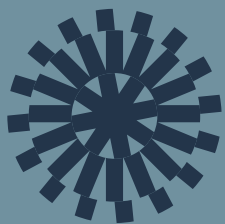
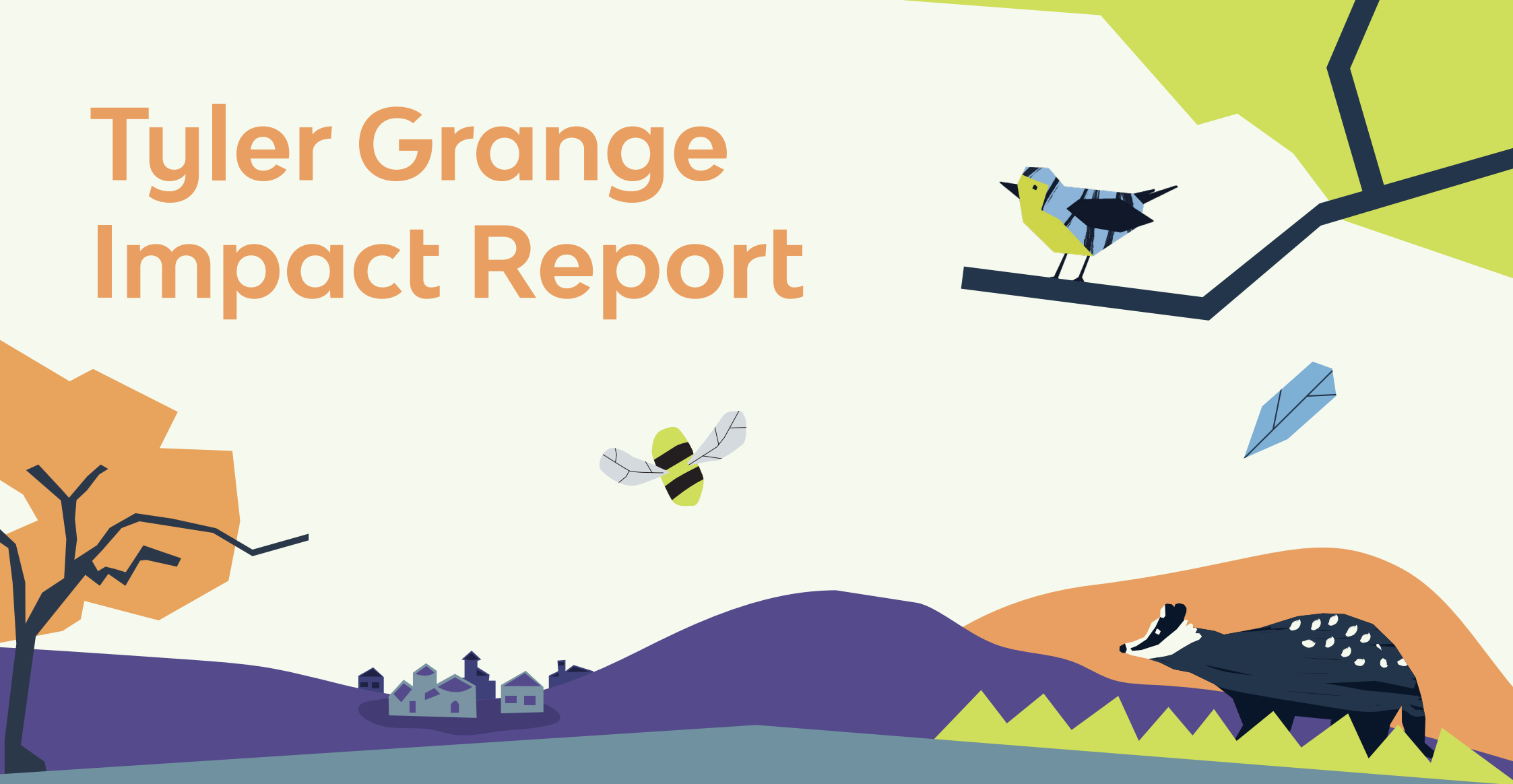


Tyler Grange Impact Report



Tyler
Grange



Hello

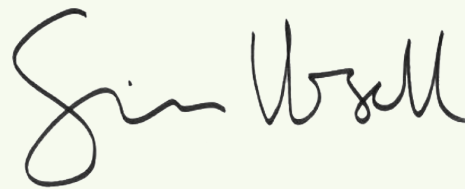
At the first meeting we had around a kitchen table talking about starting Tyler Grange, before we even had decided on a name for our business we discussed how we might be able to 'give something back'. 13 years later and we still have the same sentiment and have spent 13 years building a business that is about more than just profit.

We have engaged with and supported charities and organisations all over the UK, and we have created a business with a purpose to help our clients thrive, our tribe thrive, our communities thrive, and the environment thrive.

It feels only natural to make sure that we are living up to this purpose, and that is why we have sought out B Corp status, as we consider this to be very aligned to our values.

We have worked hard to get even better, and have achieved the highest score in our sector, demonstrating that we are serious about that commitment my co-founders and I made all those years ago.

Peace and love!



Simon Ursell
Managing Director of
Tyler Grange Group Limited

*Simon is also a Board Advisor supporting
Mindful Peak Performance and Gamellogic*



Simon Ursell

What are we most proud of:

Volunteering has been something that Tyler Grange has done since it was first founded in 2010, donating thousands of hours to causes all over the UK and abroad. Recognising that we live in comparably privileged situations compared to some, we have always tried giving back through our community days to help those who are less fortunate than us.

At Tyler Grange we want to support people's wellbeing and learn what they really want out of their lives, it is fundamental to a people focused organisation like Tyler Grange that we help our tribe become the best version of themselves. In order to allow this, we have created a range of initiatives that help them. One of these is dreamcatching which is led by trained mentors that helps our team to find and realise their career dreams.

As an environmental organisation, we strive to help the environment and over the years we have made lasting impact through our projects, enhancing beautiful, sustainable places and landscapes all around the country on thousands of developments. Above all we want to drive positive social mobility by enabling our clients to create developments that improve society whilst protecting and enhancing the environment in which they are created. By doing this we hope to enable social mobility in a responsible and caring way.

As environmental consultants, this is our main purpose.

"The four-day week simply makes you happy, so you're better able to cope with the slings and arrows of a very busy and hectic week," Simon told CNBC.

Since becoming a permanent 4 Day Week Employer, the business has benefited from:

Productivity has increased by **29%**

(2022/23 Financial Year vs the 2021/22)

Absenteeism has dropped by **60%**

(Jan - May 2022 vs Jun - Oct 2022)

Employees reported being less tired by **28%**

(May - Dec 2022)

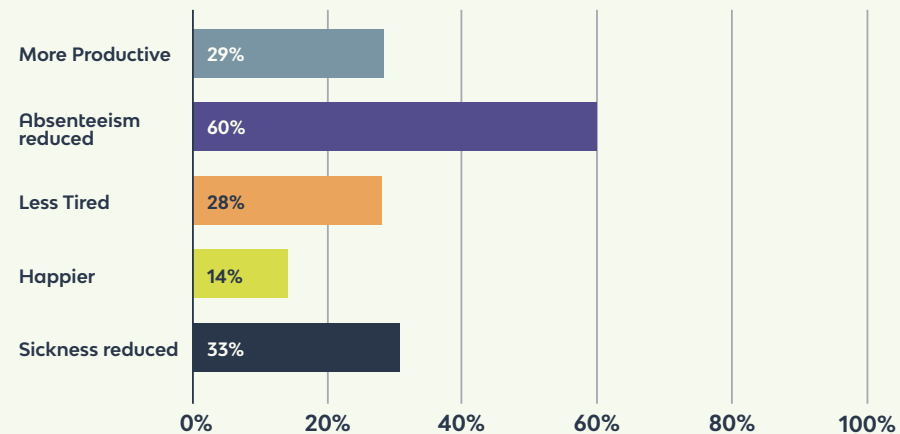
Happiness went within the team up by **14%**

(May - Dec 2022)

