

Our Impact

January 2023 – December 2023

BIP UK & BIP US



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Highlights this year

January 2023 – December 2023

BIP UK & BIP US



Governance

Balancing people and the planet with profits

Certified



Corporation

Our progress:



Secured **B Corp certification** and made the legal change to balance people, planet and profit



Increased all our **training uptake**



Improved policies and processes in line with the B Corp framework



Updated our **supplier** due diligence processes

Our commitments:



Improve our B Corp score by at least **10%**



Transparent and open reporting for **B Corp** and the **UN Global Compact**



Improve **customer feedback** process



People

Our biggest asset

Our progress:



26 nationalities represented in our workforce



Maternity coaching delivered



7.8/10 Inclusion Survey score



More investment in our **Inclusion Council**



12 promotions and **290** pay rises for our colleagues



27 key promises made following our largest ever listening exercise. Delivered on **18** to date

Our commitments:



Action to improve the **gender pay gap**



Action to reach **30%** women partners, **40%** women managing principals



Achieving Disability Confident **Level Two**

4

QUALITY
EDUCATION



5

GENDER
EQUALITY



8

DECENT WORK AND
ECONOMIC GROWTH



10

REDUCED
INEQUALITIES



Community

BIP people give back

Our progress:



30 London school pupils mentored



Invested **£1,200** in forestry support for people from disadvantaged backgrounds



Colleagues donated **784** hours to **over 25** impactful causes, an increase of **161%** from the previous year

Our commitments:



Increase volunteering hours by **25%** to support our commitment of improving social mobility and reducing inequality



Donate **1000 hours** of volunteering

Donate at **least £27,000** to charities

Host a London to Brighton Charity Bike Ride



Support our new chosen charity partner: **Purple Elephant Project**



Widen our mentoring programme to work with **25%** more young people

4

QUALITY
EDUCATION



5

GENDER
EQUALITY



8

DECENT WORK AND
ECONOMIC GROWTH



10

REDUCED
INEQUALITIES



13

CLIMATE
ACTION



Sustainability

We protect our Planet

Our progress:



150 BIP people **(50%)** took decisions to change behaviour to reduce their environmental impact



Reduced company emissions by **18%** compared to our **2019** baseline



Offset **25%** of all emissions

Our commitments:



Net zero by **2050**



Increase environmental training uptake by **50%**



Achieve **ISO 27001** and **14001** accreditations



Reduce carbon emissions by a further **10%**



Letter from our CEO



Chris Laslett
CEO
BIP UK & BIP US

“

I continue to be inspired by how my colleagues strike a healthy work-life balance and prioritise the things that matter. It has been a privilege to join a thriving community of B Corp trailblazers and we are very much inviting you, our clients, suppliers, partners and contacts to join us on this tough yet vital journey.

”



Letter from our CEO

Chris Laslett – CEO BIP UK & BIP US

During another year of both challenges and opportunities, one theme which stands out to me is: **the power of the collective.**

My BIP Group colleagues, based across the world in **13 countries**, have shown how individual actions compound to achieve great things for both our clients and wider society. Together, we have achieved a lot this year and I am incredibly proud of everyone's hard work and dedication. The way people have so smoothly transitioned into yet another 'new normal' has been impressive.

This year, I also recognise that in several areas we have more to do. Whilst I feel a sense of pride as I look back over the past year, I also feel a renewed drive to take proactive steps to do better.

Our ambitious journey towards becoming a **B Corp certified** organisation has truly brought all these threads of people, sustainability, community and good governance together.

After two years' work and dedication, we were thrilled to achieve B Corp certification – the result of a real team effort. This process has touched every part of our organisation.

Our B Corp journey has spot-lit where we were already showcasing our commitment to **balancing people, the planet and profits**, and has also highlighted the areas which need the most urgent attention. Sustainability remains a key value at BIP UK & US.

We are committed to **reducing negative impacts** on the planet through education, carbon reduction and through supply chain management. This is not easy in the service industry, but we will not let this prevent progress. Our colleagues hold us to account on these commitments every day.

We must improve representation so our senior teams in the business are more diverse. We must ensure that at every stage and in every way, our people feel included and supported. The process has been a reminder that everything is about people.

So, I was particularly proud that we scored highest in the 'workers' theme of B Corp.

We are proud to have been **members of the UN Global Compact** since 2020. We reaffirm our commitment to the 10 principles aimed at advancing sustainability, equality, and human rights.

