

Overall

ambition

ESG at Rickard Luckin

Environmental

To be a business which consumes responsibly and minimises our environmental footprint.

To be advisers who are part of the environmental discussion with our clients and can support them through changes towards a more sustainable business (in a low carbon economy). This would involve helping our clients understand the challenges and opportunities and access specialist advice and support where needed in order to overcome or capitalise on these.

Social

To be an employer of equal and fair opportunities for all. To inspire the next generation of accountants and business advisers and provide them with an environment in which they can thrive.

- To make a positive impact on our local communities through the work that we do, and to support commerce and innovation.
- To make a positive impact on our local communities through engagement and support of local projects and causes.

Governance

- To operate with a clear and transparent structure which supports our overall business aims.
- To maintain the highest standard of ethical integrity throughout the firm and operate systems and policies which facilitate the highest standard of confidentiality, privacy and data security.
- To foster a culture in which all stakeholders are fully engaged and are able to contribute to the on-going development of the business.

Our material considerations

- Supporting clients in their transition to a low carbon economy (their business and their role in the supply chain).
- Sustainable management of our own supplies/supply chain.
- A reduction in our carbon footprint and in our "waste".
- Supporting clients with their transition through digitisation.

- Supporting local community projects and good causes.
- Educational training, personal development and support for all of the team.
- A culture of continual learning and improvement.
- Creating workplace opportunities for all.

- Cyber-security, data security and protection.
- An environment of continual employee engagement and feedback.
- Diversity within our board and overall leadership team.

The ESG ambitions of the business are monitored and reported on through the company ESG Group. This team is comprised of team members from across the business. It will act as a steering group for the firm and the ideas that are tabled.

Our structura approach

- The ESG Group have a direct line of communication and working relationship with our in house facilities manager and are providing input into supply chain purchasing decisions.
- Within our Executive Team structure is our HR & People Development Director who oversees a team committed to the delivery of our employee experience.
- The firm has a Charity Team established to consider all charitable activities of the business and engage with the team for input into this decision making. This team is comprised of team members from across the business.
- The company operates an Executive Team structure, with total team updates on all key matters across the business being delivered to the team throughout the year. The company engages with the team with regular pulse checks and the Best Companies annual survey.
- The firm operates with a clear set of governance policies, parameters and associated guidance which are regularly reviewed, updated and built upon.