Sickness has reduced by **33%**

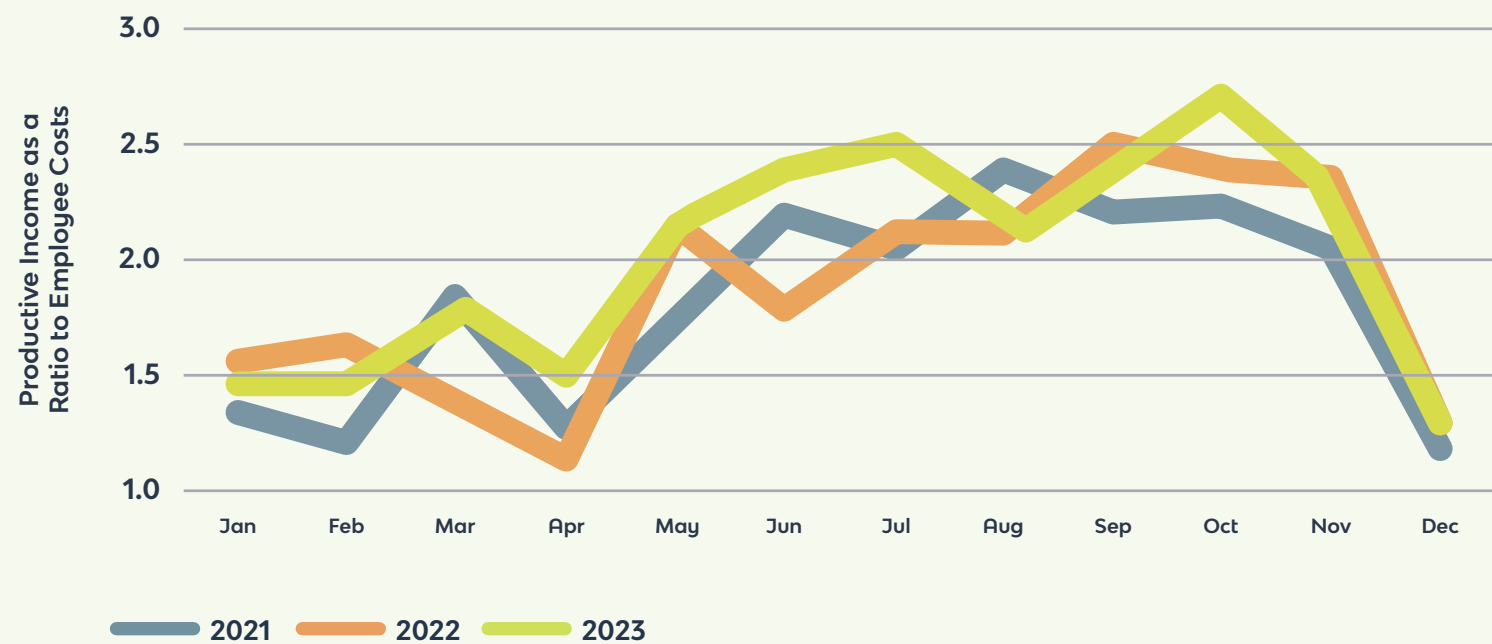
(Jan and June 2022 vs Jan and Jun 2023)

Differences Made by Permanently Adopting 4 Day Working Week



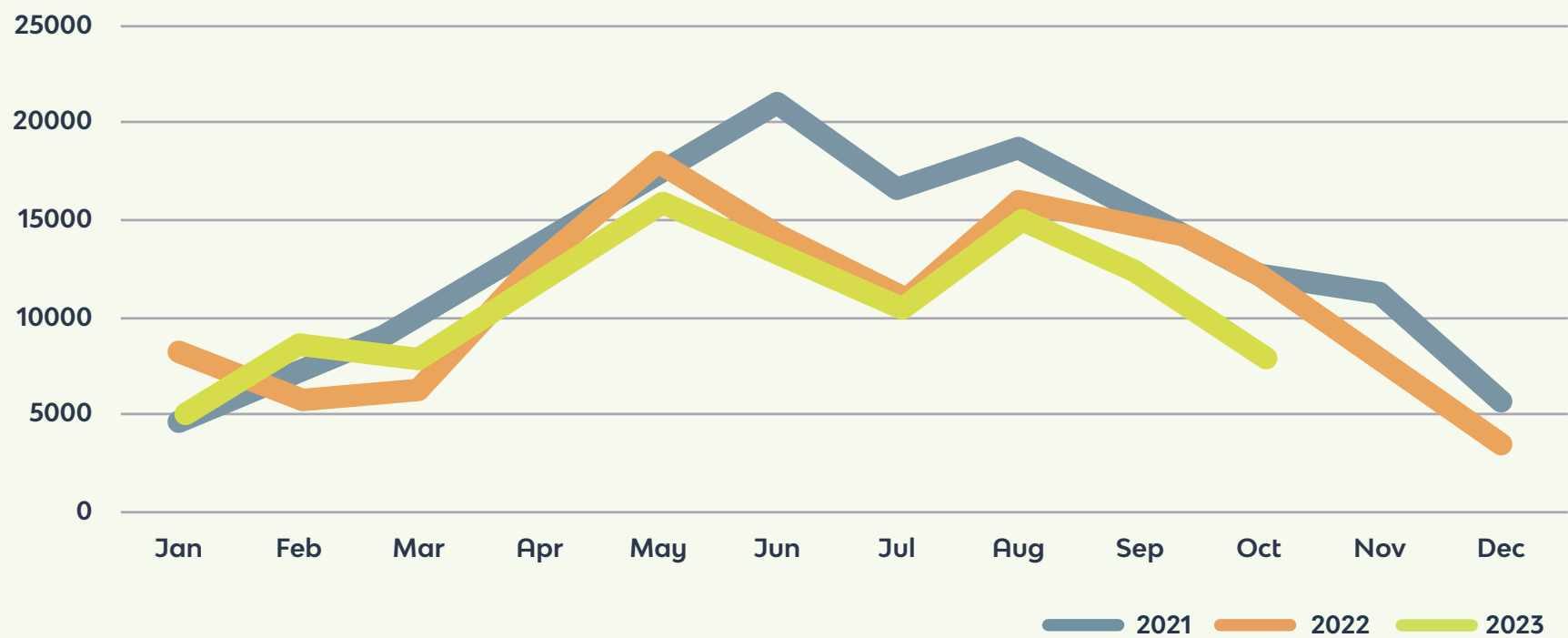
Productivity increase by working 'smarter, not harder':

Productivity KPIs - Calendar Year



We've also reduced our annual mileage by not travelling on a Friday:

Annual Business Mileage



Working a 4 Day Week has saved us around **24,012** business miles in 2022 compared to 2021!

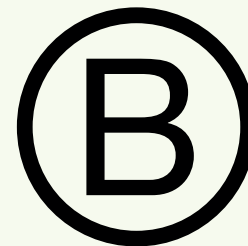
Our first B Corp score

Whilst we were incredibly proud of our first B Corp score, it did not distract us from immediately questioning how we could improve it. The score validated the hard work that had been undertaken, but we knew that this was just the beginning of what we were capable of achieving.