We also support the **UN Sustainable Development Goals** (SDGs) that align best with our business practices, and where we can meaningfully report on the key targets and indicators of those goals.

It has been a year of continued learning, growth and sustaining our fun, inclusive culture. Everyone at BIP UK & US works incredibly hard at their jobs, but also in the energy and time they invest in their own learning and giving back. This year BIP UK & US people donated **784 volunteer hours** to **25 impactful causes**.

This year has also been about a new brand identity, more partnerships with the wider BIP Group and more international presence so we can better serve clients all over the world.

Thank you to everyone at BIP UK & US for making this year such a success. And thank you for your continued support and taking time to read this report.

These annual reports, the stories and data gathered, always provide an important **moment for pause and reflection.**

This is your invitation to take this time too.

Chris Laslett

A word from the Group CEO Italy Carlo Cape



Carlo Capè
CEO
BIP Group

“

At BIP Group, we recognise our role as a leader in bringing innovation to multinational corporations. Our 4,500 consultants are committed to introducing digital solutions that have a high sustainable impact on our clients and their stakeholders.

However, we understand that this is not enough. We are dedicated to becoming more effective every day and building a workplace with a positive and sustainable culture that is inclusive of all. We ensure our policies and process reflect this and are incredibly proud to have achieved B Corp certification in the UK and US, solidifying our commitment to the highest standards in environmental and social governance and the principles of the UN Global Compact.

Our journey towards becoming a more responsible and sustainable business is significant, and the B Corp certification is a fantastic achievement along this path. It gives us a solid foundation to continue working towards positive change for our people, communities, and our planet. We believe that by adopting ethical and sustainable practices, we can create a brighter future for all stakeholders and are committed to continually improving our impact.

”

Welcome from Jo Mihajlovic

Head of CSR

“What a milestone year it has been at BIP UK & US.

Achieving B Corp certification, with a score of 94.3 points, was definitely a highlight. But we know this is just the beginning, and we're excited to continue our improvement journey with like-minded peers from the B Corp community and UN Global Compact Network.

Every day I am proud to be a part of this journey and I am motivated by the impact we can make on our people, clients, suppliers, and local communities in the year ahead.

As companies prepare for new ESG regulations in 2023, we will support them to meet the challenges and demonstrate the values that stakeholders and investors are rightly demanding.



Jo Mihajlovic

Head of CSR | BIP UK & BIP US



Our Sustainable Development Goal (SDG) Alignment

As part of the B Corp framework we used the SDG Action Manager to best align our business to the SDG's. As a consequence we support and report on **6** of the **17** goals.



SDG 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all



SDG 5: Achieve gender equality and empower all women and girls



SDG 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all



SDG 10: Reduce inequality within and among countries



SDG 13: Take urgent action to combat climate change and its impacts



SDG 16: Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels



Governance

“As a B Corp certified business and a Member of the UN Global Compact, we have the confidence that our working practices are aligned to some of the best global frameworks of social and environmental performance, transparency and accountability.

We have committed to balancing people, planet and profit in our decision making, which is now written into our articles of association.

We recognise the challenges ahead for all businesses and continuously look for improvement opportunities for ourselves, our clients and our suppliers.

”



Julie Freeman

Director of Finance / BIP UK & US



Proud to be a certified B Corp

Our WHY?

Please join us on this journey to drive positive change and create a better future for all.



We are joining a global movement which prioritises people and the planet alongside creating profits



We are committed to this mission at BIP UK & US, but also to inviting and supporting our clients and suppliers to join this powerful force for good



The B Corp movement “leads economic systems change to support our collective vision of an inclusive, equitable and regenerative economy”

“Our journey to B Corp has required organisation-wide, meaningful change — and the motivation and investment to make it happen. Being a B Corp is more than just a target. It is a new dimension to our culture and a potent ingredient for our future success.”



