



DOING GOOD

OUR RESPONSIBILITY & SUSTAINABILITY
STRATEGY

3 ADAPT
People focused. Data informed.

DOING GOOD: OUR RESPONSIBILITY & SUSTAINABILITY STRATEGY

FOREWORD

As a sustainability consultancy, everyday we help our clients and collaborators adapt to be more sustainable. Our ultimate intention is to have a positive environmental, social and financial impact. Where all three are not possible, we help our clients make difficult decisions and understand trade-offs explicitly. Feedback from our clients is that this often delivers both short-term and long-term benefits whilst improving their resilience to future change.

Doing Good: Our Responsibility and Sustainability Strategy sets out our commitments to ensuring that our own business is having a positive impact. It defines our vision and mission and provides an overview of key drivers and ultimately the ways in which we will hold ourselves to account. It covers areas which may also be typically referred to as Corporate Social Responsibility (CSR) which we believe is essential to an enduring, successful and ultimately sustainable business.

As our first version, this Strategy sets out our commitments and goals. The intention is that making these public and accessible will ultimately make us stronger. It will also be a reference point for others to both critique and support us on our own journey. We will revisit these annually to track and report our progress.

With this in mind, we welcome your thoughts and comments on our approach to sustainability. We firmly believe that together we can be stronger still and develop a lasting sense of purpose that continues to be relevant.

As founding directors, we have ultimate responsibility for progressing towards the commitments highlighted in this Strategy, however, this Strategy has been developed with input from all the team here at 3ADAPT. We are therefore excited to share with you our shared vision and commitments that reflect the passions of our team.



A handwritten signature in black ink, appearing to read 'P Hampshire'.

Phil Hampshire
Director, 3ADAPT
June 2021



A handwritten signature in black ink, appearing to read 'Anthony Davies'.

Anthony Davies
Director, 3ADAPT
June 2021

VISION AND MISSION

Our vision is a sustainable world. This Strategy sets out what we mean by this through using a robust model and detailing a number of commitments and ways of measuring our progress in relation to these.

Our mission sets out in broad terms how we intend to use the diverse skills across the 3ADAPT team in what we do, expanding on our people focused, data informed approach.



We **embrace complexity** to enable change that **enriches society** and is **kind to our planet**. We **collaborate** to enable progress that reflects each unique context. We do this through applying **robust** models of sustainability, collating **evidence**, and applying leading research to grow **natural, social, human, intellectual, manufactured** and **financial** capital. We create **measurable benefits** to our clients, collaborators and **society as a whole**. We do this with **honesty, empathy** and **enthusiasm**. Always with the intention to have **fun** and make **friends** along the way.

