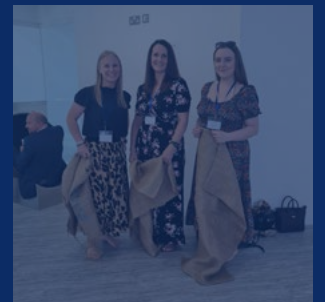


B CORP IMPACT REPORT

AUGUST 2026

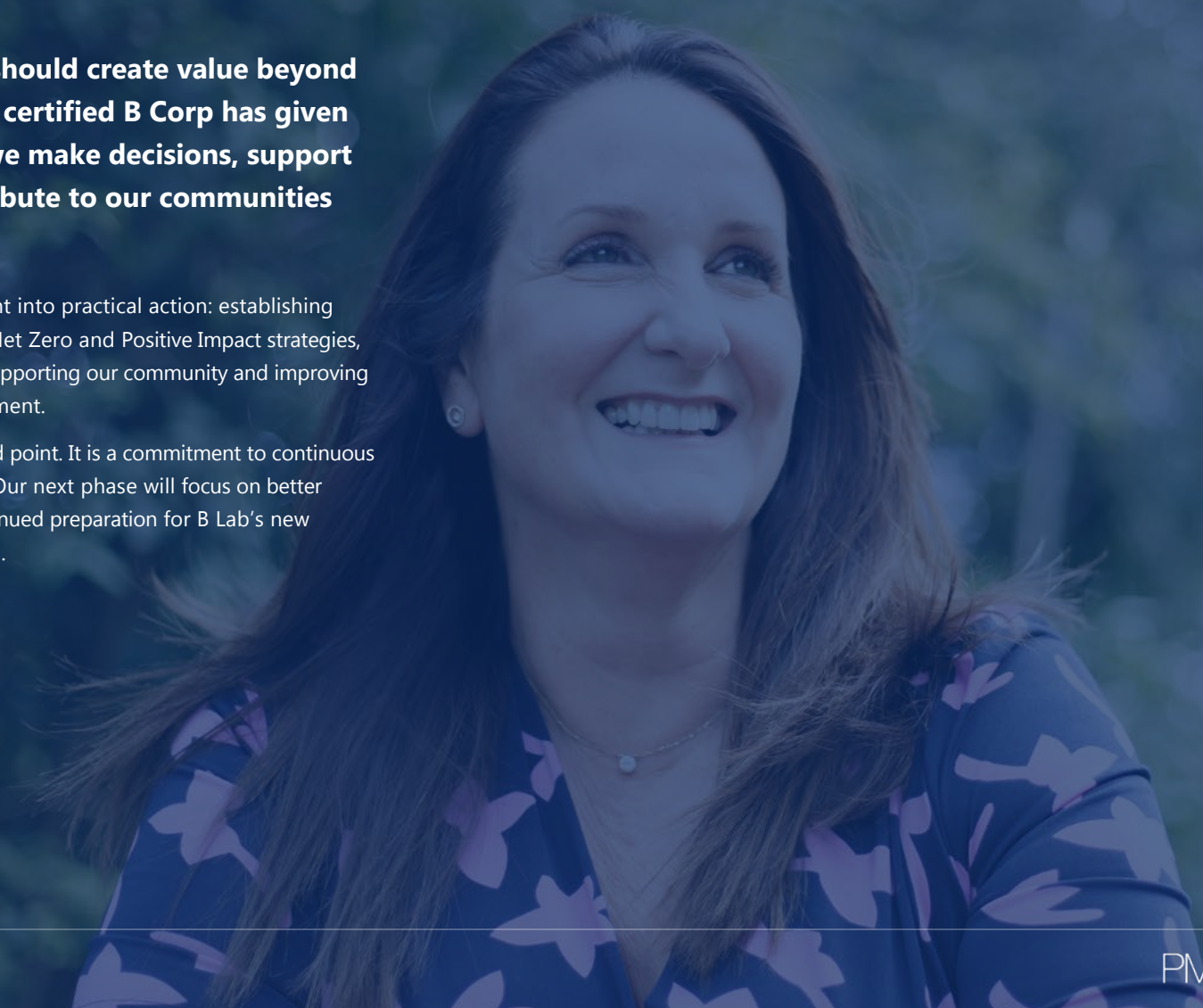


A MESSAGE FROM OUR MANAGING PARTNER

“At PM+M, we believe businesses should create value beyond financial performance. Becoming a certified B Corp has given us a framework to challenge how we make decisions, support our people, serve clients and contribute to our communities and the environment.”

