



# Environmental & Social Impact Statement



**Current Accreditation: GOLD April 2025**

Accreditation History: Silver July 2018, Silver June 2021

Seymour Taylor continue to demonstrate a strong and comprehensive commitment to Environmental & Social Responsibility, showcasing leadership in sustainability, ethical governance and community development. Since their initial Accreditation in 2018, the firm has made consistent and measurable progress across environmental, social and governance (ESG) dimensions. The company's clear alignment with the Sustainable Development Goals (SDGs), strong staff retention and proactive approach to community engagement all underscore a deeply embedded Environmental & Social Responsibility culture.

Seymour Taylor have clearly ingrained Environmental & Social Responsibility within their operational DNA. The organisation demonstrates

real leadership in environmental stewardship, ethical business conduct and social responsibility. The strong alignment with global sustainability goals and a transparent approach to reporting further validate this commitment.

As the company moves deeper into the implementation phase of its Environmental & Social Responsibility journey, new challenges lie in refining measurement practices and more actively communicating achievements to internal and external stakeholders.

With continued investment in staff education, data capture and sector leadership, Seymour Taylor is well positioned to become a beacon of Environmental & Social Responsibility excellence within the UK accounting sector.

Date of publication 09/25

# Highlights at a glance

ENVIRONMENTAL	WORKPLACE	COMMUNITY	PHILANTHROPY
 <p><b>ENERGY EFFICIENCY INITIATIVES</b></p>	 <p><b>TRAINING &amp; DEVELOPMENT</b></p>	 <p><b>COMMUNITY ENGAGEMENT</b></p>	 <p><b>CHARITABLE ENGAGEMENT</b></p>
 <p><b>PAPERLESS OFFICE</b></p>	 <p><b>APPRENTICE DEVELOPMENT</b></p>	 <p><b>COMMUNITY PARTNERSHIPS</b></p>	 <p><b>PRO BONO SUPPORT</b></p>
 <p><b>SUSTAINABLE TRAVEL</b></p>	 <p><b>STAFF ENGAGEMENT</b></p>	 <p><b>EDUCATION ENGAGEMENT</b></p>	 <p><b>VOLUNTEERING SUPPORT</b></p>
 <p><b>SUPPLY CHAIN MANAGEMENT</b></p>	 <p><b>MENTAL HEALTH SUPPORT</b></p>	 <p><b>SPORT &amp; EVENT SUPPORT</b></p>	 <p><b>FUND RAISING SUPPORT</b></p>
 <p><b>RECYCLING &amp; WASTE MANAGEMENT</b></p>		 <p><b>COMMUNITY INVESTMENT</b></p>	

# Four Pillars Reports

## Environment

### Energy

- Transitioned from Ecotricity to Stark Energy both green energy providers.
- Downsized from dual to single monitors; removed docking stations and physical phones.
- Motion sensor lighting in all areas; eco-efficient air-conditioning units installed with zone control.
- All 4 company vehicles are fully electric; installed 3-point EV charger.
- Devices shut down overnight; only one shared hot water dispenser used.
- TVs, projectors and screens switched off when not in use.
- Net Zero report received with recommended action points.

### Natural Resources

- Office is paperless, significantly reducing print and postal waste.
- Live plants introduced for indoor greenery / air quality.
- Kitchen towels washed internally.

### Travel

- Microsoft Teams use has greatly reduced business travel.
- Promoting car sharing and public transport.
- Hosted more meetings onsite to reduce venue-related travel.
- All leased vehicles are electric; cycle to work scheme in place.
- Staff encouraged to minimize hotel resource use and travel light.

### Supply Chain Management

- ESG Questionnaire now mandatory for new suppliers.
- Prioritise local suppliers in Buckinghamshire.
- Ad-hoc purchases made locally to reduce packaging and emissions.

### Waste

- Office-wide recycling (paper, cardboard, batteries, food, toners).
- Confidential waste shredded on-site bi-weekly.
- Waste handled by ISO14001-certified provider (FuturFirst); 32% recycled in 2024.

## Workplace

### Training & Development

- 2–3 apprentices recruited annually partnered with First Intuition.
- Managers and Directors completed Insights Discovery workshops.
- Work Experience - 1 student hosted in 2024; 4 planned for 2025 (Accounting, Marketing & BD).
- Sales training (2 rounds, 16 attendees); Excel training led internally.
- Champion roles appointed for all new software.
- Access to soft skills modules via various platforms.
- 24 promotions since 2023.
- Future Planning Meetings: Annual 1:1s for all senior, supervisor and manager-level team members with Joint Managing Directors.

### Labour Practices

- HR support from Peninsula Group, Hampden Group HR managers and external legal advisor.
- Mental health training completed by staff managers via Peninsula.
- All 6 flexible working requests granted in past 12 months.
- ICAEW CPD and annual ethics training requirements met.
- Annual Health & Safety audits by consultant with actions reported to Board.

### Ethical Practices

- Social, ethical and environmental impact considered in all procurement.
- Strong preference for UK/local suppliers with shared sustainability values.
- ICAEW Code of Ethics underpins internal culture and decision making.
- CSR initiatives regularly communicated and embedded into company culture

## Community

### Engagement

- One Can Trust: Food donations for 5+ years.
- Rennie Grove Hospice: 16 staff took part in Chilterns 3 Peaks Challenge; £4,600 raised (matched by firm).
- Florence Nightingale Hospice: £6,000 total sponsorship over 2 years.

### Youth & Education Initiatives

- Participation in 4 career fairs, presentations at local schools and the Bucks Skills Show each year.
- Apprentice and Young Person Employer of the Year 2025 Bucks Business Awards

### Sponsorships & Events

- Chiltern Rangers: £250 planting scheme donation.
- BBF Ambassador (10+ years)
- Young Enterprise (8+ years)
- Young Futures Fund (Charity of the Year 2025)
- Wycombe Wanderers Corporate Partner • SportsAid Eastern Sponsor

### Education

- All but one director trained and progressed careers at Seymour Taylor.
- Regular school outreach, drop-in events and tailored support for apprentices.
- Website career section simplified for student access and understanding.

## Philanthropy

### Charitable Involvement

- Support for 32 charities via discounted fees; 5 pro bono clients.
- Active involvement and input from staff in charity selection and engagement.

### Volunteering

- Staff regularly participate in charitable events.

### Pro Bono Work

- 5 charities receive services free of charge.
- Ongoing support for Heart of Bucks (finance committee) and Young Enterprise (mentoring and event sponsorship).

### Fundraising

- 2024: £4,600 raised for Rennie Grove Hospice.
- Young Futures Fund: 2025 Charity of the Year; £10k raised through fundraising and match giving.

### Financial Gifts / In-Kind Contributions

- Multiple direct donations to local causes (e.g. Chiltern Rangers, Heart of Bucks).



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