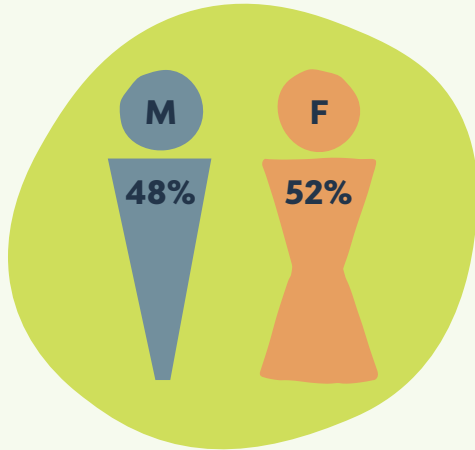


- **91.3 Overall B Impact Score**
- **80 Qualifies for B Corp Certification**
- **50.9 Median Score for Ordinary Businesses**

Certified



Corporation



**Male : Female
Managers &
above ratio**
(Oct 2022)



Company overview

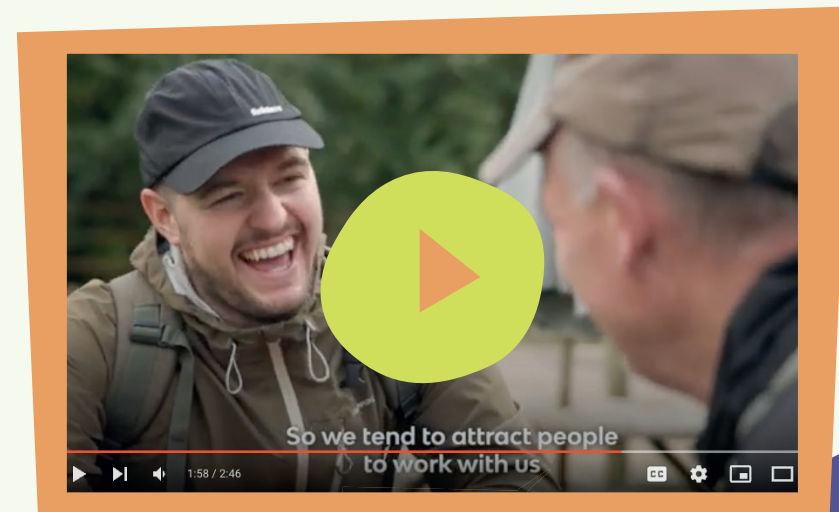
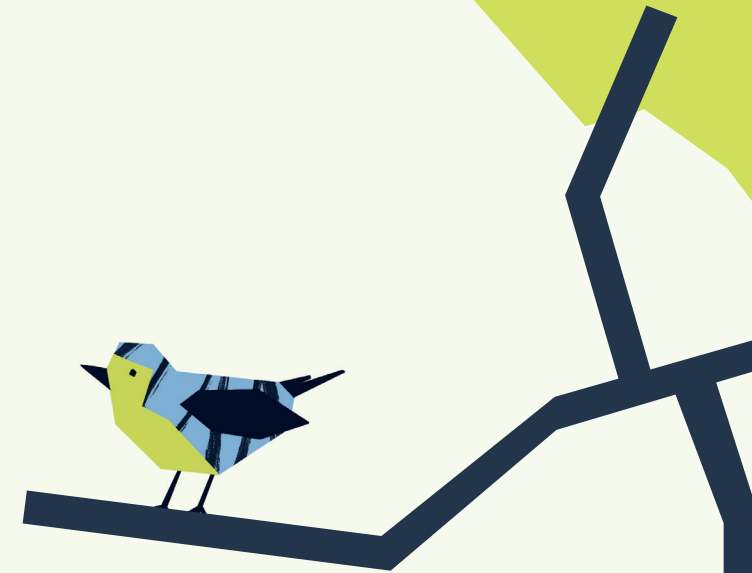
Our first B Corp certification year

At a global scale, the world has changed considerably during our first year of certification. Whether it be the ever-visible impacts of climate change, military conflicts or social injustice, the challenges facing our planet continue to be a key motivator for changing the way our own business acts and how we can educate others.

For us, our certification continues to mean that we have a responsibility to influence, encourage and to take action. But most importantly, we understood the need to continually review and improve in a fully transparent way.

- **Became a certified B Corp in 2022**
- **This is our first Impact Report and the beginning of our ESG journey**

[Read the blog post](#)



Mission statement

Tyler Grange is committed to helping others and improving the environment. As environmental experts, we believe that by collaborating we can solve our clients' problems and improve the world. Development is needed for social change and to do that it needs to be done well. We will engage with all projects big, small, and controversial, so that we can have the greatest positive impact for the environment and for society.

Mission statement

This is reflected in our own Purpose, which is the foundation for everything that we do:

"To get stuff done and ensure everything thrives – especially of people, our projects and our planet"

This purpose is founded on the desire to:

- **Act with honesty and authenticity;**
- **To promote opportunity and happiness in everything that we do;**
- **To challenge and disrupt;**
- **To innovate, solve and resolve.**



Your 'Big Why' – Your Purpose

Our values

We have strong values

Caring

Belonging

Opportunity

Enjoyment

Honesty

These are the values that Tyler Grange was built on over a decade ago. It's helped us nurture an authentic, happy and innovative workforce and, they inform every decision that we make as a business.

These values are explained below in our blog:

[Read the blog](#)

Our values



Caring

What can we do to make our peoples' lives better? Help communities near and far? Support the environment? Exceed client expectations? We ask ourselves these questions every day. Because being accountable for each other, our work and the environment is what we're all about.

Belonging

We're a connected family who work together, play together, and champion each other. In the end, belonging gives us an identity and shared affinity, injecting more meaning into our lives and the work we do.



Enjoyment

First to arrive in the office. Last to leave the dance floor. That's how we roll.

We enjoy working hard, learning, and growing as much as we love celebrating our achievements, including those of our wider team, through fun and gratifying socials.



Our values



Honesty

We incentivise everyone at Tyler Grange to try new things, learn, and grow. Creating opportunities for themselves is also encouraged, and bringing ideas to the table is something we see every day. This translates into opportunities for our clients, communities and for the environment.

Opportunity

What can we do to make our peoples' lives better? Help communities near and far? Support the environment? Exceed client expectations? We ask ourselves these questions every day. Because being accountable for each other, our work and the environment is what we're all about.



Our B Corp suppliers

Being a B Corp means we are actively encouraged to interact with, buy from, and sell to, other B Corps. Our supply chain and collaborators has transformed over the last 12 months:



We participated in the 'We Go Beyond' B Corp campaign

Read the blog



Volunteering

Number of hours volunteering

Community days and volunteering have always been a core component of Tyler Grange desire to make a difference. Over the last 12 months, the 4-day working week has enabled us to expand our pledge to being socially responsible. With additional non-working time, our healthy tribe has been more motivated to support the causes they care about the most.

This is also a vital component of helping the environment. By strengthening communities through funding and volunteering, we'll equip more people with the resources and knowledge needed to support the natural environment around them.

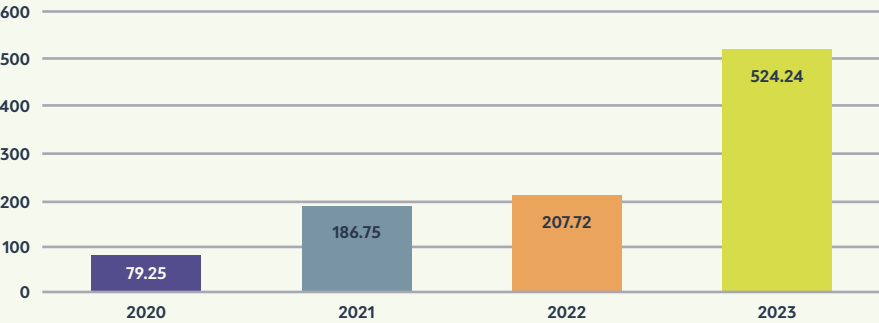
[Update on charity work](#)

Hours spent volunteering

2021	186.75
2022	207.72
2023	524.24

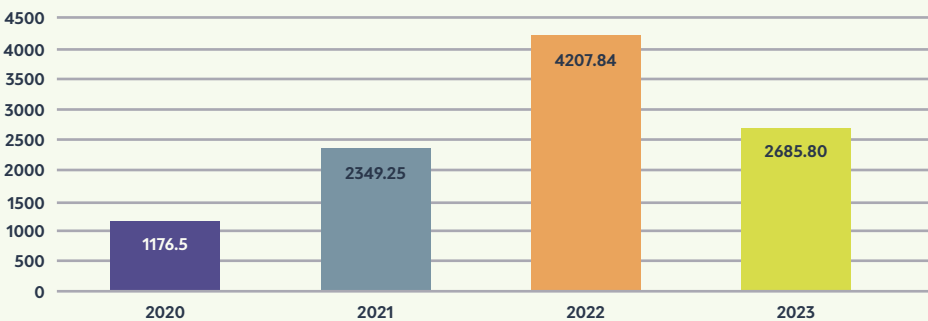
Volunteering

Tyler Grange community time volunteered



Caveat – we know there will have been more volunteering time, but not everything was captured on the system as it's a new process we have in place. However, when we worked 5 days per week, almost everyone used one Friday per month to volunteer.