Matthew Erickson - *Management Consultant* | BIP UK

Our motivations

Investing in our community:

We nurture and invest in our communities through our volunteering programme and charity donations

Taking care of our environment:

We minimise our impact on the world through our Environmental Management System

Growing sustainably:

We are committed to growth in a sustainable way that does not cause harm to people or planet

Encouraging continuous improvement:

We strive to ensure long term competitiveness and success



Prioritising People, Planet and Profit:

We strive to serve all stakeholders and ensure honesty and integrity in all our operations

Empowering our suppliers:

We encourage our suppliers to subscribe to our ESG values

Honouring legal commitments:

We manage the business using the triple bottom line: Profit, People and the Planet

Learning from like-minded companies:

We join the ranks of other companies doing great things, recognising mutual respect and recognition in the B Corp community and the UN Global Compact Network

Governance

Our progress:

Our approaches and impact align closely with the UN SDGs and the UN Global Compact Principles. This year we:



Adopted the B Corp legal test and are **B Corp certified**



Improved and circulated our updated code of **ethical conduct**



Increased all our **training** uptake



Updated our **supplier** due diligence processes

Our impact:

We educate on our policies and procedures to ensure we are living our values. E.g.



100% of our employees are now more aware of how to spot the signs of and prevent modern slavery



We measure our **impact** on our people and the planet so we can take the right steps to improve and report on our progress.



Governance story

Learning together

We provide accessible and engaging training for our team members. Our online courses are easy to complete in bite-size chunks and include interactive tests and downloadable eBooks.

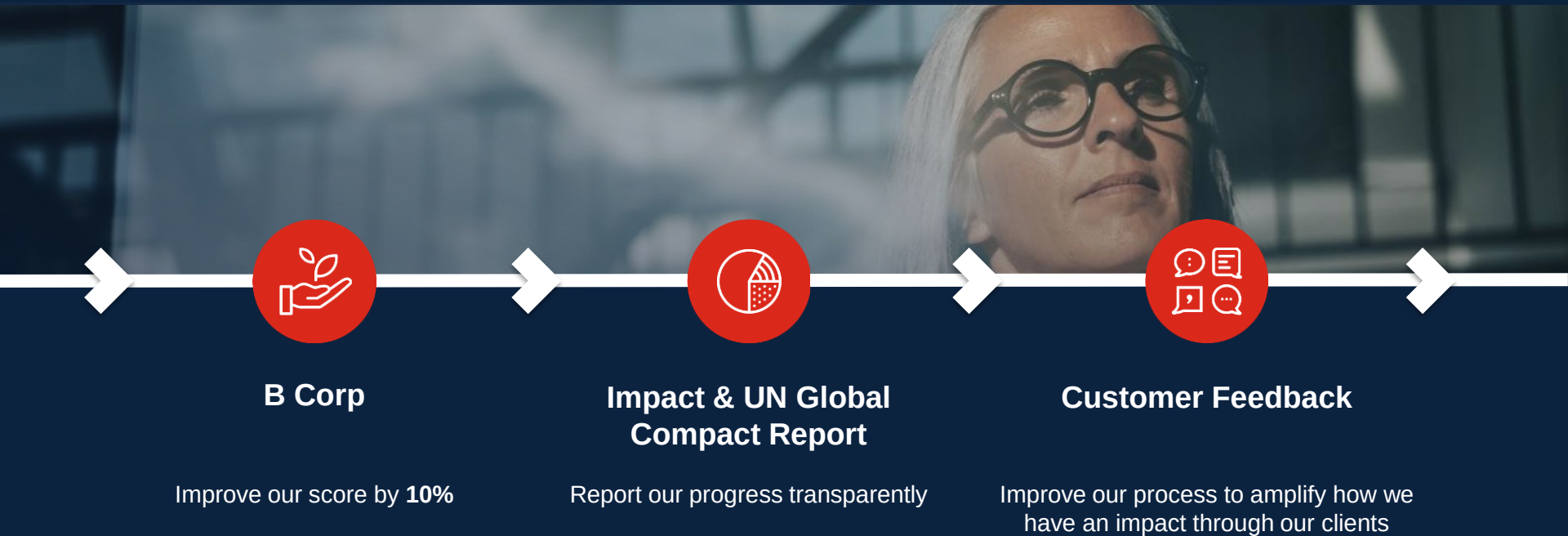
Our mandatory courses cover important topics such as information security, GDPR, preventing bribery, and addressing issues like unconscious bias, bullying and harassment, modern slavery, and equality & diversity.

We also have many other courses available to all employees including environmental awareness, and support for new parents.



What's next?

Looking ahead we will...



People

“

At BIP, our people are at the heart of everything we do.

We are proactive in creating a culture where everyone is welcome and able to thrive.

Inclusivity, equity and equality are priorities for us and we have further to go. We offer support and resources. We learn together and individually and we aim to create a space for honest and open communications.

