



Social and Environmental Impact Report

April 24 - March 25

Here are some of the not for profit organisations I have helped and supported over the last year



My Purpose

My purpose is to help and support organisations create high performing teams through having a positive, engaging and inspiring culture. This will enable them to be a force for good – for people, planet and profit.

My aim is to help organisations create working environments in which employees

- Enjoy what they do at work
- Have a sense of purpose and meaning in their roles
- Feel trusted and can work autonomously
- Feel a sense of connection and feel they belong to their organisation
- Are treated with dignity and respect
- Can give something back and do good for the planet

Governance

Governance is vital to enRich, ensuring ethical operations, environmental stewardship, and community engagement. As a consulting firm committed to high-performing teams and positive cultures, strong governance builds trust with clients and stakeholders.

enRich prioritises legal compliance, transparent stakeholder engagement, and continuous improvement.

I give preference to local suppliers and where possible those with ownership from underrepresented populations. I do not work with clients that I consider operate in an unethical industry.

Ethical operations are ensured through a robust Code of Ethics and Business Conduct.

I am committed to donating time and revenue to community and nonprofit partners.

Environment - Drive towards carbon zero

enRich integrates environmental responsibility into its operations as a consulting firm focused on high-performing teams and positive cultures.

I actively monitor and work to reduce its energy consumption, greenhouse gas emissions, and waste production, aligning environmental objectives with the UN Sustainable Development Goals. This commitment underscores the enRich's dedication to minimizing its environmental footprint.

I use renewable energy to power my home office. I monitor energy usage and set an annual target to reduce this by 5% each year.

I follow sustainable practices in my home office and drink coffee from an ethical provider.

I prefer to work with suppliers that meet environmental certifications.

Drive towards carbon zero

I recognise that business travel is a necessary tool to operate and grow my business, and at the same time business travel is a contributor to the company's carbon footprint.

My goal is to minimise my impact on the environment. For example, whenever feasible, business travel will be replaced with video meetings. If this is not possible, I will always use public transport where practical.

I keep a track of business travel carbon emissions (using <https://zero.giki.earth/>) and I offset my annual business travel carbon emissions by purchasing carbon offsets, which deliver financing toward renewable energy, forestry and resource conservation.

During the 2024-25 period

36% of business travel was undertaken by public transport.

I have carbon offset the 1070 car business miles I made and the use of my home office by planting 50 trees in the UK via <https://ecologi.com/>

Customers/Clients



enRich's success hinges on its customers. As a consultancy focused on team performance and culture, strong client relationships founded on trust and integrity are paramount. I value customer feedback to enhance services and ensure satisfaction. Through ethical marketing and transparency, I aim to deliver long-term value, supporting client goals.

I actively monitor customer satisfaction and assess service outcomes.

I prefer to work for clients who have a strong mission to be a force for good.

I do not work with clients that I consider operate in an unethical industry.

I provide leadership development and people management training programs.

At least £20,000 of my revenues in the last fiscal year was from products/services that provided ongoing professional development and advancement of skills and knowledge.

I support charities and not-for-profit organizations serving underserved adults. My services to this sector are offered at a discounted rate.

My aim is that at least 20% of my work is in the not-for-profit sector.

During 2024- 2025 20.1% of my revenue came from working for not-for-profit organisations.

During 2023- 2024 13% of my revenue came from revenue came from working for not-for-profit organisations

Volunteering

My aim is to spend 5% (100 hours) of my time on volunteering and pro bono work annually.

During 2024- 25 I spent 70 hours working with charities and 28 hours working on community projects

This compares to the period 2023- 24 when I spent 20 hours working with charities.

My aim is to donate 5% of enRich's annual revenue to local charitable causes. I will liaise with the Quartet Foundation <https://quartetcf.org.uk/> and Crowdfunder <https://www.crowdfunder.co.uk/> to select which funds to donate to.

Thank
You