Tyler Grange training (hours)



Caveat – higher in 2022 due to 3-yearly H&S full-day training and not all events have been recorded on the new system. We aim to improve this in 2024.

Our journey to B Corp certification

We sought to become a B Corp, as we knew it was what we needed to continuously help us identify what areas of sustainability we need to work on, as well as improving on what we were already excelling at. It keeps us accountable, making sure we're consistently doing everything we can to make the world a better place for everyone and everything inhabiting it now and for future generations to come.

It took a lot of preparation and collaboration. Monitoring our performance in the key impact areas was a company-wide continual process. The B Corp certification process is all about discovering how you can do better as a business. It's enlightening, rewarding and exciting, especially as you get closer to certification and uncover the true range of benefits of being a B Corp.

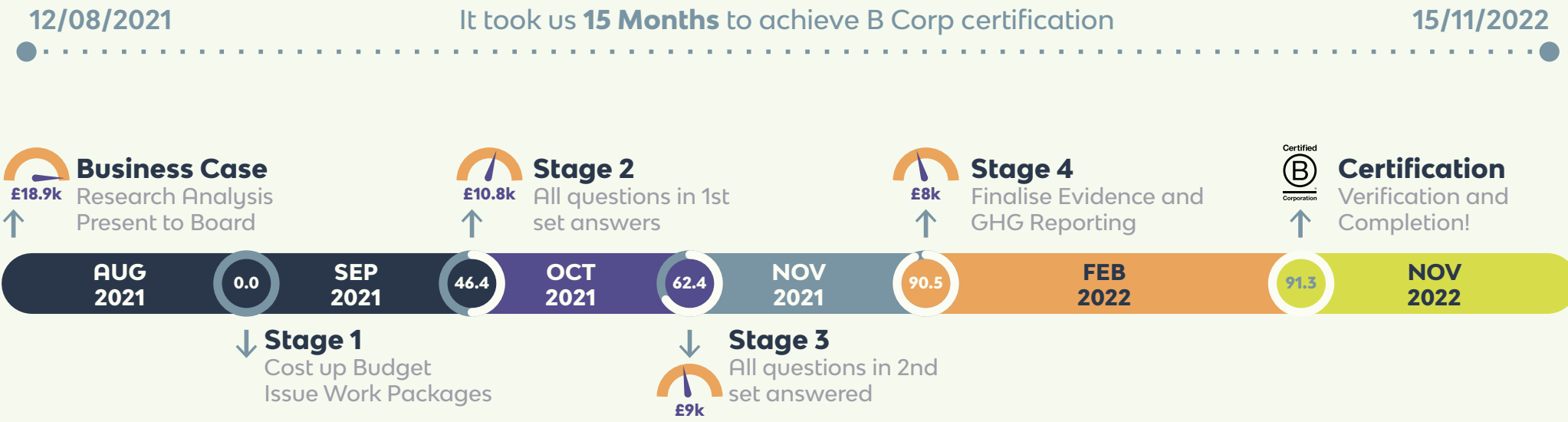


Certified



Corporation

Timeline



Our journey to B Corp certification

We founded Tyler Grange in 2010 as a purpose-driven business operating with clear values and, over a decade on, we decided to transform the way we operate, day-to-day, at both an employee and operational level. From our very outset, we've always been very clear that we wanted to be more than just an environmental consultancy. We knew that we had a wider responsibility to people and the planet.

Initially, that was reflected in our commitment to charity volunteering, community initiatives and prioritising workplace wellbeing, but becoming B Corp certified has provided a framework to be able to continue to grow and improve across all areas of the business.

We know more than ever that purpose very much drives business success with current and future employees – as well as clients and investors. Being recognised for meeting high standards of social and environmental performance – and held legally accountable about your ESG commitments – is an attractive quality to the best talent in the industry. That's without the additional benefits of being gifted up to an additional 50 non-working days each year. Both factors put Tyler Grange in a strong position when it comes to recruitment and development.

Most importantly, since becoming B Corp certified – at the same time as permanently adopting a four-day week – our employees' happiness has increased by 14% and they're 28% less tired, according to our Alertness app. Absenteeism is also down by 60%.

Our appeal as an employer of choice is further strengthened by recently being appointed to the [All-Party Parliamentary Group on ESG](#), as well as being a member of the [Better Business Network](#) and supports the [Better Business Act](#) – all of which promote a cleaner, greener, fairer future for all.


It's also important, as a B Corp, to ensure equality and diversity at work. We've always been committed to this, but as a B Corp we now have associated metrics, which is very attractive to employees and potential employees, particularly to women. Working a four-day week has also automatically destigmatised part-time and flexible working for women and created a level playing field for everyone and supporting gender equality in the business, which also supports these metrics.

Our journey to B Corp certification

Similarly, our in-house clinical psychologist - offering monthly wellbeing sessions as well as 1:1 support - as well as resilience and mindfulness coaches which underpins our position as a B Corp and really does wonders to attract and retain the very best talent who, today, want more than just a competitive salary. They also want their wellbeing to be supported - physically, financially


and emotionally. By investing in the happiness and wellbeing of people, you really can flourish and increase profitability.


All this helps to highlight the natural alignment between the established culture and direction of our business with the purpose-driven objectives of B Corp.



THE BENEFITS OF BEING 'B CORP'!


Tyler Grange's Quadruple Bottom Line view on some of the key benefits of becoming a B Corp:






PEOPLE


- B Corp discounts and freebies;
- Full access to the B Hive community;
- Improved employee wellbeing, happiness and job satisfaction;
- Improved systems and processes contributing to flexible working and permanent adoption of a 4-day working week;
- Increased professional development and training opportunities;
- Networking with respected and likeminded individuals, companies and professionals;
- Take pride in being part of a global movement, using business as a force for good;
- Work in a safe and inclusive environment.






PLANET


- Actively encouraged to buy from, and sell products and services to, other B Corps;
- Annually publishing the company's sustainable goals, targets, KPI's and Impact Reports;
- Improved GHG monitoring and reporting on scope 1, 2 and 3 emissions;
- Increased awareness of sustainable measures, policies, legislation and best practices to reach Net Zero;
- Legally accountable to make a positive impact - not greenwashing or green gaslighting;
- Reduced waste, water and energy consumption - both in the office and at home.






PROFIT


- Attracting top talent and working with an array of others who share the same values;
- Better innovation to help reduce admin burden, increase productivity and improve profit through cost savings;
- Faster employee headcount growth;
- Greater employee retention levels;
- Happier, healthier employees - leading to reduced sickness, fatigue and absence;
- Improved reputation - customer loyalty and satisfaction;
- Purpose-driven purchasing;
- Staying Net positive without tipping the balance over people and the planet.



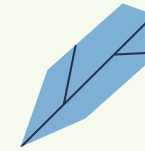


PURPOSE

- Educating others around the importance of social, environmental, cultural and economic needs;
- Encouraging volunteering in the community and charitable commitments;
- Ensuring that everyone shares the same values - from employees and supply chains to clients and suppliers;
- Helping to reduce poverty by paying fair and equitable wages;
- Helping to make a better, safer, happier world for all;
- Inspiring all generations to support local, diverse, ethical and sustainable purchasing;
- Unbiased hiring and improved policies for equity, diversity and inclusion.

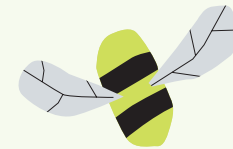


HAPPY DAYS



Our first B Impact assessment score

We're hugely proud of our initial B Impact Assessment Score; having done little in the way of measuring our impact historically, it provides us with reassurance that our core values have been taking us in the right direction. It is a fantastic foundation to start from, and through getting involved with the wider B-Corp community and engaging with groups and forums that are dedicated to striving to be better, we are more enthused and driven than ever to improve our business practices and achieve a better score as a result.



Current BIA benchmarks - 2022

We are pleasantly surprised to have scored so highly compared to others within our country for our sector and size range



This was a stand out moment for us

As a medium sized consultancy we are no longer all based in the same building, but are also not of a size to warrant dedicating a team of people to measuring and improving our impact full time.

