



Building prosperity together

Our commitment to a
sustainable future

A woman with dark skin and braided hair tied back with a brown bow is smiling broadly while looking at a white document. She is wearing a bright yellow cable-knit vest over a white short-sleeved shirt. She has large gold hoop earrings and a gold necklace with a teardrop pendant. A gold bangle is on her left wrist. The background is a dark wall with a white grid pattern. In the foreground, there is a white table with a green recycling symbol and some blurred green plants. A yellow and green graphic element consisting of several curved lines is overlaid on the left side of the image.

Helping you prosper



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Foreword

Harriet Hodgson-Grove, Head of Sustainable Business Services

Following the combination of Affinia and UHY Hacker Young, we have entered an exciting new phase in our sustainable journey. By bringing together the strengths of both organisations, alongside our people, expertise and shared ambitions, we have a unique opportunity to create an even stronger, more sustainable business for the future.

One of the driving forces behind our combination was the alignment in both our purpose and our culture. Together, we share a commitment to helping our clients, colleagues and communities prosper. We believe long-term success is built through strong relationships, responsible growth and creating lasting value for the people and organisations we serve.

This update reflects that shared philosophy. Rather than looking back, it focuses on the foundations we are laying together. As we continue our integration, sustainability remains central to how we think, make decisions and create value. It shapes how we support our clients, strengthen our communities, invest in our colleagues and understand the wider effect we have on the world around us.

While this update reflects a year of transition, it also marks the beginning of an important new chapter. Throughout these pages, we share the progress already underway, alongside the ambitions that will guide us as we continue embedding sustainability into how we operate, support our clients and colleagues and make a positive difference within our communities.

The work outlined within these pages is only the beginning. Over the coming years, we will continue to deepen our understanding of where we can make the greatest difference, strengthen how we measure and report our progress, and develop the capabilities needed to realise our ambitions while helping our clients achieve theirs. Above all, our focus remains on creating long-term prosperity. By working together, making informed decisions and keeping people at the heart of our approach, we can create a business that delivers lasting value for our colleagues, clients, communities and the wider world.

Thank you to everybody who continues to contribute to this journey. We look forward to continuing to work together to create a more sustainable future.



Harriet Hodgson-Grove
Head of Sustainable Business Services
UHY Hacker Young



Helping our clients, colleagues, communities and the planet prosper

Our approach

Make it visible

We believe progress should be transparent. By sharing our goals, achievements and challenges openly, we can better understand our impact and inspire action.

Make it practical

Sustainability is most effective when it becomes part of everyday decision-making. By focusing on achievable actions and meaningful improvements, we can create lasting change.

Make it shared

Real progress happens when people work together. By empowering clients, communities and colleagues to play their part, we can create a collective impact that is greater than any one initiative alone.

While the three pillars of ESG remain central to our approach, we have interpreted them through the lens of our shared purpose: helping our clients, colleagues and communities prosper. In doing so, we have created a framework that connects the principles of ESG with the values that define our business. Together, these three pillars demonstrate how our approach to responsible business creates long-term value for the people and organisations we serve. By focusing on the areas where we can have the greatest influence, we can better understand both our responsibilities and the opportunities ahead. This update is therefore structured around three key themes:



Environmental
Prosperous planet



Social
Prosperous communities



Governance
Prosperous business

The following sections explore where we are today across each of these areas, alongside the priorities, opportunities and ambitions that will help shape our future together.



Prosperous planet

Supporting our colleagues and the world around us

Creating a more sustainable environment supports the long-term prosperity of our colleagues, our business and the wider world. Following the combination of Affinia and UHY, we are building a clearer and more consistent understanding of our environmental impact across the business. Work is underway to align data, reporting and governance, while embedding environmental considerations into everyday decision-making. Alongside this, initiatives such as waste reduction, digital efficiency and paperless working are helping us identify practical opportunities to improve and reduce our footprint.

Looking ahead to the future

Establishing a shared baseline

We are aligning environmental reporting and measurement across the combined business to create a consistent foundation for future progress.

Improved environmental data and reporting

We are strengthening our ESG and carbon data collection and infrastructure to create clearer, consistent reporting across all locations to support better decision-making.

Long-term environmental goals

We will use improved data and insight from our key stakeholders to shape future environmental priorities, targets and areas of focus.

ESG champions across our locations

We will establish ESG champions across our locations to help bring sustainability to life, encourage colleague engagement and support the delivery of our environmental priorities across the business.

Activity-based measurement

We are moving beyond spend-based estimates towards more accurate activity-based environmental reporting and analysis.

Embedding sustainability into business decisions

We are integrating sustainability considerations into procurement, planning and investment decisions across the business.

A snapshot of our progress today

98%
waste audit score

Our London office achieved a 98% score in an independent waste audit, reflecting the effectiveness of our waste segregation and recycling practices.