”



Martin Wassell

Group MD / BIP UK & US





Sue Knight

Director of People
& Operations
BIP UK & BIP US

“

We recently completed the largest listening exercise in our company's history and have identified key promises to support our employees' growth and success.

We're committed to creating a diverse and inclusive environment where all employees can reach their full potential, with flexible working options and diverse career paths.

We're also taking steps to address the gender pay gap and increase diversity at senior levels.

Our culture and values prioritise the well-being of our employees and our open communication is key to building trust and fostering collaboration and teamwork.

”

People

Our progress

How have we created a place where everyone can thrive this year?



Measuring and reporting **Diversity and Inclusion** data and setting targets to improve e.g., representation of women and minority groups at senior levels



Sharing **gender pay gap** results with an action plan on how we will close this gap



Providing continued **maternity coaching**



Updating **mandatory training** and improving take up of unconscious bias sessions



Investing in our **inclusion** council, consisting of six equality community groups with senior leadership sponsorship and participation



Hosting **external talks** with high profile speakers to address societal issues and ways to support each other



Hosting a **Reading for Action** book club on 'Indivisible by Alison Maitland and Rebekah Steele'



Offering **neurodivergent** screening to enhance understanding of people's working styles and potential



Providing **menopause awareness** education for colleagues and their families to better support them through this transition period



Encouraging **open conversations** about work, family commitments and aspirations to get the best out of our people and foster harmony

People

Our impact



More than **26** nationalities represented in our workforce



Set **6** D&I targets; based on the **2** D&I surveys



Encouraged employees to express their unique ways of working through our 'Guide to Collaborating with Me' process. Over a **1/3** of our people took part



Our employee assistance programme includes wellbeing packages and colleagues were actively encouraged to take more breaks and **practise self-care**



Created **6** new apprenticeships supporting the development of new skills and providing a diverse range of perspectives and ideas to our teams



2,000 courses completed by **300** people on our online learning hub, Talent LMS



33 people trained in Mental Health First Aid



Average score of **7.8/10** on our inclusion survey



Signed the **Menopause** Workplace Pledge



2 formal career discussions and regular informal reviews for each employee, with **1,131** pieces of written performance feedback given



8 of our leadership Rising Stars are gaining career development experience as reverse mentees, supporting senior leaders to learn, develop and grow



Recognised as the **No.1** Internal Communications team according to SWOOP



12 promotions and **290** pay increases for our employees

People Story

Our impact

“

As a member of BIP's inclusion council and lead of the Glitter LGBTQ+ equality group, I know that our diversity and inclusion work is never finished.

My colleagues and I strive to showcase and understand the importance of intersectionality and how different forms of discrimination can overlap and compound.

We actively seek out diverse perspectives, to create a culture of belonging, to have a clear and comprehensive diversity and inclusion strategy and to hold everyone accountable for creating an inclusive work environment.

”



Ronan Duffy

Management Consultant | BIP UK



People

Special Events: Inclusion Week



Jo Mihajlovic

Head of CSR
BIP UK & BIP US

BIP's Inclusion Week is an important time to recognise and reflect on the challenges facing different groups in society who may be less fortunate than ourselves.

This was hosted by our Inclusion Council. We heard personal stories from external speakers which inspired fresh ways to consider and tackle how we make people feel included in the business.

We recognise inclusion is something we need to work at continuously.

At the end of each Inclusion Week, we commit to a new road map of D&I activities and targets. Plus, we give our people tools to implement learnings from the week into their daily practices.

This is not just for our people, but also our clients and reflecting on those we serve in the community.

People Story

Award winning collaboration



Sarah Parry
Head of Knowledge
Management
BIP UK

“Over the years, we have worked hard to nurture a digital workplace that makes collaboration seamless.

We have created an environment where we can connect and get work done, no matter where our people are.

We want to prioritise how we use our technology so that everyone feels welcome, supported and included.

As a result, our Yammer network was recognised as the **‘most collaborative network’** of our size in last year’s SWOOP Yammer Benchmarking Survey.

We are now focussing on providing different collaboration options that meet our individual preferences, because we understand the value of listening to every divergent opinion, no matter how quietly expressed.”

People Story

“The open and flexible culture at BIP UK allows me to bring my whole self to work.

As a parent, I really value the flexibility provided by BIP UK as it enables me to achieve a good work-life balance and stay connected to my company in ways that work for me.