Our impact on the environment has without doubt scaled as the business has grown, however so has our positive impact on the community; with more volunteering hours dedicated than ever before.

What has stayed consistent for us is our focus on customer care; we have prioritised this ever since we were founded and have taken the time to get to know our customers personally; spending time away from meeting rooms and sharing experiences together.

Since becoming a B-Corp we have realised the true value in engaging in topics head on, and not just being a bystander.

We are learning. We are growing.

We are improving our knowledge on the challenges we all face and are encouraging others to do the same.

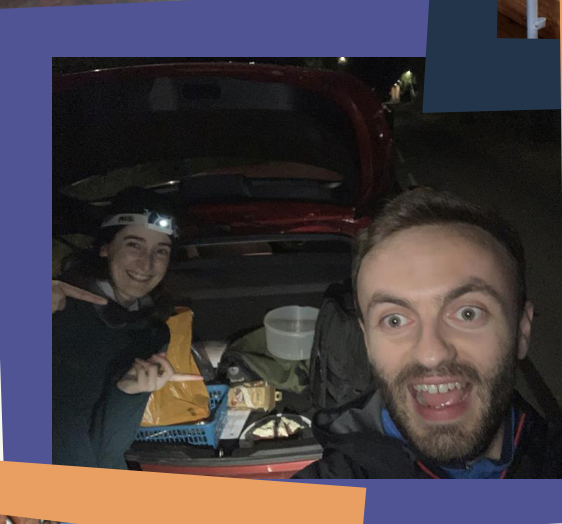


Our accreditations and associations since our B Corp journey began



All-Party Parliamentary Group

Meet the team



Community

Tyler Grange is committed to giving back to charity and our communities, both in terms of financial support and also in volunteering time from employees. One of the commitments of establishing a 4 day week was that our staff would use some of their additional non working time to give back to their communities and wider society. In the last year this equated to 207 hours of community time in 2022, in addition to supporting 4 charities with £10k of donations (equating to c 3% of overall profits).



Volunteering

Below are examples of how the tribe volunteer their time to donate to great causes:

ELBA - supporting with job and CV preparation, technical support, garden classrooms

Farms for City Children – gardening, painting, farm hand, ecological advice

P2C Mentoring – mentoring Landscape Institute pathway to charterships

NHS – teaching British Sign Language or NHS Responder telephone support

Samaritans – Listening Volunteers

RSPCA – animal support

Others volunteer time in numerous ways, from local community and charity events, foodbank collections, school governance and support, participation at protected species groups, rewilding and biodiversity advice, disaster relief efforts, support in organising events, giving blood, and much more.

Community

Number of donated ethical gifts and TG beers

Gift-giving has always been important at Tyler Grange, with reward and recognition for going above and beyond as part of the team, or just to say thank you to a collaborator. However, our B Corp certification enabled us to re-visit and refresh our entire approach, ensuring that our gifting was both ethical and sustainable.

Over the last 12 months we have established the following initiatives:

- A B Corp on-boarding / welcome gift box for everyone that starts a new position at Tyler Grange.
- A new ethical gifting platform (via the Social Supermarket) for our team to gift to each other or external collaborators.

- [Read Social Impact Story Telling](#)
- Seasonal gifting, with a focus on ethical brands or other B Corp products.
- A continued relationship with Burning Soul brewery in Birmingham, but with an objective to produce a seasonal Tyler Grange beer range that is striving for carbon neutrality.



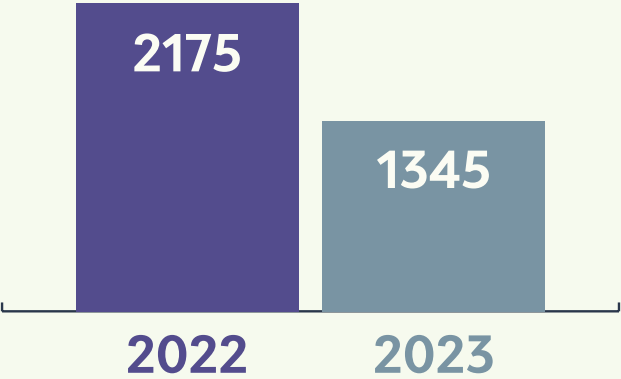
Community

Tyler Grange have been working with Project Merchandise to source and supply ethical and sustainable items as gifts to our team, to clients and to Tyler Grange Partners. Each member of the team now received a 'Tribe Box' when they join. These feature products such as the Ocean Bottle and Finisterre Rainbird cap; both products are made with recycled materials and support purpose-led businesses.

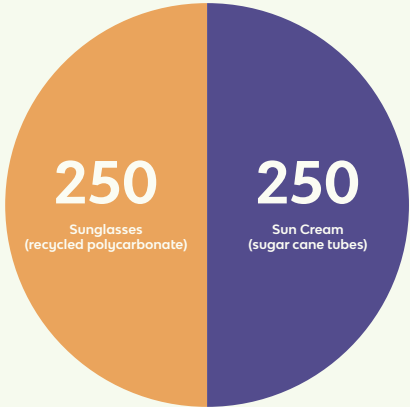
This autumn we have procured branded beanie hats which are 100% organic cotton and are made by Beechfield, a member of the 1% for the planet group. These have been issued at events with our TG Partners and are being given to all the team.

For Christmas, we've sent 50 Hygge boxes and 100 Chocolate letterboxes containing items from ethical businesses to clients and friends of TG; these gifts have contributed to the planting of trees as well as supporting social enterprises.

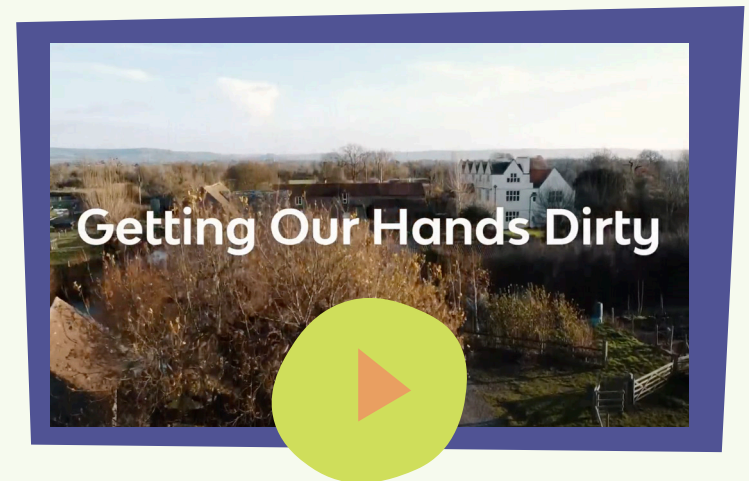
Beers gifted:



Tyler Grange Gifted Craft Beer Donations



Volunteering



Watch the video of us at
Farms for City children

4 Day Week and convincing others

We've been shouting from the rooftops about a 4 day working week and are sure our clients, collaborators and friends have got the message by now! The truth is, we've witnessed such a positive impact in so many areas that the effects have far exceeded our expectations. We ran an online seminar to discuss the impact and had over 100 business leaders join our call, all with questions of their own. We ran a poll at the end and over 80% were interested in trialling a 4 day working week. Involvement in 4-day week PR has been global, and we've been promoting the approach to a healthier and more productive workforce across TV, radio and written media

'World's biggest four-day working week trial ends in success' BBC News

Since the introduction of a four-day working week in May 2022, data from Tyler Grange's own **Alertness App** has reported that employees are 14% happier and 29% less tired. With over **17million working days** lost last year to poor mental health at a cost of **£56 billion** to UK employers, we knew we had to act to prevent burnout.

Tyler Grange's data on the environmental benefits of working a four-day week is also important to note – with an average 21% reduction in car journeys for business each month. We're also making further reductions to our carbon footprint by electrifying as many journeys as possible. Interestingly, Tyler Grange has completed more work whilst working reduced hours, which highlights the number of unnecessary journeys we were previously making and how our use of transport wasn't as efficient as it now is. That was reflected in our previous BIA with regards to environmental performance.

