are making well-informed, environmentally conscious decisions within and outside the workplace. We encourage everybody to share ideas for new initiatives and welcome feedback from our teams. Through ongoing communication, knowledge sharing and the integration of sustainable practices in our operations, we encourage our clients, stakeholders and the broader community to adhere to the same high environmental and ethical standards we promote.

We have introduced the OnHand app to our teams, which they are actively encouraged to use. OnHand promotes environmentally friendly and ethical living through a choice of thousands of initiatives for volunteering, including the replanting of trees aligned with the gamification of the platform and the achievement of points. It's a fun and fresh way to bring sustainability action into our professional and personal lives.

Embracing digitalisation

We've made a pledge to minimise our paper usage, promoting electronic communication, documentation, reporting and the presentation of client deliverables digitally. From 2019/20 to 2022/23, we slashed our printer/paper usage by 82% to work towards embracing digitalisation. We have also invested in a range of software and AI platforms which enable us to both communicate and provide deliverables to clients remotely, reducing unnecessary travel and paper outputs where possible. It's our mission to ensure our offices are paperless and to encourage a more sustainable work environment with our clients.

Reduce, recycle & reuse

We're focused on reducing waste and encourage our teams to recycle and re-use where viable. We have removed all single-use plastics (a range of reusable items have been provided to each of our team members) and have introduced the usage of recycled materials such as paper, toners, ink cartridges, etc. We have also removed individual wastage bins to ensure our teams not only use centralised bins but are more conscious of reducing waste and utilising our recycling bins, including food waste, across the offices. Similarly, we have also removed printers from individual areas with only centralised print and copy machines available, again to try and discourage the usage of printed materials.

Registrations and certifications

Not only do we comply with required environmental legislation, but we also actively seek initiatives to further advance our desire to have a positive environmental impact. We are proud to be a registered member of the Carbon Trust SME network, which has served as an invaluable source of information and ideas to reduce our carbon footprint; we are also in the process of working towards several of the United Nations Sustainable Development Goals and are currently in the final stages of completing The Environment Agency's ESOS certification process, which has provided us with a report of recommendations for improvements, which we are now actively working through.



Our pledge to social responsibility

Making a positive difference for our people and communities

At the heart of our purpose is a commitment to prosperity – the prosperity of our teams, our clients and our communities. Prosperity comes in many guises. But social prosperity is of benefit to all, and something to which we are committed to playing our part in achieving. We are committed to making a measurable difference for our people and communities and, as a result, to having a lasting, positive impact on society. We believe that we have an important role to play in promoting respect and inclusivity, and establishing wellbeing initiatives that create a flourishing environment for all.

Core to our purpose is unlocking the potential of our people and helping individuals and communities prosper. We are well aware that, by investing in our teams' growth, and development, we can further enhance our commitment to social responsibility. By building upon the knowledge, understanding, confidence and capabilities of our workforce, we are also enriching communities and driving societal progress.

We also pride ourselves upon our people-focused values and the supporting behaviours which set out for our teams, and to those with whom we come into contact, how we expect our people to treat each other and to be treated. We want our teams to live empathy, be present, make progress and, ultimately, to enjoy it! We believe that by upholding each of these values we will help build toward better societal change.

We understand that our industry-leading influence comes with a responsibility – a social responsibility to enhance, empower, inspire, and to celebrate the successes of our people.

A commitment to our people

Team engagement

Keeping our teams happy and engaged is vital to us; we recognise that our people are our greatest asset and, most importantly, are the beating heart of our organisation. With this in mind, we've made it our mission to create a vibrant, inclusive and collaborative office culture where everybody is valued, seen and heard.

We have committed, across all our national offices, to taking part in the GallupQ12 survey for the first time during 2023, to be repeated at least annually moving forward. The survey is built around twelve key pillars of team engagement, determined by Gallup's decades of research across thousands of organisations, and helps us to assess how engaged our workforce is. Each year, we are committed to taking positive action in response to the results of the survey to ensure we are continually improving our team engagement and satisfaction.