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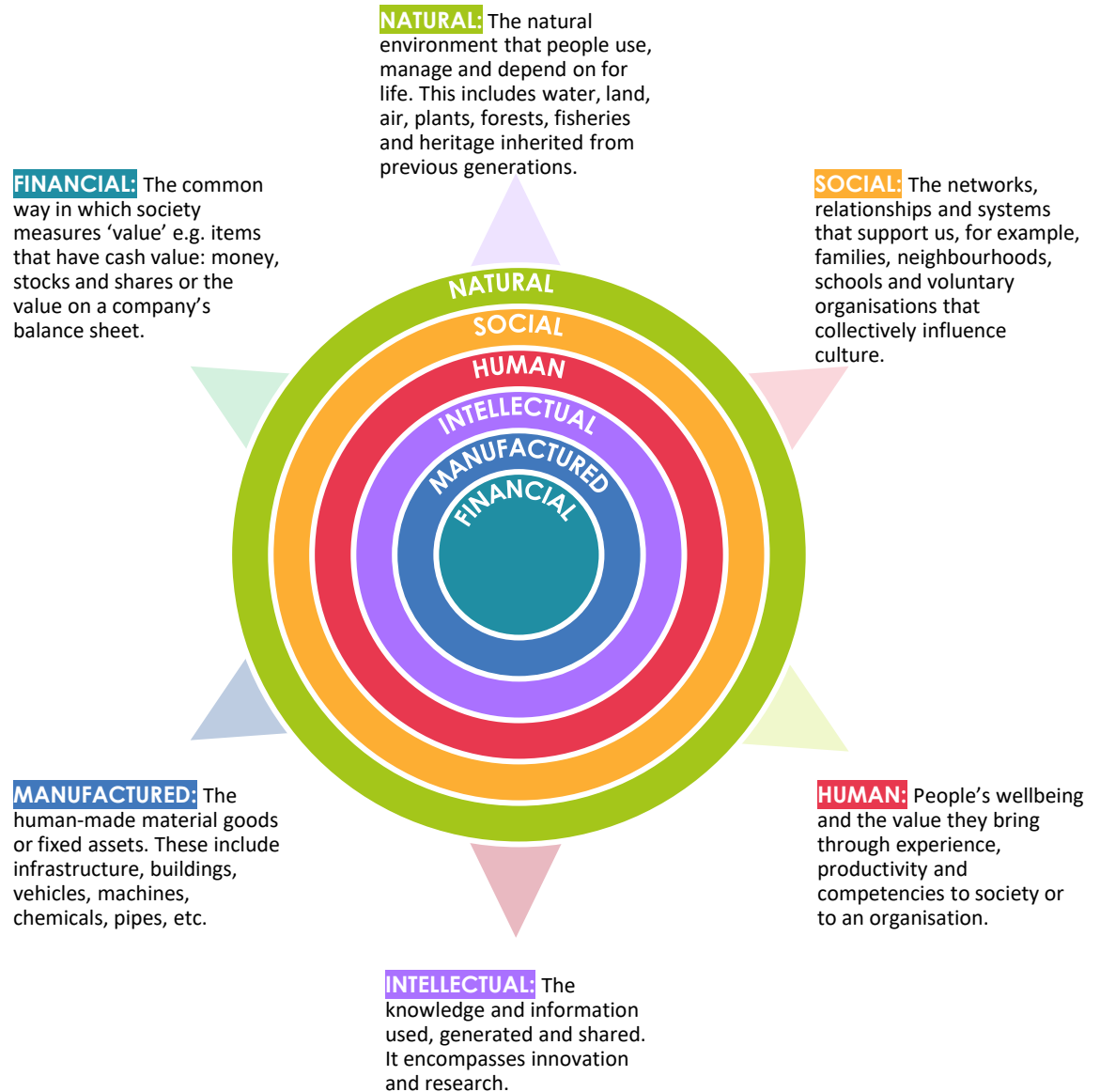
OUR COMPASS

Everything we do is based upon growing Natural, Social, Human, Intellectual, Manufactured and Financial capital. From here on in, these will be referred to as the 'Six Capitals'

Doing Good: Our Responsibility and Sustainability Strategy communicates our ambition and commitments to maximise each capital and move towards our vision of creating a more sustainable world.

“**The 'Six Capitals' provides a strong model of sustainability which places an emphasis on living within the limits of the natural environment and developing strategies that grow all capitals. The aim is to improve value through the Six Capitals and deliver benefits for society as a whole.**”

Anthony Davies, 3ADAPT, Founding Director



FOCUS THEMES

We aim to grow the six capitals through progressing commitments structured under each of the following themes. Our associated commitments, KPI's and targets are detailed on the following pages.



CARBON

Addressing the climate emergency



BIODIVERSITY

Enabling plants and wildlife to thrive



RESOURCES

Responsible stewardship of our precious resources



SOCIETAL IMPACT

Giving back to society and supporting the next generation



EQUALITY, DIVERSITY & INCLUSION

Strength and unity through our differences



WELLBEING & HAPPINESS

A happier and fulfilled team and collaborators



KNOWLEDGE

Continuously learning and sharing our knowledge and expertise



ASSETS

Proud of what we own and borrow



PROSPERITY

Just and shared rewards

OUR COMMITMENTS



CARBON

- We will be net zero carbon across all scopes (including business and commuter travel) by 2030. This will be followed by a further commitment to becoming climate positive.
- All carbon emissions reduction targets will be aligned to science-based target initiative recommendations.
- We will voluntarily offset more than our carbon footprint.
- We will publish our office emissions annually and provide future actions.
- We will report on the percentage of our clients who have net zero targets, and by 2030 we commit to only working with clients who have net zero targets.
- We will track and report the carbon impact of our projects.