Akosua Acheampong
Management Consultant | BIP UK



People Story

“

This year we launched the first jointly developed BIP international learning programme - Grounding@BIP.

Aimed at Analyst level consultants who are new to the business, it covers topics such as consulting models, client interviews, communication and presentation skills, basic finance and negotiation skills.

”



Lana Thompson
Learning Manager | BIP UK



People Story

As the lead of the Diverse Abilities communities I find it reassuring to see how we foster an inclusive environment where everyone is valued and heard.

In our work to raise awareness of disability and neurodiversity, for instance, we strive to create a welcoming environment for people to be themselves and considerate of others.

I am delighted that there is commitment at all levels of BIP to keep improving how we support people of all identities; making sure we can thrive, create great results and develop at BIP.



Eva Hunt
Management Consultant | BIP UK



Our Gender Pay Gap

At BIP UK & US we aim to identify the causes for our gender pay gap in order to take the right actions to close the gap.



We have been calculating our gender pay gap voluntarily since **2019**.

A workforce of **283** people



55%
men



45%
women



As of April **2023**, our mean and median pay gaps were **18%** and **23%** respectively. Our bonus gap were **21%** and **26%** respectively.



Women occupy **29%** of the highest paid jobs and **47%** of the lowest paid jobs.

Upper Quartile



71%
Male
29%
Female

Upper Middle Quartile



70%
Male
30%
Female

Lower Middle Quartile



47%
Male
53%
Female

Lower Quartile



53%
Male
47%
Female

Data reflects remuneration as of:
Salary: 05 April 2023 | Bonus: October 2020-November 2021

Our commitment and actions to improve our gender pay gap

What are we doing to close our gender pay gap?

Action includes:



Piloting maternity returner
and peer-peer coaching

Leadership development
programmes

Ambitious targets to increase
women in management positions

How we track progress:



Monthly report on recruitment data, promotions and attrition
plus data on % of women at each level of the business



At BIP UK, we are fully committed
to improving gender equity in a
sustainable and lasting way

Looking ahead we will...

Continue to improve gender equality at senior levels using the UN Women Empowerment Principles (WEP) framework



Take further action to reach our target of **30%** women partners and **40%** women managing principal



Improve our reporting on inclusion to include intersectionality. Ensure we are supporting all our people to thrive

Offer in house 'bubble hopping' training to encourage awareness about different life experiences, reduce unconscious bias and increase inclusion



Attain Disability Confident level 2



Continue to support those from underrepresented backgrounds to accelerate their career progress at BIP



Collaborate with our clients and fellow B Corps to incorporate new ideas to our programme

Community

“

Our people are our biggest asset.

We empower them to give back, using their skills and enthusiasm to improve lives and communities.

Giving back to communities is part of our DNA at BIP. And it's an integral part of what makes us a B Corp organisation.

”



Dani Lindley

Director of Comms, Marketing & Collaboration | BIP UK & BIP US



Community

Our progress

How are we helping to build communities?



In the **B Impact Assessment** questionnaire the Community section was our second highest scoring theme in the B Corp benchmarking



All employees are gifted three days a year to **volunteer** for causes close to their hearts.



BIP people have donated **98** days to volunteering and as a company we donated **£24,000** to charities



In our annual charity partner vote, colleagues voted to support Depaul in **2023** to help bring an end to youth homelessness



Our Active Employee Resource Group focuses on **social mobility**



Offered CV and job interview coaching and mentoring to **30** school children aged **16-18**



Supported forestry projects for people with learning difficulties through the '**plant a tree** for each new employee' initiative



Julie Lindsell
Management Consultant
BIP UK

When I joined BIP in January 2021, one of my ‘must haves’ was volunteering time.

As a member of First Aid Nursing Yeomanry, it was important that I was supported through BIP to continue volunteering during the working week.

It means that should an incident or event happen at short notice, such as the funeral planning for the late Duke of Edinburgh, and the lying in state for the late Queen Elizabeth II, I am able to take volunteer time off to support.

Showcasing this up front is now more important than ever especially when recruiting amongst the younger generations who are more conscious of their Corporate Social Responsibility.