Our first year has focused on turning commitment into practical action: establishing ESG governance, bringing together our B Corp, Net Zero and Positive Impact strategies, strengthening environmental and social policies, supporting our community and improving employee wellbeing, communication and development.

We recognise that B Corp certification is not an end point. It is a commitment to continuous improvement, transparency, and accountability. Our next phase will focus on better evidence, clearer year-on-year measures, and continued preparation for B Lab's new standards and future recertification requirements.

A portrait of Helen Clayton, the Managing Partner, smiling and looking upwards. She has long brown hair and is wearing a blue floral patterned top. The background is a soft-focus green foliage.

Helen Clayton

HELEN CLAYTON

Managing Partner

JOURNEY TO CERTIFICATION

PM+M became a Certified B Corporation in August 2025, reflecting our long-standing belief that business should create positive outcomes for people, communities and the environment alongside financial success.

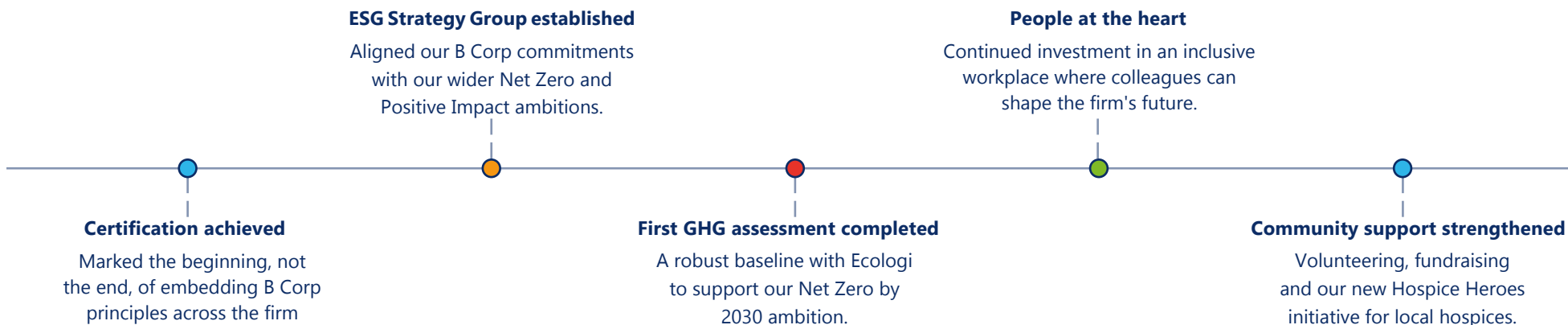
Certification was an important milestone, but it marked the beginning rather than the end of our journey. Over the past year, we have focused on embedding the principles of B Corp across the firm and building strong foundations for future progress.

We established an ESG Strategy Group to help drive our purpose-led approach, aligning our B Corp commitments with our wider Net Zero and Positive Impact ambitions. We have also reviewed and strengthened key environmental and social policies, increased colleague awareness and engagement, and developed clearer governance around our ESG priorities.

Our people remain at the heart of everything we do. Throughout the year we have continued to invest in creating a supportive and inclusive workplace where colleagues feel valued, have opportunities to develop, and can play an active role in shaping the future of the firm.

A significant milestone during the year was completing our first comprehensive greenhouse gas emissions assessment with Ecologi. This provided a robust baseline from which to measure future progress and support our ambition to achieve Net Zero emissions by 2030. While total emissions increased alongside business growth, carbon efficiency improved and emissions from Scope 1, Scope 2 and business travel reduced.

Supporting our local communities continues to be an important part of who we are. During the year, our people contributed through volunteering, fundraising, donations, mentoring, food bank collections, and our annual Christmas Present Appeal. We are proud to continue supporting Blackburn and Darwen Youth Zone and many other local charities and community groups, while our new Hospice Heroes initiative is strengthening our support for local hospices through fundraising and awareness activities. As we look ahead, we remain committed to using business as a force for good, continuously improving our impact and creating long-term value for our people, clients, communities and the environment.



