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Certified



Corporation

bcorporation.net

IMPACT REPORT

2024

erevena



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LETTER FROM OUR CEO

“At Erevena, we’ve always believed that growth should be both ambitious and sustainable. As a firm that helps scale businesses globally, we see firsthand how mission-driven leadership shapes long-term success.

Over the past few years, we’ve worked with an increasing number of B Corp companies and green tech businesses, supporting them in building diverse, high-impact leadership teams. Through this, we’ve deepened our understanding of what it takes to lead responsibly and grow with purpose.

Becoming a certified B Corp is something we’re incredibly proud of. It challenges us to continually evolve, refine our own approach, and use our influence to drive meaningful change across our networks. This B Corp Month, we’re celebrating the power of business as a force for good—and we remain committed to shaping leadership teams that build a better future.”



Jonas Helgesson
CEO
Erevena

LETTER FROM OUR BOARD ADVISOR

“The journey to accreditation has been a very rewarding one . The assessment process itself was rightly very rigorous and involved substantial time commitment in pulling together supporting & substantiating data. However, in managing the process ourselves (rather than via a 3rd party), it also provided us with invaluable new insight and guidance which enabled us to learn and adopt new ideas as we went.

The great news for us was that over the previous 5-6 years we had steadily been introducing initiatives that gave us a strong head start especially in the areas of ‘Workers’ and ‘Customers’. The challenge, as a relatively small client service business, was around resources and the limited impact and control we have over environmental improvements as building leasers. Being a B Corp is an ongoing process of improvement and education, of which we are proud now to formally be a part of.”



Jane Dowding
NED, People & Development
Erevena

CSR Committee formed

2015

2021

DE&I training, policies & tracking put in place / Employee Councils established

Employee & client feedback data collated & measured

2018

2022

Organisational Health & Leadership Dev Programme / Employee ownership scheme set up for all

L&D processes developed

2019

2023

Integration of Sustainability to strategic planning & B Corp process starts

Health & Wellbeing initiatives introduced

2020

2024

Governance reviewed, articles of association amended & B Corp status achieved!

OUR JOURNEY TO BECOMING TO A B CORP

EREVENA - 1 YEAR B CORP CERTIFIED

We're delighted to announce our retained certification as a B Corporation. We're proud to be a part of a growing movement of companies that are reinventing business for the benefit of all people and our shared planet. Verified by B Lab, the not-for-profit behind the B Corp movement, the achievement demonstrates that Erevena meets high standards of social and environmental performance, transparency, and accountability alongside a commitment to goals beyond shareholder value.

B Corp Certification assesses the entirety of a business' operations and currently covers five main impact areas: Governance, Workers, Community, Environment and Customers. The certification process is rigorous, with companies required to reach a score of 80 points in the B Impact Assessment while providing evidence of responsible practices relating to energy supplies, waste and water use, worker compensation, diversity, and corporate transparency. A business must also legally embed their commitment to purpose as well as profit in their company articles.

Erevena is part of a growing community of over 8,000 businesses globally that have certified as B Corps. The B Corp community in the UK is one of the largest and fastest-growing in the world, with over 1,700 companies spanning a range of different industries and sizes.

Certified



Corporation

OUR B CORP SCORE

To become a B Corp, you must reach 80 points or higher on the B Impact assessment.

Based on the B Impact assessment, Erevena earned an overall score of 95.6. The median score for ordinary businesses who complete the assessment is currently 50.9.