Community

Our impact



BIP now mentors **50%** more young people from disadvantaged backgrounds



Continued to champion our chosen charity from 2020 by supporting **15** young people with cystic fibrosis to gain confidence in setting up their own businesses with awards of **£20,000**



Supported **The Maiden Factor** charity in building a strategy to increase the reach of its world tour which promotes gender equality and access to education for girls worldwide



Supported the **Movember** campaign for the **4th** year in a row to promote men's health and wellbeing through fundraising and pro bono work



Increased the number of charities we supported by **35%** to **50** as well as **2** schools in our local communities



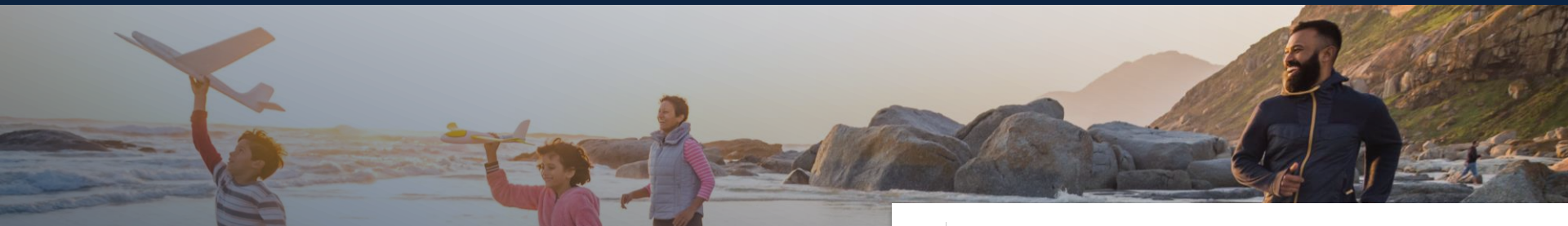


“For more than a year BIP UK, has very kindly supported The Maiden Factor through fundraising as well as pro bono project work.

It was a pleasure to work with their enthusiastic and knowledgeable team; the work done will also help strengthen the goals of the charity – to empower girls through education, with a focus on the opportunities of STEM; to believe in themselves to create better futures for all.

Tracy Edwards
MBE, CEO The Maiden Factor





“

At Cystic Fibrosis Trust, we have been blown away by the enthusiasm, skills and generosity of time that BIP employees have given and shown us, which, in turn has truly benefitted people with cystic fibrosis.

We are incredibly grateful for BIP's support over the years and most importantly the difference it has made to people who live with this condition and all that it brings with it on a daily basis.

Thank you.

”

Jacqueline Rogers
The Cystic Fibrosis Trust

Supporting

**Cystic
Fibrosis Trust**

Community

Preventing Male suicide with Movember



“

Movember, which works to change the course of men's health, is a cause very close to our hearts and we are proud to have supported the campaign for the fourth year running.

*“In addition to collectively raising **£3,780**, some of us worked on a pro bono project identifying how the campaign could grow its fundraising income in Europe.*

”



Daniel Ryan

Management Consultant | BIP UK

“

We truly value your support this year more than ever and really do appreciate everything you do for Movember.

Thank you SO much.

”

Daisy Downing
Movember

Community Story

First class learning with Imperial College London

“

In partnership with Imperial College London students, our team created a concept for a new UK/US centric Sustainability Service.

The students were offered mentorship by members of our Leadership Development programme throughout the 14-week project.

The team presented the latest trends around Sustainability Advisory in an interactive 'Dragons' Den' pitch. The panel consisted of representatives from BIP's leadership team and local and global sustainability practices.

*The business plan was part of the students' coursework and the group was awarded a grade of over **70%** by Imperial College London.*