Reduced mileage and commuting bring with them cost savings, which are currently at the forefront of everyone's minds. The Tribe is also reporting significant reductions in their childcare costs too.



Promoting B Corp to the wider world

We have worked extensively with our PR Consultants (Toast PR) over the last 12 months to realise as many opportunities as possible to promote our certification as a B Corp and the associated objectives in terms of operating a responsible, action and purpose-driven business.

The climate benefits of a four-day work week

Since May 2022, we have been involved in 203 media posts / written articles. From Africa Business Insider and the BBC to Yahoo and Zing News.

Appearance at **15** conferences
8 roundtable / workshop sessions
15 radio broadcasts
12 TV appearances
23 podcasts

Tyler Grange Birmingham to host free live webinar on becoming a B Corp and a four-day work week company – at the same time

By Lisa Baker, Editor, UK Business News
MAR 31, 2023



Customers

Our clients are both our biggest supporters and our fiercest critics. They congratulate us on our achievements and keep us on our toes with critical feedback and tight deadlines. Consultancy is intensive work, and our clients rely on us to be on top of our game; delivering our best work on every project.

These high pressured situations require excellent communication and understanding between both parties. A successful working relationship needs to be nurtured, and we pride ourselves on the effort we put into this. We have prioritised client care since our founding, and believe this is a big part of the reason we have retained so many clients over the years.



Client days

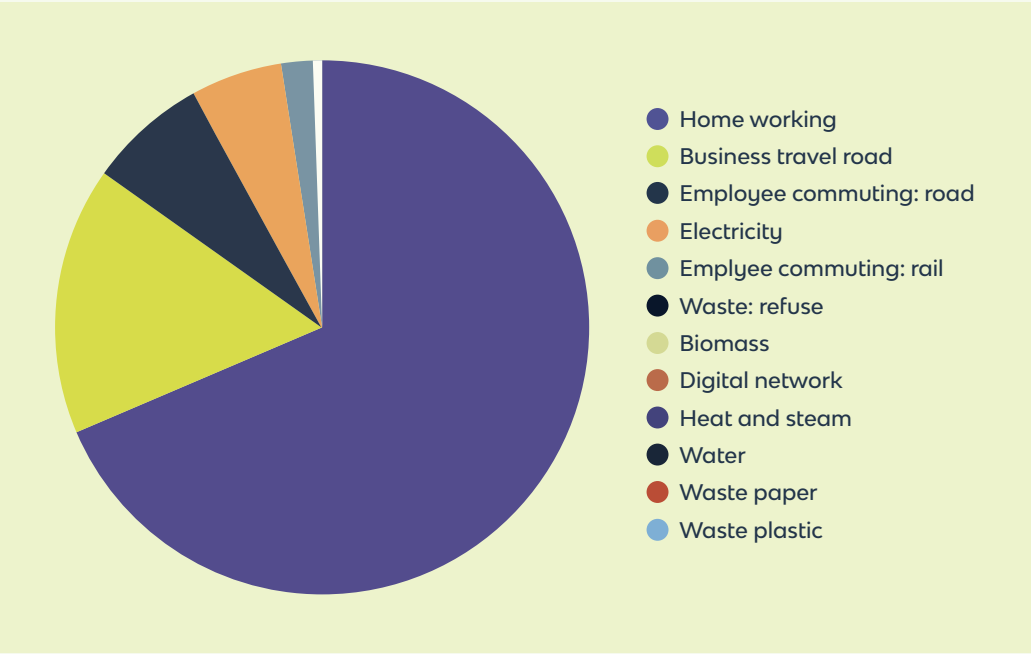
By moving beyond the seasonal greeting card and instead focusing on getting to know our clients face to face, we take excellent working relationships and develop these into friendships. We like to get to know our clients as individuals, looking past the job title to understand what makes them tick; what they value and enjoy away from work.

We've curated a broad range of events and experiences over the years and opened these up to clients; yes we've done the more typical activities you'd expect in what others call 'corporate hospitality'; taking clients to rugby games and to play golf. But we've also involved our clients in more unusual activities, such as brewing beer with us.



Environment

Identified by B Lab as being a ‘Service with a Minor Environmental Footprint’, we are a services-only provider based in the UK so typically have a relatively low carbon footprint.



GHG stats and annual comparison from baseline year (2021)

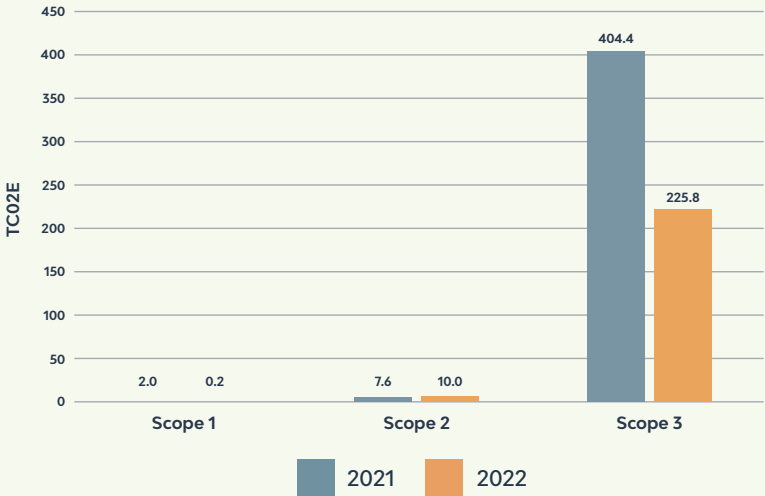
Scope 1 emissions are very low, because we have just 9 company cars, all electric, and use a biomass system in our Cotswolds office. There is a reduction in 2022 as we no longer have the diesel company car.

Scope 2 emissions for office-supplied energy was higher in 2022, due to the increase in home working during 2021 under Covid19 lockdown.

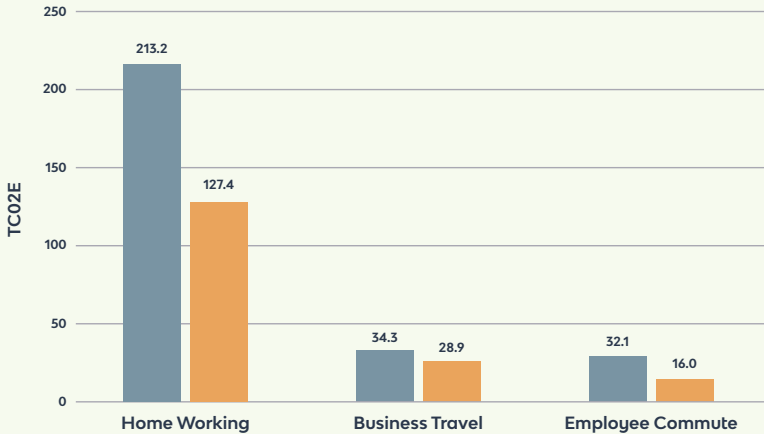
Scope 3 emissions are our largest GHG contributing factor, equating to more than 90% of our overall emissions. This is largely attributable to home working (both remote working and during the lockdown), employee commuting and business mileage.