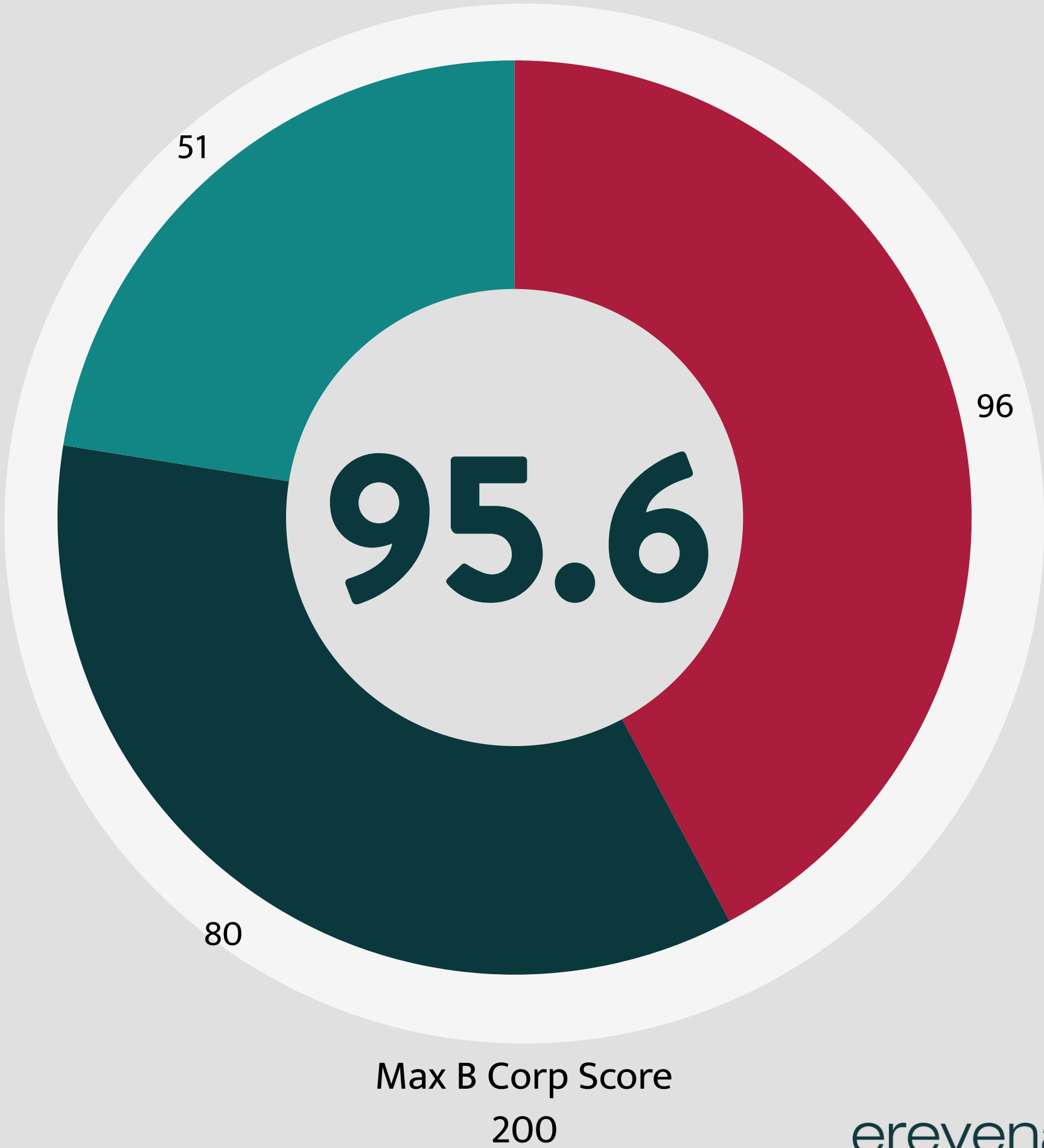
95.6 Overall B Impact Score



80 Qualifies for B Corp Certification



50.9 Median Score for Ordinary Businesses



OUR APPROACH TO SUSTAINABILITY

ENSURING THE WAY THAT WE OPERATE HAS LONG TERM POSITIVE IMPACT ON OUR WORKFORCE & MARKET



VALUES - Moral obligation and alignment with our cultural values



ECONOMICS - A healthy natural environment & workforce leads to thriving economy and improved financial results



CLIENTS - We have already worked with over 30 Green-Tech, Purpose-Driven or B-Corp clients over the past few years and want to help more



TALENT - Focus on DE&I, sustainable development & wellbeing leads to greater employee engagement, attraction & retention



GOVERNANCE - Sustainability at the heart of every business plan. Certified as a B-Corp, Erevena ensures that it has sustainability at the core of its strategic operations and annually tracks progress

Erevena fully acknowledges a responsibility to positively impact its workforce, its marketplace, the environment and global society. We are committed to implementing working practices that contribute to creating sustainable and ethical outcomes and to driving accountability on an individual and collective basis.