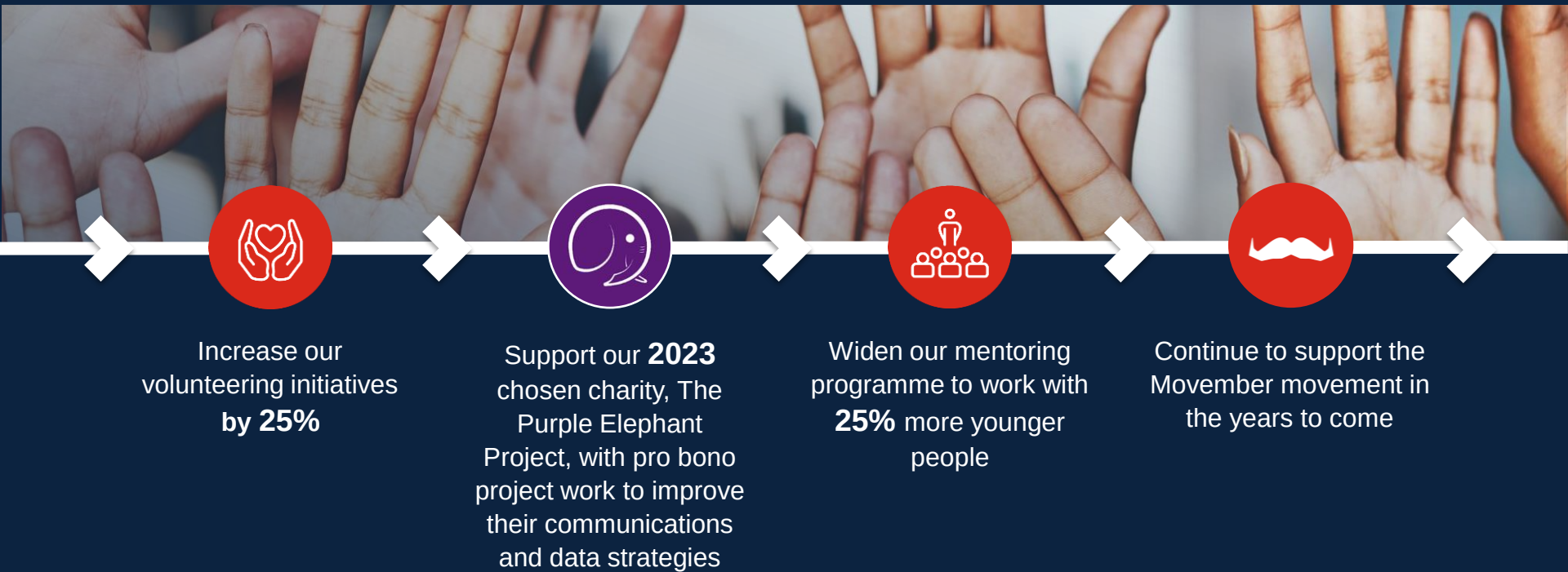
”



Imperial College
London



Looking ahead we will



Sustainability

At BIP UK and BIP US, we are committed to reducing our carbon emissions and working towards net zero by **2050**.

We are dedicated to not only reducing our own impact, but also to engaging with our suppliers and clients to make a collective impact on the environment.



How are we improving our impact on the planet?



Reduced total emissions by **18%** in comparison to base year in **2019**



Offset **25%** of all emissions with verified carbon credits



Grew the environmental responsibility interest group to raise **awareness** of environmental impact through our **Veganuary and Plastic Free July** campaigns



Improved **energy efficiency** and expenditure through sustained rationalisation of office space and optimised leasing/licensing of buildings



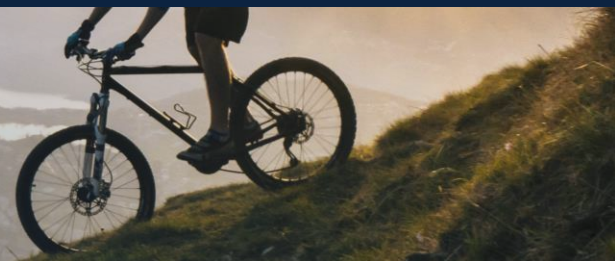
Continued to encourage the hybrid working model and gave access to regional office hubs to reduce **travel and commuting**



Screened more than half of suppliers using an **environmental survey** to understand impact and ensure no harm is enacted in the supply chain



Continued reducing and diverting waste sent to landfill from operations. Maintaining **separate waste and recycle bins** in offices and providing education to remote working staff



Sustainability

Our progress

“

*It was great to be part of a team litter pick in Hackney where we collected more than **15** bags of litter!*

It's something we plan to do regularly.

”



Ryan Johnston
Management Consultant | BIP UK



Carbon Emissions Progress

Our emissions are all **scope 3**, the vast majority for goods and services.

We are prioritising work with our suppliers to ensure they are also on a net zero journey so we can reduce our emissions in line with the Science Based Target Initiative recommendations.

Total in...