OUR B CORP IMPACT SCORE

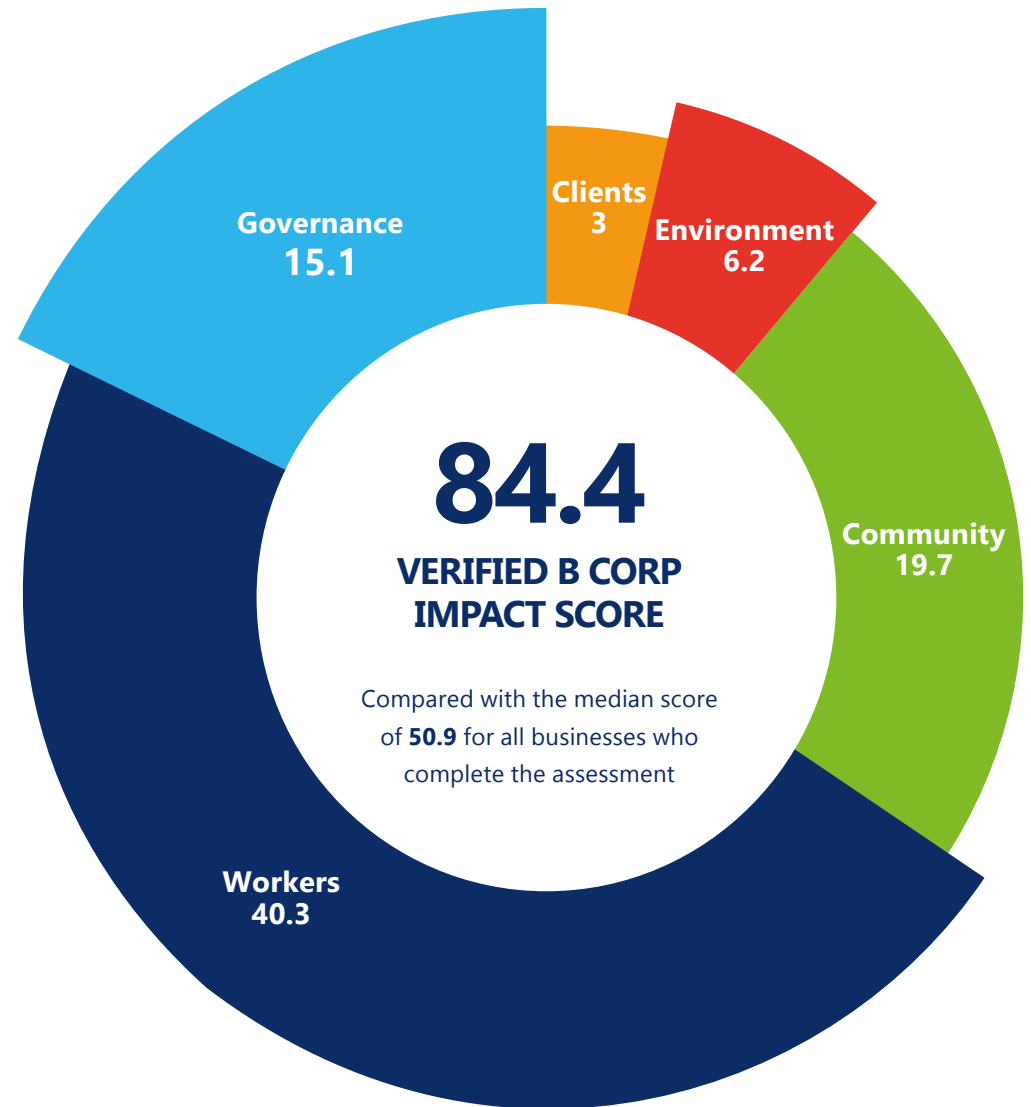
Achieving certification was an important milestone, but it is only the beginning of our journey.

Our previous score reflects the significant investment we have made in our people in recent years. This included expanding our apprenticeship and graduate recruitment programmes, increasing engagement with schools and colleges, and creating opportunities for individuals from a broader range of back-grounds, experiences and abilities. We are pleased to see this commitment recognised through our stronger performance in the Workers impact area.