OUR APPROACH

We drive impact by educating our team, raising awareness internally and externally, implementing operational improvements, supporting sustainable causes through time and financial contributions, and fostering both personal and corporate accountability.

STRATEGIC LEVERS:

- People and Culture
- Policies and Procedures
- Procurement and Partnerships
- Employee Resource Groups

PROGRESS IN 2024



Employee Engagement: Our Employee NPS increased this year from +46.5 to +60.4 with over 90% of employees expressing satisfaction with the level of engagement at work.

Clients: We have increased the number of B Corps and Green-Tech businesses & investors we work with, developing their leadership team as they scale. Our client NPS rating and scores have improved in every category, this year.

Environment: We have actively contributed to reforestation through our environment & CSR committee fundraising by employee tree planting and driving awareness through sharing articles and information internally & externally.

Governance: We have amended our articles of association with clear commitment to ensuring sustainability is at the heart of business decision making processes.

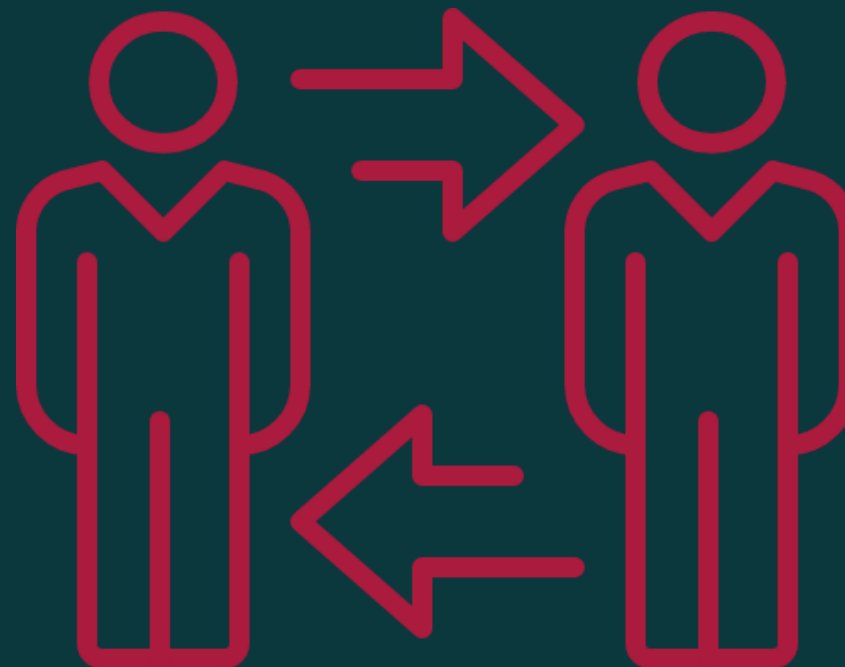


OUR VALUES

WE TRUST EACH OTHER



**WE GIVE EACH OTHER
FEEDBACK**



**WE COUNT ON EACH
OTHER**



WORKERS

SCORE: 36.3

NO OF EMPLOYEES:

64

BREAKDOWN:

Financial Security

10.0

Health, Wellness, & Safety

9.9

Career Development

6.1

Engagement & Satisfaction

7.4



DIVERSITY STATS:

- 49% female (including transgender female)
- 2% non-binary
- 49% male (including transgender male)
- 26% of employees represent ethnically diverse backgrounds
- 17% of employees disclose a physical or invisible disability
- The ethnic diversity of our teams has increased this year across both management & non-management

NEW HIRES IN 2024 & BREAKDOWN OF COHORT :

- Total New hires - 15 (Female -7 / Male – 8)
- 9 Search Team, 3 Management Team, 3 Platform Team



WORKERS

ENGAGEMENT SURVEY & INITIATIVES:



- eNPS for 2024 increased to +60.4, placing us in the 'Excellent' category by industry standard
- Our scores improved across every category versus end of year 2023
- Solid progress noted towards goals set for 2024 including improved Comms, L&D, Sustainability & Data.
- "Demonstrates well" received the most ticks for every question with "Excelling" being the most frequent response for Employee Engagement
- Trust and Clarity were noted as key areas of strength with over 90% of respondents saying they were areas we demonstrate well or excel in
- 3 voluntary employee councils met monthly to drive forward a range of initiatives around DE&I, Environment & CSR
- Trialled flexible summer working options allowing employees to work from different locations
- We held 2 independently chaired promotion panels, approved 6 promotions and enabled 3 role transitions including 2 newly created positions
- Our promoted employees were 50/50 gender split with a third representing ethnic diversity
- We celebrated an employee each quarter, as voted by employees, for their adherence to our values
- We held monthly L&D lunchtime sessions on range of topics, open to all
- We completed the pilot of our Principal to Partner track programme
- We started monthly development sessions for each Partner.