2021

2020

2019



689.9



813.3



841.2

Scope 1, 2 and 3 categorises a company's carbon emissions based on its direct:

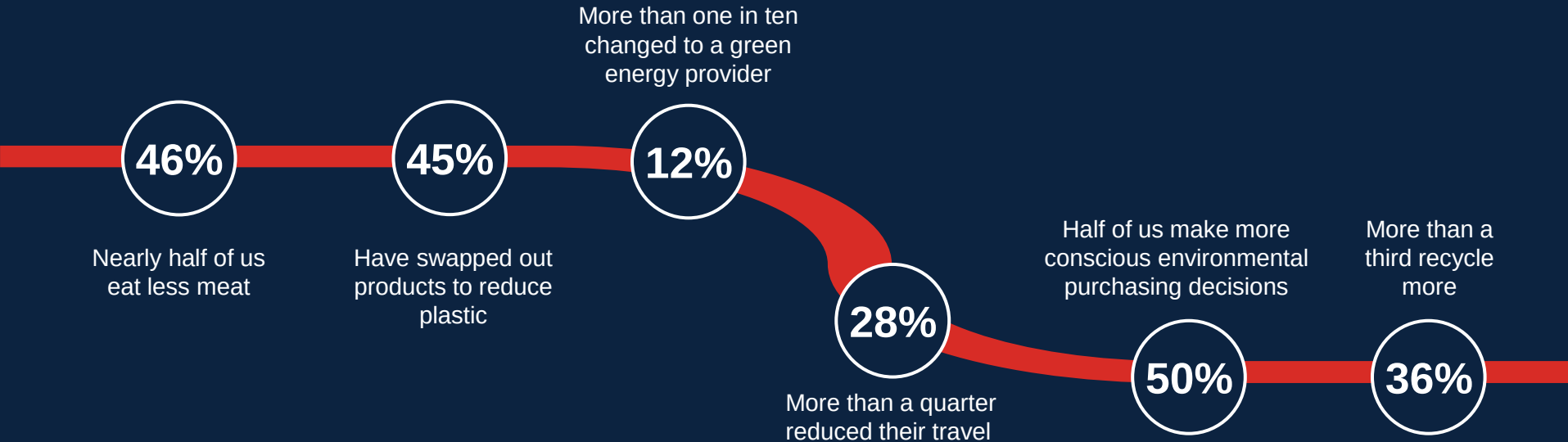
Operations (**Scope 1**) | Indirect energy purchases (**Scope 2**) | Supply chain emissions (**Scope 3**).

Sustainability

Our progress

Our environmental campaigns such as Veganuary and Plastic-Free July have reached and influenced the behaviour of our teams sustainably. They have become a beloved part of our engagement calendar, not just because they are fun, but also because they bring about positive change in so many of our people and their networks.

As a result...



Sustainability story

Offsetting our impact on the natural world

Ecologi

“

*This year we partnered with Ecologi on two key projects that offset **25%** of our emissions and **170** tons of carbon.*

*We also planted **182** trees with our partner Gone West, investing in a site in Yorkshire that provides opportunities for people with learning difficulties to get involved in tree planting.*

We're always looking for new ways to make a positive impact and drive sustainability forward.

”



Supporting Ecologi's **25**-year wind farm project in Thailand which will avoid **131,883** tCO₂e from entering our atmosphere each year of its operation



Supporting Ecologi's project in the Madre de Dios region in Peru. Taking place in the Natural Protected Areas (NPAs) of Tambopata National Reserve, this project will avoid **457,750** tCO₂e from entering our atmosphere each year

Looking ahead we will...



Reduce our carbon emissions by a further **10%**



Offset **50%** of scope 1,2 and 3 emissions



Plant a tree for each employee's birthday in addition to planting a tree for each new employee



Encourage smart sustainable decisions and reward behaviours like switching to **100%** renewable energy



Increase environmental training uptake by **50%**



Work with suppliers to reduce their **carbon footprint** and align with SBTi guidelines



Achieve **ISO 14001** accreditation, the international standard that specifies requirements for an effective environmental management system (EMS)



Expand supplier directory to include under-represented business owners through our **D&I group**



Reach net-zero by **2050**. We extended our target date as our original ambitious **2025** target could not be achieved without engaging our full supply chain. We're giving ourselves more time to succeed as we need our suppliers to meet net zero, too

Thank you

For reading and being a part of our BIP UK and BIP US stories.

We are proud of the progress we are making to create a sustainable, inclusive, and equitable company.

We believe that by aligning our business with our B Corp values, we can create a positive impact for our employees, communities, and the planet.

Together, we can continue to drive meaningful change and make a lasting impact for future generations.





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