



ESG in 1,2,3

December 2021

Newable

1 Our Commitment



We are committed to acting responsibly across all of the activities we undertake and in all of the markets in which we operate.

Our vision is to:

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

We've developed our ESG strategy, which outlines our objectives and roadmap to ensuring a positive impact in all that we do.

We have published our strategy online. Click on [this link](#) to read it.



We've engaged with Sustainalytics, an independent rating organisation, who have reviewed the Newable Group and rated us with a Low (14.6) Risk Rating. You can see where we stand in comparison to a handful of other companies you will recognise.

Company Name	Rating	
The Co-operative Bank Plc	9.2	Negligible
Kingfisher	9.7	Negligible
WH Smith PLC	10.3	Low
Dunelm Group PLC	12.6	Low
Wipro Ltd	13.3	Low
Dixons Carphone	13.3	Low
Newable	14.6	Low
Next PLC	14.9	Low
Vodafone Group PLC	15.7	Low
Greggs PLC	16	Low
London Stock Exchange Group	16.4	Low
eBay Inc	16.7	Low
Apple Inc	16.9	Low
NatWest Group PLC	17	Low
J Sainsbury plc	17.6	Low
Tesco PLC	17.9	Low
Wm Morrison Supermarkets PLC	19.7	Low
M&S	20.8	Medium
Unilever PLC	21.6	Medium
AstraZeneca PLC	23.5	Medium
Barclays PLC Bank	24.3	Medium
Amazon.com Inc	30.9	High

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What we've done so far



We've been busy in the past 12 months. We've created our **ESI Committee**, developed and launched our **ESG Strategy**, released our first **ESG Report**, started working towards our objectives and undertaken a rating process to track our progress. To drive our strategy forward, we've also hired a dedicated **ESG and Sustainability Manager**.

Here's a quick overview of our progress in each area...

Environmental progress

- Group environmental policy launched outlining our environmental policies
- Green Mark and Carbon Architecture engaged to support us on our way
- Environmental Management System rolled out across all offices
- Energy and Carbon Report for the Newable Group
- Launched Environmental Volunteering Days
- Plant a Tree with Newable initiative launched
- Net Zero report launched alongside our first Net Zero event
- Using more sustainable printers



Social progress

- Gender and Ethnic Pay Gap Reporting developed to enhance transparency
- Fuelling Ambition Inside Relunched to support our employee development and career progression
- Race at Work Charter and Social Mobility Index signed
- Supporting Mental Health charities across the Newable Group, for example, Synergy supporting Just Ask A Question



Governance progress

- Supplier Code of Conduct rolled out across all suppliers to ensure we work with companies with the same standards as us
- SASB selected for ESG reporting standards
- Policy Portal launched to improve transparency



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What's next?



We're ready to continue working towards our ESG objective in 2022 and beyond. In the next 6 months, we will be:



Environmental plans



- Continue creating environmental volunteering opportunities
- Green Mark Level 3 and ISO Certification
- Develop a Carbon Roadmap to improve our Carbon footprint

Governance plans



- SASB engagement for ESG Reporting improvement
- Health and Safety Management System roll out
- Procurement Policy roll out
- GHG Risk Management
- Improve our Bribery and Corruption Programme

Social plans



- Develop a Human Rights strategy, policy and communication programme
- Improve training and guidance on diversity and inclusion initiatives
- Provide reporting on Human Capital Development metrics
- Achieve a Social Mobility Index rating
- Continue supporting charities through match funding

We're committed to being transparent about our ESG progress. That's why we've made it easy to find out more about what we're doing towards our ESG strategy:

newable.co.uk/ESG

Have a question?

Email us at:

ESG@newable.co.uk