TG GHG Reporting



TG Main Scope 3: Annual Comparison



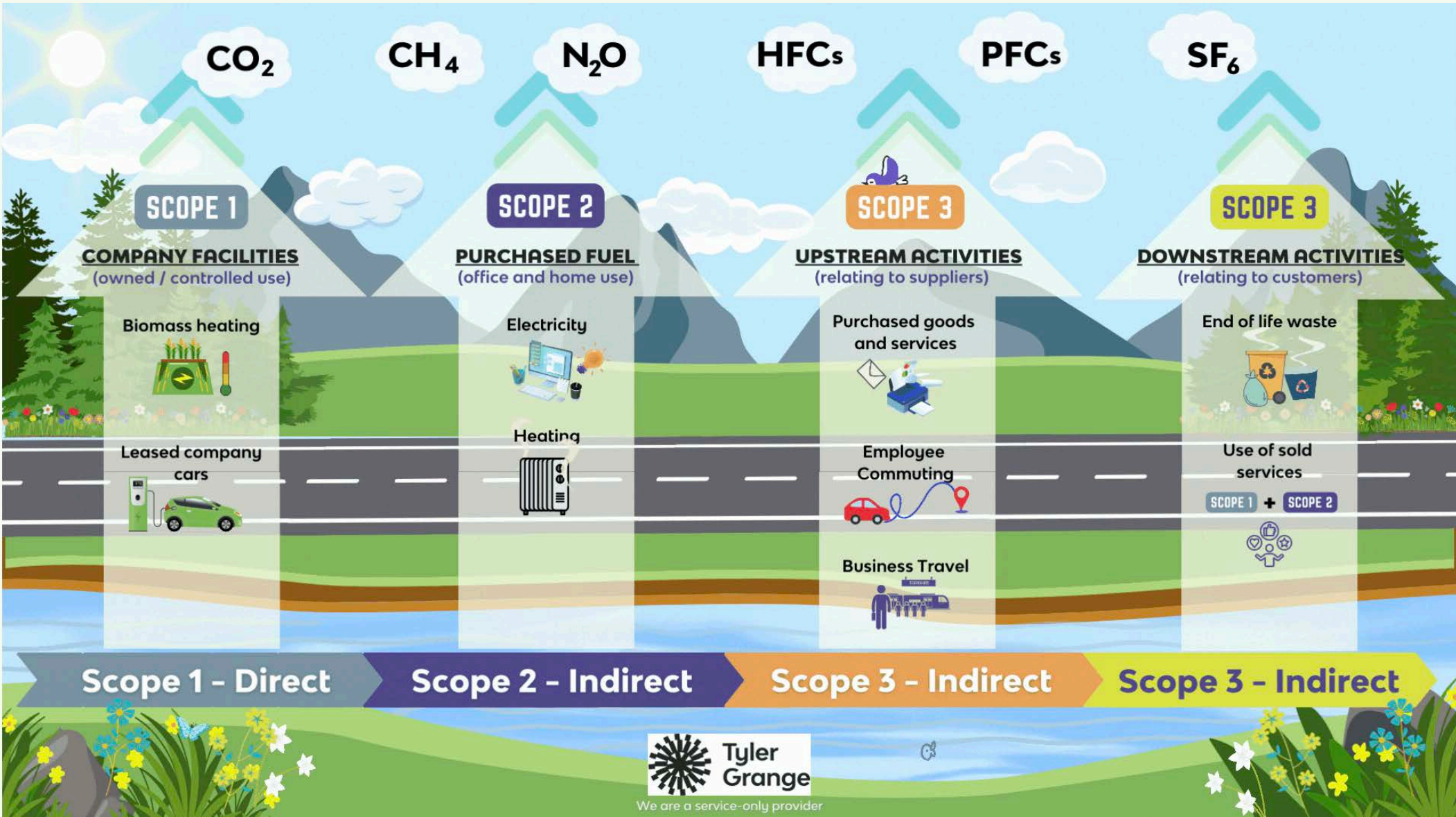
Since becoming a 4 Day Week Employer in June 2022, many of the team now work flexibly &/ remotely, with 79% of the team typically working from home 2 days or more per week. 2021 home working figures were slightly higher due to the lockdown and 6 months of 5 day weeks, and some remote working. Employee commute is lower in 2022 due to the reduced 4 day working week.

Now that we have comparable data from our baseline year in 2021, we can set deliverable and achievable near and long term reduction targets to reach net zero.

Following the permanent adoption of the 4 day week in June 2022, our overall Scope 3 emissions have reduced by 44% compared to 2021!

Environment

Our greenhouse gas emissions



Environment



Number of trees planted by using sustainable companies = 768

Company	Trees Planted
Honest Mobile	119.9
Ecosia	123
Project Merchandise	400
Social Supermarket	111
Go Paperless	15

Source	CO2 Offsets
Honest Mobile	1928.7kg
Project Merchandise	9 tCO2e
Marsden Estate	2.48 tCO2/ha/yr

Carbon savings by using sustainable products (gifts) = 1,025.83 tCO2e

Source	CO2 Savings
Honest Mobile	964.3kg
Trainline	3.45 tCO2e
Social Supermarket	61.4 CO2eq



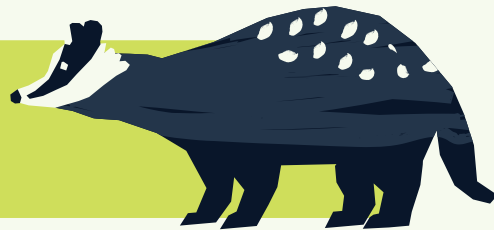
we haven't reduced our own emissions with any of these offsets, they are a perk to sustainable procurement.

Environment

Sustainable initiatives

- Supply chain refresh via the Social Supermarket
- Ethical gifting initiatives and purchase restrictions that don't align with internal guidelines
- Plastic-free dormouse nesting tubes constructed from compostable EarthBoard trial
- Sending printer cartridges, home and office, donating to the Badger Trust

Badger Trust



- PPE recycling in the office (everything from covid tests to kit)

This is all done via Reworked



- Reduced reliance on paper survey notes, with teams utilising digital tablets
- Train travel and utilising Trainline App to track CO2 reduction (in relation to comparable car journeys)
- Introduction of Method Recycling bin systems into 3 of our offices (<https://methodrecycling.com/gb/>)
- Manchester office lighting refurbishment is utilising lower energy LED and 3D printed casings that utilise recycled materials. Sensors are being installed to reduce energy consumption.
- Birmingham office heating system was replaced an old electric and oil radiator system with an A++ ELKATHERM heating system.
- Installation of a B Corp bar in our Birmingham and Manchester office (stocking B Corp brands)

Governance

Tyler Grange continues to invest in our processes and systems which support our team. We have an amazing team of technical consultants and we want them to spend as much time as possible delivering outcomes for our clients rather than filling in forms or recording meaningless data, so we have invested heavily in our systems and have created new role hires to support this.

Our main asset is our staff and we continue to invest in support for our team, by both supporting their mental and physical wellbeing.

New and specific hires to aid wellbeing

A Fatigue Team, lead by British Pilot and resilience expert

In-house Health, Safety & Wellbeing lead

Clinical Psychologists and additional support

Resourcing team

Mental Health First Aiders

Creation of a menopause group

Financial transparency

Tyler Grange pride itself on trying to be as transparent as possible and we have made great strides in the year to make our salary model in particular as open as possible. We have:

Discussed openly with the team about 2023 payraises that we put in place to help cushion the impact of the cost of living crisis. These supported the lowest paid in greater proportion to our more senior earners and ensured we remained paying well above the real living wage, an accreditation we will be looking to obtain in 2024.

Have published our salary points internally and moved our team onto these points and brought in a performance review scheme that supports this in an open way

All of our team can see each level's financial targets and how we are performing on our salesforce system

We will look to improve and extend this in 2024.

Governance

Digital improvements and enhancements to support 4 Day Week

Purpose built bespoke app, TG Alertness, to monitor happiness and fatigue

Bringing the majority of our data into a single system to avoid duplication and drive productivity

Lone working apps and better procedures to support the team

Software to support blind recruitment

In-house academy to upskill the team, helping them to be more effective project managers

We're held legally accountable

We officially adopted the "triple bottom line" clauses into our current Articles of Association

Improving GHG efficiency year on year

Created heat maps to plan KPIs

Achieved social value



Governance

We have mapped our highest emission to set near and long term reduction targets to reach net zero by 2030

Priority Level

High Medium Low

Policy Theme	Environment				Community			Employees	
Spend Category	Ethical Sourcing	Energy & Carbon	Water	Biodiversity	Air Quality	Diversity	Labour Standards	Gender Equality	Education
Travel	L	H	L	M	M	L	L	L	L
Waste & Recycling	L	M	L	L	L	L	L	L	L
PPE	H	M	L	M	M	L	M	L	L
Recruitment	M	L	L	L	L	M	M	M	L
Office Supplies	M	M	L	L	L	L	L	L	L

Workers

Our Tribe make us who we are, and we continue to invest in them. They are central to our growth and we will continue to reward and develop the team as well as we possibly can.