WORKERS



WHY EREVENA



COMPENSATION

- Competitive salaries
- Discretionary bonus
- Annual comp reviews
- Recruitment Referral Scheme



HOLIDAYS

- 25 days holiday allowance
- Local bank holidays
- 3 Wellness Fridays per year
- Remote Summer Working Policy
- Festive Day - day off for all on the last working day before December break



PARENTAL LEAVE & SUPPORT

In addition to Statutory Leave, Erevena provides enhanced benefits to parents



OWNERSHIP

- Employee owned company
- Share options granted to all employees



PERSONAL DEVELOPMENT

- Annual training programmes
- Psychometric profiling
- Regular development reviews
- Progression pathways Internal
- Lunch & Learn Sessions



ECO-FRIENDLY

- B-Corp certified
- Employee Led Sustainability Committee
- Cycle to work scheme
- Electric car salary sacrifice scheme (partners and managers only currently)



WELLBEING

- Life assurance
- Private medical insurance
- Pension contributions
- Eyecare cover
- Monthly wellness stipend
- Hybrid working



DIVERSITY, EQUITY & INCLUSION

- 50% gender diversity and
- 24% ethnic diversity across the firm
- Regular DE&I initiatives
- Sub committees (LGBTQI+, Race, Gender, Disability, Social Mobility)
- Diverse intern programmes



ENGAGEMENT

- Consistently high annual employee satisfaction scores (eNPS)
- Employee led Councils
- CSR events
- Quarterly employee recognition awards
- Quarterly social events
- Thursday Happy Hour
- Complementary refreshments



COMMUNITY

SCORE: 24.0

BREAKDOWN:

Diversity, Equity, & Inclusion **8.7**

Economic Impact **8.0**

Civic Engagement & Giving **3.5**

Supply Chain Management **1.1**



In 2024, we supported 4 causes:

- Rainforest Alliance
- Race Equality Matters
- St Jude's Children's Research Hospital
- St Mungo's

We raised a total of £18,000 including a large donation to an employee needing specialised medical treatment

Fundraising activities:

- 50 KM Walk through the Night
- Team Rounders
- Monthly employee prepared charity lunches
- Christmas Jumper Day & Raffle
- Samaritans Children Christmas Shoebox Appeal

- Volunteering time given
- Annual CSR day / walk for all at Erevena to raise funds
- Erevena groups supporting Working options sessions preparing young people for the workplace
- Erevena led SWISH sessions (Supporting Women in Search)
- Employee tree planting & blood donation

GOVERNANCE

SCORE: 22.9

Governance evaluates a company's overall mission, engagement around its social/environmental impact, ethics, and transparency. This section also evaluates the ability of a company to protect their mission and formally consider stakeholders in decision making through their corporate structure (e.g. benefit corporation) or corporate governing documents.

- Articles of association amended
- Policies updated
- Expanded leadership team created
- Share option scheme extended to all employees

BREAKDOWN:

Mission & Engagement

5.6

Ethics & Transparency

7.2

+ Mission Locked

10.0



CUSTOMERS

SCORE: 3.6

BREAKDOWN:

Customer Stewardship

3.6

Event at our office with London COO Roundtable and PACT Coffee (B Corp)



Co-hosted Women in FinTech event with Deloitte at their office



Client feedback Surveys 2024

- NPS rating from clients went up from +77.5 to +86.2 the 'excellent / outstanding' range
- Average scores were up in every category with total average score increasing from 35.5 to 36.8 (out of 40)
- Understood client needs: 4.58 (vs 4.55)
- Quality of candidates: 4.5 (vs 4.2)
- Process & Docs: 4.5 (vs 4.3)
- Speed: 4.6 (vs 4.3)
- Comms: 4.8 (vs 4.8)
- Expertise: 4.7 (vs 4.5)

Diversity data:

- 24% of clients said the hired candidate fulfilled a diversity criteria for them
- 58% of clients said diversity was important to them with the hire
- Of those 88% felt Erevena approached diversity appropriately during the search process
- Client values "The Erevena Way" - refer to following page

CUSTOMERS

Client values “The Erevena Way”

THE EREVENA WAY



ADVISORY

We understand our clients' strategic priorities and utilise our deep market knowledge to advise on the most appropriate search strategy. We're not afraid to challenge where appropriate and engage beyond the search mandate, including broader network introductions and value-added services.