Helping you prosper

At the heart of everything we do is our purpose. Helping you prosper is so much more than an organisational motto. It serves as a guiding principle and reinforces our commitment to our people as we align our values with our aims and ambitions for the future. We understand that prosperity is something unique to each individual, and so we are committed to understanding everybody's bespoke definition of prosperity and then working towards helping this come to fruition. We do this through regular catchups and appraisals in our efforts to ensure UHY is a great place for everybody to work.

Equality, diversity & inclusion

As an organisation, we celebrate diversity in all its forms and are committed to upholding an equal and inclusive workplace that champions the richness of perspectives, experiences, and backgrounds. Our dedication to equality and diversity is reflected in our company values and policies, as well as through our daily operations. We understand that to establish a diverse and inclusive culture and environment, we must involve our entire organisation.

In 2021, we launched an Equality, Diversity, and Inclusion (EDI) group to progress UHY's commitment to EDI. The group has already developed a comprehensive EDI policy and has launched a mandatory training programme to be completed annually by our entire workforce to ensure we better understand each other, to ensure respect and to guarantee we are constantly evolving and developing our understanding of EDI.

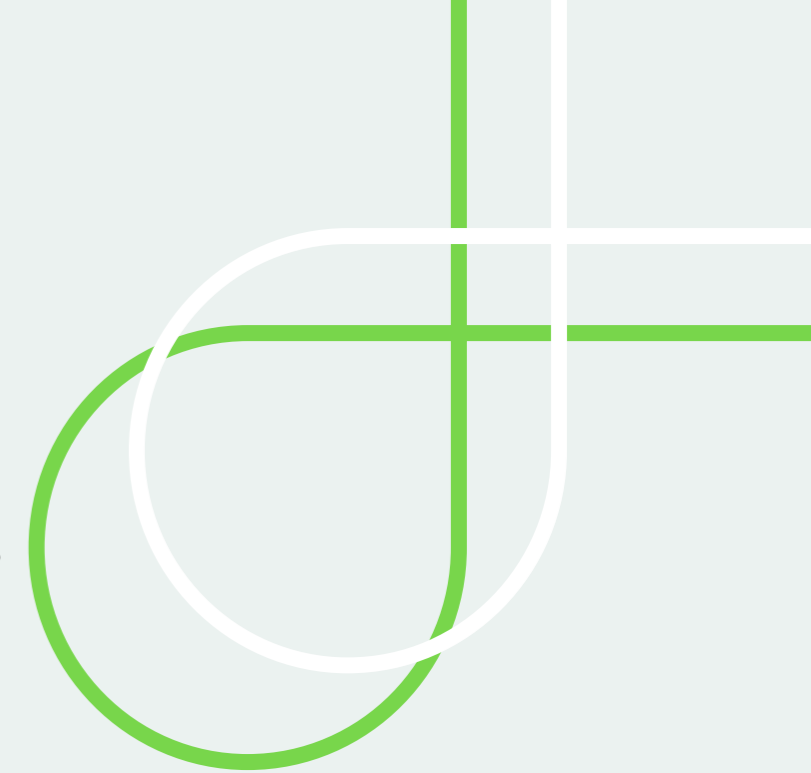
Wellbeing initiatives

The wellbeing of our people is something we take extremely seriously. We have fostered an environment that promotes ongoing conversations about the importance of mental health and wellbeing, and we are not only proud of the support available for our team but also how they have established positive relationships with one another and provide ongoing support to each other.

In 2019, we launched our in-house Wellbeing group to reflect our approach to staff wellbeing. The group has prioritised the mental, physical and emotional health of our employees through organising monthly initiatives and wellbeing-focused activities and is ensuring ongoing support is readily available for our teams when required. The creation of the group has emphasised how important wellbeing is in shaping a thriving and happy workplace – something we are so proud to have fostered at UHY.

One of our ongoing monthly activities that has positively impacted our teams is our "Connect, Coffee and Cake" initiative, which allows our people to connect, catch up and have some time away from their daily tasks. We have also introduced monthly yoga classes which our teams can join either in-person in the office, or virtually. Our annual wellbeing week, organised by the Wellbeing group, introduces different activities and initiatives each day to focus our teams' attention on key pillars of their own wellbeing, from physical and mental health to financial planning and security.