While we are proud of our initial certification score, our ambition is not simply to maintain accreditation. We aim to continuously improve our impact, strengthen our contribution to society and the environment, and ensure PM+M remains a business that balances profit with purpose for the benefit of all stakeholders.

"Certification is a reflection of the values, practices and stakeholder-focused approach that underpin everything we do at PM+M. It is an achievement that we are incredibly proud of and one that reinforces our commitment to continuous improvement, recertification, and using the B Corp framework to make a positive difference across Lancashire, Greater Manchester and the wider North West."

Helen Clayton, Managing Partner



OUR FOCUS AREAS FOR RECERTIFICATION

Looking ahead

As we work towards recertification in 2028, B Corp standards have evolved, placing greater emphasis on performance, continuous improvement, and measurable impact across a broader range of social and environmental topics. Over the next 12 to 24 months, we will focus on building our existing strengths while rebalancing our efforts across the 7 new B Corp impact areas shown below to ensure we continue to create positive impact for all stakeholders. These standards reflect many of the activities already underway at PM+M and will help shape our future priorities.



Impact areas shaping our next 12-24 months...



Purpose and Stakeholder Governance

Ensuring our business is run responsibly, ethically and transparently, while considering the interests of all stakeholders, including colleagues, clients, suppliers, communities and the environment.



Fair Work

Continuing to support our people through wellbeing initiatives, flexible working, learning and development opportunities, fair rewards and an inclusive workplace culture where everyone can thrive.



Justice, Equity, Diversity and Inclusion

Creating a workplace where everyone feels welcome, respected and able to succeed, while supporting greater social mobility, diversity and equality across our firm and communities.



Climate Action

Reducing greenhouse gas emissions, delivering our Net Zero ambitions and embedding climate considerations into business decisions.



Environmental Stewardship and Circularity

Using resources responsibly, reducing waste and improving sustainable purchasing, and minimising our environmental footprint.



Human Rights

Respecting and protecting people affected by our business, including colleagues, clients, suppliers, and wider stakeholders, supported by strong ethical business practices and data protection.



Government Affairs and Collective Action

Working with schools, colleges, charities, professional bodies and community partners to create positive change and contribute to a more sustainable and inclusive economy.

IMPACT AREAS PLANS AND PROGRESS

PURPOSE AND STAKEHOLDER GOVERNANCE

What we said we'd do

Embed B Corp principles into the firm's governance and decision-making



What we did

Established an ESG Strategy Group to coordinate ESG, B Corp, Net Zero and Positive Impact activity

Strengthen governance and ethical business practices



Reviewed and **strengthened governance-related policies** including whistleblowing and grievance procedures

Increase awareness of responsible business across the firm



Promoted ESG, B Corp and Positive Impact through **firmwide communications and engagement activities**

Prepare for long-term B Corp commitments



Began reviewing the new B Corp standards and recertification requirements

Plans for the next 12 months

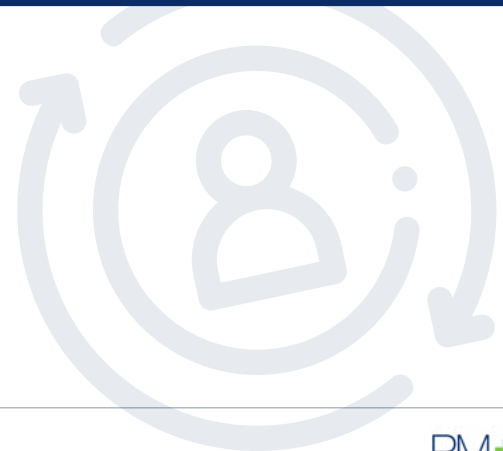
- Complete a formal gap analysis against the new standards
- Strengthen stakeholder engagement processes
- Develop recertification of evidence and reporting processes
- Continue embedding ESG considerations into decision-making across the business