92%
reduction in printing through our 'Think before you print' campaign

During our 'Think before you print' campaign in November 2025, the Orpington office reduced printing volumes from 55,287 pages in October to 4,650 pages in November, demonstrating the significant impact that simple behavioural changes can have on paper consumption.

90%
of colleagues are contracted to work remotely at least two days per week, helping to reduce travel emissions while supporting flexibility, wellbeing and sustainable business practices.



Prosperous communities

Supporting the communities we serve

Building stronger communities is central to who we are and the difference we strive to make. Our colleagues play an active role in supporting the communities we serve, contributing time, expertise and fundraising to a wide range of charitable and social initiatives. Through community partnerships, volunteering and ongoing investment in our people, we continue to make a positive difference both locally and nationally. As we come together as one business, we are building a more connected and consistent approach to community engagement, colleague wellbeing and social value.

Looking ahead to the future

Strengthening community partnerships

We will continue building meaningful relationships with organisations and causes that create lasting social impact, supported by our charitable partnerships and future community initiatives.

Increasing our collective impact

Our new charity partnership with Blood Cancer UK will provide opportunities for colleagues across Affinia and UHY to come together through fundraising, volunteering and awareness initiatives that create meaningful impact.

Enhancing colleague wellbeing

We will continue developing initiatives that support wellbeing, engagement and a positive colleague experience across the combined business.

Building a more inclusive culture

We are committed to developing a shared EDI approach that helps create a workplace where everyone feels valued, respected and empowered to succeed.

Developing ESG capability across our network

Our ambition is to become a recognised centre of excellence within our network, supporting clients and colleagues through trusted ESG expertise.

Supporting social mobility

We remain committed to helping broaden opportunities and inspire future generations through initiatives such as Future Frontiers, Access Accountancy and other education, mentoring and outreach programmes.

Expanding volunteering opportunities

We will create more opportunities for colleagues to contribute their time and expertise within their local communities and support causes that matter to them.

Encouraging greater colleague engagement

We will introduce a combined colleague engagement approach across Affinia and UHY, helping us better understand how we can support our people and strengthen our culture.

Attracting and developing future talent

We will continue investing in initiatives that help attract, develop and retain talented people, creating opportunities for future generations to thrive within our profession.

Establishing our charitable foundation

We will establish a new charitable foundation that brings together our commitment to education, social mobility, fundraising and volunteering. Through a coordinated approach to community investment and colleague engagement, the foundation will help amplify the positive impact we create across our communities.

A snapshot of our progress today

£125,470.92

raised across our organisations through our respective charity partnerships and fundraising activities between 2024-26

Supporting future talent

through partnerships including Future Frontiers and the High Performance Foundation, we continue to support young people in developing confidence, resilience, workplace skills and pathways into future careers.



Prosperous business

Supporting our clients through responsible business

Supporting responsible business enables us to create lasting value for our clients and the organisations we serve. We are building a strong foundation for responsible and sustainable business across the combined organisation. Guided by professional standards and a clear ESG strategy, we are embedding sustainability into how we operate, make decisions and support our clients. Alongside this, we are continuing to develop our Sustainable Business Services offering and strengthen ESG capability across the business, helping us respond to evolving client needs, regulatory expectations and emerging opportunities.

Looking ahead to the future

Governance and accountability

We are putting in place the governance, ownership and reporting structures needed to support long-term progress.

Developing our Sustainable Business Services

We will continue expanding our Sustainable Business Services offering, helping clients navigate evolving climate-related risks, opportunities and reporting requirements.

Building ESG capability across the business

We will continue investing in ESG learning, awareness and development to strengthen capability, confidence and expertise across the firm.

Embedding sustainability into everyday operations

We will continue integrating sustainability into business processes, decision-making and governance across the combined organisation.

Developing sector-specific expertise

We will continue building ESG knowledge, insight and practical guidance across our priority sectors and client markets, ensuring our advice remains relevant, practical and tailored to the challenges faced by different organisations.

A snapshot of our progress today

1st

Ranked by charity clients

For the second consecutive year, UHY's Charity and Not-for-Profit Group was ranked first for overall service levels by charity clients in Charity Finance Magazine's 2025 Audit Survey.

Guided by professional standards

As proud members of the ICAEW, we are committed to the highest standards of ethics, integrity and professional excellence in everything we do.

Sustainable Business Services

We continue to develop our Sustainable Business Services offering, helping clients respond to evolving sustainability challenges, opportunities and reporting requirements.

Working together sustainably



Building prosperity together is more than the title of this update. It reflects our shared ambition to create a business where responsible growth, trusted relationships and long-term value go hand in hand. As we continue bringing Affinia and UHY together, this commitment will remain central to the decisions we make, ensuring we continue helping our clients, colleagues and communities prosper.



Darren Redmayne
Chief Executive Officer
Affinia



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