As well as proactively nurturing a positive team culture, we encourage our people to find a healthy work-life balance; we allow flexible work arrangements to be made that suit both the organisation and each individual. Additionally, we have launched an Employee Assistance Programme, an online platform that serves as a central hub for accessing tools and information, with 24/7 support available relevant to mental health and wellbeing.



Unlocking your potential

We know that ongoing learning and development are key to not only unlocking the potential of our teams but to ensuring they also fulfil it. We invest in ongoing CPD training and skills development through educational programmes which provide our people with continuous opportunities to grow and evolve and to be the best possible versions of themselves as they support our clients and stakeholders to realise and achieve their ambitions. The learning and development activities available range from professional and technical opportunities to soft/life skills training and support, including in the areas of effective communication, emotional intelligence, money management, time management, critical thinking and team building.

For our developing and experienced managers and directors, we also run a Leadership Development Programme, open to all employees who are already in or training towards a leadership position. This training is designed to equip individuals with the skills to improve their own effectiveness but also help lead teams efficiently.



“As well as proactively nurturing a positive team culture, we encourage our people to find a healthy work-life balance”

A commitment to our communities

Helping our communities prosper

Helping you prosper is not only relevant to our people but is also applicable to the communities we serve. We are focused on building strong links with these communities and making a tangible difference in the lives of local people, recognising their aspirations and challenges, and playing our part to support them. It's our goal to collaborate with our communities and help them flourish. We want to champion causes that matter and have a positive impact to build resilient communities where every person has the opportunity to thrive.

Supporting local underprivileged school pupils

We recently felt great pride following the success of our first community-focused initiative with Future Frontiers – an award-winning educational charity – which allowed us to give coaching sessions to secondary school students local to our London office, along with a chance to explore potential career pathways. These weekly sessions allowed students from underprivileged backgrounds the opportunities to experience various roles and departments and reflect on what sparked an interest as a potential future career avenue.

A national charity

Each year, we pledge our support to a national charity, decided through a collective vote spanning our 24 UK offices.

In 2022/23, the determination and generosity of our teams raised an incredible £43,000 for ShelterBox, our national charity during that period. This amount was raised through various initiatives, including more than 20 fundraising events such as raffles, walking challenges, marathons, Tough Mudder activities, sweepstakes, quizzes and a festive Christmas Jumper Day. These events culminated with a huge national fundraising challenge which saw 125 UHY team members take on the Yorkshire Three Peaks Challenge in April 2023, in a mission to raise as much money as possible for ShelterBox as our annual support came to an end.

For 2023/24, we are delighted to partner with Teenage Cancer Trust and support them in their exemplary efforts to support young individuals bravely confronting cancer. Having a national charity partnership is essential to UHY and forms an integral part of our commitment to having a positive societal impact. It enables us to channel our collective efforts into fundraising and voluntary activities that resonate with our organisational purpose and values.

Voluntary activities

We empower our teams to actively pursue and engage in voluntary activities. By doing so, we acknowledge our social responsibility to give back to local communities. Some of our recent voluntary endeavours include working with local schools and education institutions to provide work placement opportunities, offering our expertise and skills to support not-for-profit organisations work towards their desired goals and demonstrating our commitment to environmental stewardship by working with esteemed nature organisations such as The Nottingham Wildlife Trust.

Through the OnHand app, our team has access to thousands of initiatives for volunteering, including opportunities to provide one-to-one support, through a shop drop, companionship, being a chaperone, running errands and offering pet care, through to remote support such as various opportunities to provide phone calls to those in need or mentoring, such as through volunteer school reading to the likes of volunteer governor or mentoring a young refugee. Since July 2023, we have completed 195 On Hand actions, resulting in 861 trees planted and 663.88KG CO2e reduction.