BIODIVERSITY

- We will contribute to increasing biodiversity by providing for local species and dedicating volunteer days or donations to local and/or global planting and wildlife protection and enhancement schemes.
- We will track and report the Biodiversity Net Gain impact of our relevant projects.



RESOURCES

- We commit to monitoring and reducing our water consumption in our office and those who lease in the same building.
- We commit to increasing flood resilience across relevant projects.
- We commit to ensuring water security across relevant projects in the wake of the highest climate change projections for rainfall.
- We will be zero waste to landfill by 2025.



N A T U R A L

OUR COMMITMENTS



SOCIETAL IMPACT

- We will donate 1% of our profits to charities and good causes.
- We will encourage our staff to undertake 2 days of volunteering per year on charitable / educational work.
- We will set up a 3ADAPT foundation and support bursaries for further/higher education activities to those from under privileged backgrounds.



EQUALITY, DIVERSITY & INCLUSION

- We commit to the development of a diverse team and equitable pay and rewards. We commit to paying all our staff the UK living wage.
- We will ensure our employees are trained on topics related to equality, diversity and inclusion.



WELLBEING & HAPPINESS

- We will provide health insurance, a cycle to work scheme and £300 a year for our staff to join health clubs and grant to employees to insulate their homes.
- We will ensure that at least one member of our team is trained as a mental health first aider.



S O C I A L

H U M A N

OUR COMMITMENTS



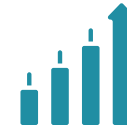
KNOWLEDGE

- We will put in place support and budgets to support team development through attendance at courses and internal knowledge sharing.
- We will allocate time to the development of new internal systems and processes to improve our knowledge share and improve the effectiveness of our work. We will seek direct feedback from our clients to improve our offer.
- We will contribute a collective 50 hours a year to support educational activities across all skill levels.
- We will provide transparency of our progress by reporting on the KPIs and targets of our 'Doing Good: Our Responsibility & Sustainability Strategy' at the end of each financial year.



ASSETS

- We will assess asset spend over £10,000 in terms of its six capitals impact and use this to inform decision making. Company assets include offices, cars, equipment, etc.



PROSPERITY

- We will ensure all Director, and encourage employee, pensions are invested in sustainable pension funds.
- We commit to paying all our suppliers the UK living wage.
- We will ensure at least 80% of our banking services are provided by a social investment organisation, Certified B-Corp, a member of the global alliance for banking on values, a cooperative bank or credit union, local bank serving the community or independently-owned bank.




M A N U F A C T U R E D
F I N A N C I A L
I N T E L L E C T U A L

OUR KPIS AND TARGETS






KPIS & TARGETS

Our commitments have a set of Key Performance Indicators (KPIs) and targets, outlined in the following table. These guide achievement of our commitments and help us track progress against them. They will be reviewed and updated annually as we reflect on our performance.

THEME	TARGET	TARGET YEAR	KEY PERFORMANCE INDICATOR (KPI)
 CARBON	Net Zero Carbon across scopes 1, 2 and 3.	2030	Scope 1, 2 and 3 carbon emissions (equivalent).
	Only work with clients who have Net Zero targets.	2030	Number of Net Zero Carbon clients.
 BIODIVERSITY	Dedicate at least 1 day per year for all staff to participate in projects that provide a positive Biodiversity Net Gain impact (i.e. woodland creation, removal of invasive species etc.).	2022	Number of volunteer days dedicated to global planting and wildlife protection and enhancement schemes.
 RESOURCE	Zero Waste to landfill.	2025	Operational waste to landfill.
 SOCIETAL IMPACT	Donate at least 1% of our profits to charities and good causes.	2021	Percentage profits donated to charities and good causes.
	Support our staff to undertake 2 days of volunteering per year on charitable/educational work.	2022	Number of volunteer days undertaken on charitable or educational work.