COLLABORATIVE

We work in total partnership with our clients as an extension to their business and flex and adapt our approach accordingly. We operate as “one-firm” seamlessly collaborating across geographical borders to share expertise and knowledge.



RESILIENT

We take pride in achieving ambitious outcomes for our clients. We operate in the most competitive labour markets around the world, so going the extra mile is imperative.



TRANSPARENT

We operate in an open and transparent manner with regular reporting, allowing clients to interact with the search at every stage of the process. We encourage honest and candid feedback and act with integrity and discretion at all times.

A SAMPLE OF OUR RECENT GREEN- TECH/PURPOSE DRIVEN CLIENTS

**WE HAVE WORKED WITH OVER 30 GREEN-TECH, PURPOSE-DRIVEN OR
B-CORP CLIENTS OVER THE PAST FEW YEARS**



**TAKE A LOOK AT SOME OF
OUR CLIENTS...**



Develops natural solutions to solve climate challenges



Provides preserve, restore, and creates forest services



AI for weather-dependent power and energy traders



Helps large and complex companies manage their environmental footprints at scale



Marketplace for distributed energy installation



Develops AI to decarbonize energy-intensive industries



Cloud-based provider of AI-powered Climate Intelligence



A B-Corp Connecting customers to restaurants/stores that have surplus unsold food



Digital car rental app



A global leader in the development and management of solar energy projects



A B-corp supporting the circular economy through the recycling of books



Healthy food for a sustainable world that solves growing global food demands



Recycling of disposable food packaging



Building a sustainable future with environmental genomic data with biotechnology



Developing technology to enable efficient and scalable insect farming



A platform enabling concrete providers to reduce waste, save money and slash CO2 emissions



Global volunteer led non-profit collective empowering displaced persons with responsible tech for



An automated and sustainable food supply chain



Sustainability focused gifting service



Urban mobility service offering rides on electric scooters



Consumer health start up offering remote diagnosis & treatment for under-served & stigmatised



Personalised Digital Mental Healthcare Available for All



Healthtech company changing way services provided to young people with mental health, Autism



British Femtech company developing smart technology for women's health



Sustainable material company



ClimateTech business decarbonising cement



Making health & lifestyle support more accessible to everyone



Providing sustainable healthcare through genomic prevention



A B-Corp providing digital insurance built on social impact



Clean energy company focused on decarbonizing building energy & heating



ENVIRONMENT

SCORE: 8.7

BREAKDOWN:

Environmental Management **3.5**

Air & Climate **2.1**

Water **0.2**

Land & Life **2.7**

- Environment Council established to educate & create further awareness of environmental issues
- Developed environmentally focused operational policies & updated employee handbook accordingly
- Introduced a supplier Code of Conduct, Sustainability Procurement Policy & Questionnaire
- Added sustainability statement to website, induction pack & client decks
- Communicated & integrated the strategic sustainability plan
- Driven awareness around reforestation, and introduced the initiative of planting a tree for each new client mandate



THE EREVENA ENVIRONMENT COUNCIL



Mia Klebanska
Head of Operations



Jane Dowding
NED, People & Development



Katrine Folkersen
Principal



Hermione Fiebig
Executive Assistant



Nicola Wood
Principal



Grant Hayward
Partner



Jonnie Bryant
Partner



KEY GOALS FOR YEAR AHEAD - 2025

LOOK AT POSSIBLE WAYS TO MEASURE AND MONITOR
OUR ENVIRONMENTAL IMPACT

LEVARAGE AND WORK MORE CLOSELY WITH
THE B CORP COMMUNITY

UTILISE OUR NETWORK TO SPREAD AWARENESS
AND DRIVE POSITIVE ACTIONS

THANK YOU!