Health & wellbeing at UHY Hacker Young

We have committed to:

- Appointing "Wellbeing Champions" who consist of volunteers from around the firm, to ensure everybody has a contact they can reach out to should they require help and support
- Implementing hybrid working arrangements to support a better work-life balance, greater ability to focus with fewer distractions and saving commuting time and costs
- Ensuring everybody is aware of the support available to them, including our employee assistance programme and wellbeing support group
- Providing a wellbeing microsite, which contains tools to help employees look after themselves
- Regular external webinars on varying topics on health and wellbeing
- Running our UHY wellbeing programme of events alongside mental health awareness week, covering a range of subjects, with sessions focusing on anxiety, nutrition and sleep, burnout and zoom

Connect, coffee and cake: our monthly wellbeing initiative allows our teams to connect, catch up and have some time away from their daily tasks.

Employee Assistance Programme: our online hub provides free support across a range of mental health and wellbeing areas and is accessible 24/7.

Our pledge to governance

Maintaining transparent governance practices

Our commitment to good governance far exceeds regulatory compliance and goes beyond having the right policies and procedures in place. It embodies our dedication to transparency, diversity, accountability, high ethical standards and decision-making, plus our desire for continuous improvement. Our governance reflects who we are and who we aspire to be. We pledge to not only meet governance expectations but to set a high standard for responsible conduct that others may follow.

When we think of the importance of good governance, we understand the impact effective practices can have on our organisational successes. For our teams, our approach to governance enables us to set objectives, rules and regulations and establishes accountability. As an organisation, our commitment to good governance is a commitment to continuous improvement. The Firm's international network is a member of the IFAC Forum of Firms, an organisation dedicated to consistent and high-quality standards of financial reporting and auditing practices worldwide.

Governance is something that evolves with the world around us. We understand that by remaining at the forefront of emerging ESG initiatives and fostering a culture of responsible governance, not only can we better navigate the positive impact we have, but we can also build trust among our people and the wider world in which we operate.

A commitment to governance

Transparency

We recognise the importance of transparency in everything we do. We are committed to providing clear and comprehensive information about our organisational practices and ambitions, which is accessible to our teams, clients and suppliers. Transparency in governance fosters trust. It also strengthens accountability and empowers our people to make informed decisions.

We also launched our core values and behaviours, developed by people across the organisation over an eight-month period to ensure everybody was involved, and that we got it right. Our values – live empathy, be present, make progress and enjoy it – set out for our teams, and those we partner with, how we expect our people to treat each other and to be treated. Additionally, how we approach everything we do with good governance.

Honourable leadership

Our senior leadership team are dedicated to upholding the highest ethical standards. We aim to lead the way by example and are committed to always demonstrating integrity and making moral decisions. We look to foster a culture of respect and positive progress amongst our teams. Through ongoing training and ethical frameworks, we are guided to promote the highest standards of conduct.

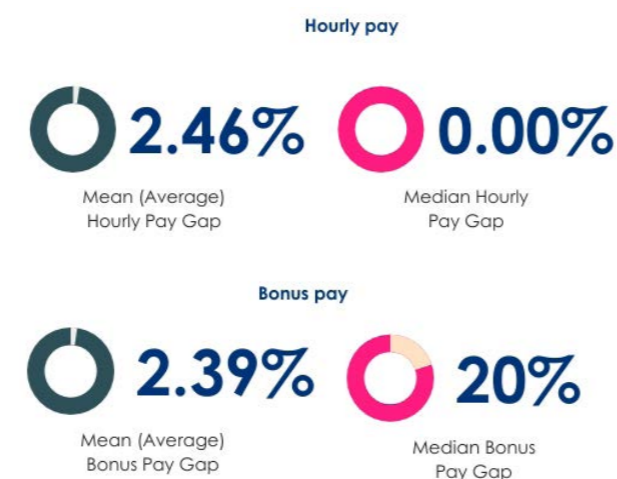
We are governed by an Executive Committee of three elected members of the LLP, the Managing Partner, and such other partners as the committee might co-opt. Currently, the Executive Committee has co-opted three other partners. The firm's Managing Partner must also be a member of the LLP and is similarly elected by the partners. Both elections are held on a regular basis.

Equality, diversity & inclusion

As referenced above, we know that embracing equality, diversity and inclusion is crucial for effective governance and decision-making. By bringing together a diverse and inclusive workforce from a variety of backgrounds, we enhance our ability to navigate challenges and identify innovative solutions.