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OUR KPIS AND TARGETS

THEME	TARGET	TARGET YEAR	KEY PERFORMANCE INDICATOR (KPI)
 EQUALITY, DIVERSITY & INCLUSION	Provide transparent pay bands for all employee grades.	2022	Equitable pay and rewards for employees by gender, race / ethnicity, or other demographic factors.
	Create a dedicated equality, diversity and inclusion policy. 'Equal opportunities policy'	2022	Percentage staff paid at least the UK Living Wage.
 WELLBEING & HAPPINESS	Provide health insurance, a cycle to work scheme and £300 a year for our staff to join health clubs and grant to employees to insulate their homes.	2022	Provision of employee health insurance, a cycle to work scheme, help joining health club and grants for home insulation improvements.
	Train at least one member of our team as a mental health first aider.	2022	Percentage employees trained as a mental health first aider.
 KNOWLEDGE	Collectively contribute 50 hours a year to support educational activities across all skill levels.	2022	Time dedicated to support educational activities across all skill levels.
	Report progress of all targets of the 'Doing Good: Our Responsibility & Sustainability Strategy'.	2023	Number of targets of the 'Doing Good: Our Responsibility & Sustainability Strategy' on a yearly basis.
 ASSETS	Assess all asset spend over £10,000 in terms of its six capitals impact and use this to inform decision making. Company assets include offices, cars, equipment, etc.	2022	Percentage of assets over £10,000 assessed in terms of six capitals impact.
	We will ensure all Director, and encourage employee, pensions are invested in sustainable pension funds.	2022	Percentage of Directors and employees investing in sustainable pension funds.
 PROSPERITY	Pay all our suppliers the UK Living Wage.	2022	Percentage suppliers paid the UK Living Wage.
	Ensure at least 80% of our banking services are provided by a social investment organisation, Certified B-Corp, a member of the Global Alliance for Banking on Values, a Cooperative bank or credit union, local bank serving the community or independently-owned bank.	2022	Percentage banking services provided by a social investment organisation, Certified B-Corp, a member of the Global Alliance for Banking on Values, a Cooperative bank or credit union, local bank serving the community or independently-owned bank.

MONITORING AND IMPROVEMENT

Monitoring progress on KPIs and targets are essential to keep track of their current status, and whether activities need to be adjusted to be able to achieve them. Targets may also need to be adjusted as they may be reached sooner than predicted, or to reflect current context, such as the devastating Covid-19 pandemic, which may require altering prioritisations and feasible timescales. We are committed to being fully transparent on our progress through regular reporting. These commitments are summarised to the right.

MONITORING & IMPROVEMENT

We will:

- Comply with all relevant regulatory requirements as a minimum.
- Monitor and continually improve performance against our commitments.
- Continually improve environmental and societal impacts.
- Incorporate environmental factors into all business decisions.
- Increase employee knowledge and awareness through relevant training.
- Review this Strategy and any related business issues at management meetings.
- Involve staff in the implementation of this Strategy.

REPORTING

We will:

- Provide transparency on the status of our sustainability commitments year on year.
- Ensure accountability for progress against our sustainability commitments.
- Update this Strategy at least once annually in consultation with staff and other stakeholders where necessary.

SHARED RESPONSIBILITY AND COMMITMENT

OUR PASSIONS (AND COMMITMENTS)

We have all been involved in shaping the commitments that we have shared in this Strategy. They are not only things that we know are important to the future of our society and our planet, but also things that we genuinely care about. We feel privileged to be working on projects and initiatives that will make the world a better place.

For these reasons, we are passionate about progressing towards the commitments we have made in this Strategy. Whilst we will collaborate to play to our individual and diverse strengths, everyone has personally committed to leading at least one of the themes highlighted within this Strategy. Whilst overall responsibility will rest with 3ADAPT's leadership, each lead will share progress annually on their focus theme, along with what they have learned and their plans for the next 12 months.



3 ADAPT

People focused. Data informed.

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