

The Consultancy World:

# ESG Policy

Last updated: 18 May 2026

The Consultancy World is committed to operating as a responsible and sustainable organisation. We have integrated environmental, social, and governance (ESG) principles into our core business strategy and believe that strong ESG performance is both ethically sound and essential to our long-term success.

## Environmental Stewardship

We recognise the urgent need for environmental action and are committed to minimising our environmental impact through the following:

### Carbon Footprint Reduction

Our goal is to reduce carbon emissions by 15% by 2027 through energy-efficient working practices and a predominantly remote and digital service delivery model. Actions include:

- Investigating and implementing renewable energy options for any office operations.
- Monitoring energy consumption and identifying opportunities for reduction.
- Encouraging sustainable commuting and flexible working arrangements to reduce emissions.

### Resource Conservation

We aim to achieve a 20% reduction in waste generation by 2027 through:

- Prioritising digital over printed materials in all client and internal communications.
- Implementing responsible recycling and waste reduction practices.
- Minimising single-use materials across our operations.

### Sustainable Procurement

By 2027, we aim to ensure that 75% of our suppliers adhere to sustainability criteria, including ethical sourcing and environmental responsibility. We will develop a sustainable procurement policy and conduct regular supplier assessments.

## Social Impact

We prioritise cultivating an environment where every individual feels valued, respected, and empowered. Our social commitments include:

### Diversity, Equity, and Inclusion

We are committed to fair and bias-aware recruitment and promotion practices, providing diversity and inclusion awareness for all team members, and fostering a culture of belonging across our organisation.

### Employee and Contractor Well-being

We offer flexible working arrangements, promote open communication, and support the mental and physical well-being of everyone who works with or for us.

### **Community Engagement**

We are committed to giving back to the communities in which we operate, including through pro bono consultancy for under-resourced businesses and supporting local educational and commercial initiatives aligned with our mission.

### **Ethical Business Practices**

We maintain a zero-tolerance approach to bribery, corruption, modern slavery, and any other unethical business conduct. We comply fully with the Bribery Act 2010 and the Modern Slavery Act 2015. Please refer to our Anti-Slavery Policy for further detail.

### **Governance Excellence**

We are committed to strong governance practices that ensure transparency, accountability, and responsible decision-making:

#### **Oversight**

The Directors of The Consultancy World are responsible for overseeing our ESG strategy and performance, including regular review of our ESG commitments and progress against targets.

#### **Risk Management**

We integrate ESG considerations into our risk management approach, conducting regular assessments of environmental, social and governance risks and maintaining mitigation strategies.

#### **Compliance**

We are committed to maintaining full compliance with all relevant laws, regulations, and standards related to ESG, including the UK GDPR, the Equality Act 2010, the Modern Slavery Act 2015, and applicable environmental legislation.

### **Measurement, Reporting, and Continuous Improvement**

We are committed to measuring, evaluating and transparently reporting our ESG performance:

- We will track key environmental metrics including carbon emissions, energy consumption and waste generation.
- We will measure social impact through indicators including team satisfaction and community investment.
- We will assess governance practices through compliance monitoring and stakeholder engagement.
- We will publish an annual ESG update summarising our performance against targets and our goals for the coming year.
- We will continuously improve our ESG practices by setting ambitious but achievable targets and embedding sustainability into our organisational culture.

We invite all stakeholders, including clients, partners, and the wider community, to engage with us on our journey toward a more responsible and sustainable business.

## **Contact Us**

If you have any questions or concerns about this policy, please contact us:

- Email: [support@theconsultancy.world](mailto:support@theconsultancy.world)
- Website: [www.theconsultancy.world](http://www.theconsultancy.world)

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