Through gender pay gap reporting, we are committed to equality and transparency, implementing plans to ensure employees are rewarded fairly and to remove any discrimination within our organisation. Below, we have included the results of our first gender pay gap report. To read the full report and explore our strategies and future ambitions, please visit: <https://www.uhy-uk.com/why-why>.

Our results at a glance



High ethical standards

We uphold stringent ethical standards, which are cemented by a comprehensive employee handbook. Our professional standards are established by our firm's Executive Committee and are overseen by all partners, who promote these through our operations and encourage our teams and their fellow partners to endorse these behaviours and attitudes in everything they do.

Having the skills, experience and competencies to deliver in each of our roles are crucial aspects of being able to provide a high-quality service to one another and our clients. Our competency framework is a key tool being used to support all our employees and partners in both their career development and in turn to help develop our teams.

The framework sets out the core competencies and behaviours that should be demonstrated to be effective at each and every level within the firm. Accordingly, it helps to define performance standards and provides a roadmap for future career development and progression. It therefore supports and compliments all appraisal and performance management processes, as well as provides an aid to recruitment and training needs.

Risk management

As part of our governance framework, we include robust risk assessment processes that cover a broad spectrum of ESG-related factors. By anticipating any potential challenges or issues that may occur and implementing proactive mitigation procedures and strategies, we aim to safeguard our organisational continuity and uphold our long-term commitment to ESG.

Continuous Improvement

We know that good governance is not a static concept; it is fluid and requires ongoing monitoring and review. Through our commitment to continuous improvement, our ESG action group regularly reviews our governance practices, incorporating lessons learned from both successes and challenges we have faced. We also seek input and advice from external consultants who are experts in their field, as with development of our new EDI policy and our corresponding training programme for our teams. This approach allows us to keep our governance relevant, effective, and aligned with our ESG initiatives and commitments.



Gender pay gap reporting: we are committed to transparency and implementing plans to ensure employees are rewarded fairly and to remove any discrimination within our organisation.

Looking ahead to the future

Monitoring, measurement and evolution

Our ESG action group, of which our Managing Partner Subarna Banerjee is a member, plays an important role in the continuous monitoring, measurement and evolution of this policy. The collective objective of the group is to increase our understanding of the three pillars of this policy and to actively seek initiatives that advance our commitment to ESG principles. Progress of this policy is reported to our Executive Committee regularly, and we encourage active participation and engagement across the organisation.

We also seek to prevent and mitigate instances of non-compliance with this policy. Should any concerns arise, or if you become aware of any breaches of this policy, these should be reported to our Executive Committee. Timely reporting will ensure that issues can be quickly addressed and resolved.

We are committed to:

Monitoring and measuring the performance of the policy through data gathering and analysis at all levels of the organisation. Any findings will be reported to the Executive Committee.

Encouraging everybody to engage with ESG to ensure collective ownership across all levels of the organisation. We understand that we all have a part to play in driving the success of our strategy and policy

Ensuring ESG remains integral to the decisions, operations and plans we develop and implement.

Staying up to date with best practices and evolving ESG standards to ensure we remain catalysts for positive change.

Emphasising the significance of environmental measures and sustainability goals to all our teams to ensure they have a strong understanding of our pledges and the activities in place to advance our ESG strategy.

Maintaining a culture of transparency, accountability and good governance through our ongoing commitment to our shared purpose and values.

To keep transparency and authenticity at the heart of everything we do, we are focused on setting a deliverable strategy and meeting achievable targets. Rather than conflating our ESG targets and aspirations, we are committed to showing tangible, year-on-year advancements and a sustained commitment to ESG, reviewing our policy bi-annually and updating it where necessary.

Below, we have outlined our goals to date.

Three months	We will engage with an external organisation to measure our carbon footprint
Three-six months	We will analyse the results and plan actions accordingly. We will also measure our ESG initiatives, such as ED&I and our cycle-to-work/electric car schemes
Six-twelve months	We will continue to train our people in understanding/approaching/how to speak about ESG and offer training opportunities, including ICAEW, IFRS and FSA.

We are committed to showing tangible, year-on-year advancements and a sustained commitment to ESG.

Note

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