

Corporate Resilience and Responsibility Policy

Beyond Green is a leading sustainability advisory practice that is committed to the delivery of impartial advice and high quality services to its clients throughout Scotland and the United Kingdom.

Our Corporate Resilience and Responsibility policy provides a holistic framework to manage our impacts on the systems our business depends on (*our responsibility*), and how those systems may impact our future business prosperity (*our resilience*). This is considered a far more encompassing approach than standard corporate social responsibility policies.



	Our specific commitments	Example of Evidence
Responsible Finance	Transparent pricing with our clients, fair pay with our employees, associates and contractors, and pay our fair share of taxation.	Accredited Living Wage Employer
Human Flourishing	Provide a safe, creative and supportive working environment that allows our employees to develop their skills and capacity through training, coaching and healthy work life balance. Deliver the commitments in our Employability, Health & Safety Policy.	All staff hold professional qualifications, giving opportunities to young talent Cycle Friendly Award
Natural Endowment	Take actions to reduce the environmental impact of our activities with particular reference to energy use and carbon emissions. Deliver the commitments in our Environmental Policy.	Surface Travel Policy to reduce carbon emissions, energy consumption monitoring 2,166miles cycled in 2016, increase by 50% Cycling incentive programme implemented across shared office
Community Capacity	Contribute to the local communities through volunteer/subsidised programmes, in particular strengthening employability skills of young people and supporting community projects.	Community Alliance Trust, Slow Food Scotland Network, ICAEW Business Challenge, Carbon Conversations Facilitator
Quality Advancement	Continually invest in training, infrastructure and technology to ensure we can exceed the professional standards expected by the Institute of Chartered Accountants of England and Wales, and the Institute of Environmental Management and Assessment. Deliver the commitments in our Quality Policy.	Investment in Collaborative Tools Professional Development
Stakeholder Advocacy	Advocate the advancement of sustainability across the business community through participation with professional bodies. Take an empathetic approach to support the challenges our client's face while ensuring a shift from "business as usual".	ICAEW Sustainability Committee Member, IEMA East Scotland Committee Member Finance for the Future Programme

This policy is published on the company website and is available at office.

Signed:



PAUL ADDERLEY, Managing Director.

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