IMPACT AREAS PLANS AND PROGRESS

FAIR WORK

What we said we'd do	What we did	Plans for the next 12 months
Improve employee engagement and communication	Introduced suggestion boxes, surveys, Communication Champions and dedicated feedback channels . We expanded our mentoring and coaching capabilities, introduced "Question of the Month" and engaged our team at our whole firm 'Collaborate' event to encourage team input, ideas and involvement	- Continue colleague engagement and feedback initiatives. - Further develop learning and development opportunities. - Review wellbeing and employee benefits provision. - Increase participation in volunteering and ESG activities.
Increase awareness of ESG and B Corp	Delivered regular ESG, Net Zero, Positive Impact and B Corp communications and education campaigns	
Invest in learning and development	We strengthened our commitment to professional development by expanding learning opportunities across the firm and introduced a consistent KPI framework for everyone, from trainees to partners	
Support employee wellbeing and involvement	Improved access to wellbeing resources and engaged our whole team to ensure our initiatives remain relevant and meaningful to them. Introduced Payroll Giving and linked volunteer opportunities to team days	



IMPACT AREAS PLANS AND PROGRESS

JUSTICE EQUITY, DIVERSITY AND INCLUSION (JEDI)

What we said we'd do	What we did	Plans for the next 12 months
Promote an inclusive workplace culture	Continued to embed inclusion and belonging within our People practices	- Review diversity and inclusion measures across the firm. - Strengthen data and reporting relating to inclusion. - Continue embedding JEDI principles into policies and processes. - Identify opportunities to support social mobility and inclusive recruitment.
Strengthen recruitment and employment practices	Incorporated JEDI considerations into recruitment and our People policies	
Increase awareness of diversity and inclusion	Included JEDI principles within ESG communications and our People discussions	
Create opportunities for all colleagues to contribute	Encouraged employee voice through surveys, feedback channels and Communication Champions	



IMPACT AREAS PLANS AND PROGRESS

CLIMATE ACTION



IMPACT AREAS PLANS AND PROGRESS

ENVIRONMENTAL STEWARDSHIP AND CIRCULARITY

What we said we'd do	What we did	Plans for the next 12 months
Reduce waste and resource use	Continued the less paper initiative and reviewed office waste practices	• Further reduce paper consumption. • Review supplier sustainability and procurement practices. • Continue improving recycling performance. • Identify additional opportunities to reduce resource consumption across offices.
Improve recycling	Introduced recycling stations in all offices and increased recycling rates from 25% to 48%	
Promote sustainable purchasing	Introduced an Environmentally Preferable Purchasing Policy	
Improve environmental management	Introduced guidance covering home working practices and hazardous waste disposal and sustainably disposed of IT equipment	



IMPACT AREAS PLANS AND PROGRESS

HUMAN RIGHTS



IMPACT AREAS PLANS AND PROGRESS

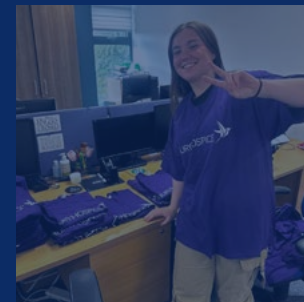
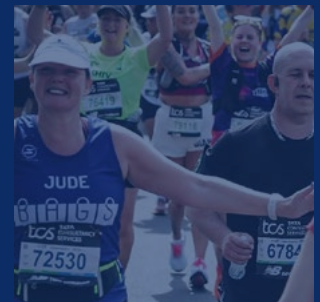
GOVERNMENT AFFAIRS AND COLLECTIVE ACTION

What we said we'd do	What we did	Plans for the next 12 months
Strengthen community engagement	Expanded our Positive Impact team to coordinate activity across the firm	- Continue supporting a wide range of local charities and community partnerships through our Positive Impact and Hospice Heroes initiatives. - Increase volunteering opportunities for colleagues. - Develop a more detailed community impact register. - Explore additional opportunities to collaborate with schools, colleges, businesses and community organisations to create positive change.
Support local charities and causes	Raised and donated approximately £33,000 across more than 30 charities and community organisations	
Increase volunteering and mentoring activity	Delivered more than 250 volunteer hours and supported local mentoring initiatives	
Build partnerships that create positive impact	Continued supporting Blackburn and Darwen Youth Zone, local hospices, food banks, schools and Lancashire Investors in the Community	

CLOSING STATEMENT

PM+M's first year as a B Corp has been a practical foundation year. We have strengthened governance, improved measurement, increased colleague awareness, taken tangible environmental actions, and continued to support our communities.

The next stage is to make our impact easier to evidence, compare and communicate. By maintaining clearer records and focusing on measurable progress, PM+M will be better placed to demonstrate continuous improvement and prepare confidently for the next phase of B Corp reporting and recertification.



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