Decarbonisation team - working testimonials

Julian Arthur: "Being a B Corp business has attracted the attention of many of our clients, contacts and suppliers and I am hopeful some will follow suit. I really like the fact that it gives additional credence to the advice we provide and our ability to challenge long-established practices that are not so beneficial to the environment or society."



Chih-Ching Chiang: "As a B Corp, the company offers unique opportunities for growth and innovation, encouraging employees to develop and implement sustainable practices that resonate with their passion for social and environmental responsibility. This creates an enjoyable work environment, where each day is fulfilling, motivating, and dedicated to making a meaningful social and environment impact."



Harry Madeley: "Tyler Grange becoming a B-Corp puts words into action; cementing the company's values into something tangible and measurable. Being involved in the process has increased my own understanding of the challenges we face as a society as well as my part to play in tackling these. I've also discovered the importance of connecting with the B-Corp community and the power of collaboration, which will be crucial in shaping a sustainable future and leaving a legacy we can be proud of."



Workers



Vanessa Farnell: "Becoming a B-Corp reinforces the company's values as well as my own, therefore increasing pride in our company's commitment. It has increased my awareness of how we can make measurable changes that really impact some of the environmental and societal challenges we all face."

Amber Perrett: "Being a B-Corp gives assurance that we have accountability for our actions and are committed to continuing to improve in the long-term. I have enjoyed contributing to lessening our environmental impacts in particular and it's exciting to watch our continual progression. It's great to know we're part of a like-minded community."



Kay Geoghegan: "Achieving B Corp certification just last year, as well as becoming one of very few companies who is also a gold accredited 4 Day Week Employer, is a real testament to our success! It is both humbling and rewarding to be a part of something 'better'; actively putting people and the environment over profit, and sharing that same ethos with like-minded others to help drive positive change for future generations to come!"



Workers

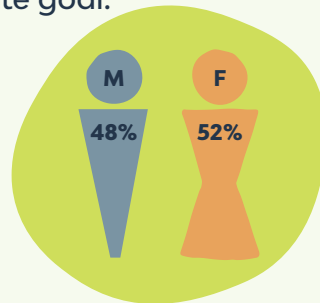
Diversity and Inclusion

At Tyler Grange, we each strive to embody our company values of caring, belonging, opportunity, enjoyment and honesty. An integral part of this means embracing diversity, providing equitable support and facilitating inclusion across our teams and throughout our activities. We are proudly working towards making a positive impact on our people, our clients and our communities in this way.

As part of our commitment to improving diversity and inclusion, we work with the East London Business Alliance (ELBA) to improve access and inclusion to our sector and have developed a pioneering internship programme where this is the ultimate goal.

New Hires this year

3 x new hires this year (1 female and 2 males)
8 x assistants (equal split)



Internships

ELBA, is a leading charity that links other community partners and educational facilities with the world of business. It is recognised that there is a lot of work to do in our sector to break down barriers to access for those from lower socio-economic backgrounds and minority groups. As part of our initiatives to improve this, Tyler Grange have delivered two four-week internships in partnership with ELBA in both 2021 and 2023. In both cases, we provided a structured four-week internship programme giving our interns an introduction to the work our busy ecology, landscape and ecology teams deliver.

As an employer, we want to play our part in helping to break down barriers to social mobility and promote diverse talent in our workforce. This is a challenge for our industry as a whole and Tyler Grange is no longer willing to accept the status quo - we want to lead from the front to address this. The internship scheme is something that we intend to repeat and expand on in future years.

Workers



Work with Elba

Our team have dedicated many hours to ELBA volunteering initiatives with the aim of delivering a real impact to communities in need that are local to our London office. Activities have included the following:

Our senior leaders have provided board level support for charities and community organisations to assist them with the delivery of their respective missions

Senior staff have coached community leaders to help them with professional challenges through the 'Leaders in Partnership Programme

Working with schools to support their careers advice programmes

Providing guided mental health awareness training to primary school children

Providing insight days for university and college students

Excel and Salesforce support to ELBA and partner organisations

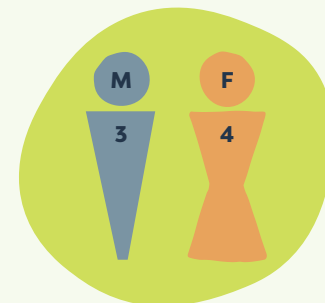
Working with a refuge to improve biodiversity in their outdoor space

Input into CV workshops to help applicants with their chances of accessing interviews.

Number of promotions throughout the year

7 x promotions (4 female, 3 male)

We produced an inclusive hiring training guide, rolled out to all hiring managers in 2022, so that we use inclusive language on job applications to not deter people with low self confidence, nor use language such as "hit the ground running" to not confuse neurodivergent people. We use Team Tailor to anonymously review applications at inbox stage and first review. Last year we also provided the option of sending recordings instead of covering letters. We ask whether anyone has accommodations at both job advert stage and interviews.



Workers

Secret missions and team building

Surprising activities and experiences have helped us to take people out of their comfort zones in a safe and controlled environment; allowing individuals to grow and challenge themselves.

Number of staff in each location

Number in Offices		Percent
Birmingham	10	13%
Britol	6	8%
Cotswolds	20	25%
Exeter	5	6%
London	17	21%
Manchester	22	28%
Total	80	

September 2023

Workers

Generous training budget and career progression

Personal and professional development at TG is lead by two separate processes:

Dreamcatching

Each member of the Tribe has an active Dreamcatcher. It is their opportunity to consider the big picture, and whilst career progression will be discussed, other things can be discussed, too. What do you really want from your future? What gives you most energy and what are you best at? This can change with time. Each member of the Tribe can choose up to two mentors who have been trained by a psychologist to help them realise their dreams, with regular meetings and catch ups. A Dreamcatcher plan will be agreed with targets and timescales that can be monitored over time.

C3POs

Every 6 months each member of the Tribe has a short C3PO meeting with their operations manager. This is a new process that has been brought in to ensure we're living our B Corp commitments and TG's values. It is a performance review and is not a repeat of the Dreamcatcher, though there is likely to be some overlap. It is termed 'C3PO' as it named after the topics covered in the meeting:

Challenge TG & challenge yourself: You're more likely to improve and fulfil your dreams if you challenge yourself. TG will improve if you innovate - look for new ways of doing things. Don't walk past a problem.

Purpose: Do you have an active dreamcatcher? This will define your purpose and direction of travel. If you don't, how will you or anyone else know?

Performance: Are you delivering your role at TG? (How this is assessed will depend on what team you are in). Are you living the TG values?

Pay: What are your pay and rewards: are you aware of what it is and are you making the most of it? This is your opportunity to discuss.

Opportunity: Are you volunteering, are you innovating, are you visible?

The output of each C3PO is used to target action to maintain or improve performance. The data is recorded in a consistent way so that team performance and the Tribe as a whole can be reviewed easily, to inform strategic decision making.

Workers

Internal TG B Corp quiz

We set up a basic quiz once we'd certified as a B Corp. 19% of the business took the voluntary quiz and the answers were not provided beforehand. Following the Decarbonisation Team's Carbon Literacy training, via the Better Business Network, we will roll out a much more in depth quiz in November to help upskill the team and encourage the whole team to participate and share those results in our 2024 report.

B Corp quiz results

- 100%** find B Corp attractive in a business
- 86%** find B Corp important to them personally
- 60%** feel they know about B Corp and could confidently network
- 67%** want to Network with others at local events
- 100%** of those who did not wish to learn about B Corp was because they don't have time to commit
- 20%** did not know there was a BIA score at all or what it meant (not seen our presentation)
- 87%** are interested in more B Corp training
- 80%** are aware of our Net Zero by 2030 commitment
- 47%** selected the correct answer for reducing degree rises to 1.5° by 2050
- 60%** selected the correct answer for a 0.5° difference in extreme conditions
- 77%** enjoyed the quiz and found it useful

Office proximity to public transport



Bristol – Runway East 101 Victoria Street, BS1 6PU

Train

Bristol Temple Meads- 0.3 miles,
8 minute walk

Bus

Temple Meads Station,
stop T7- 0.3 miles, 8 minute walk

Scooter

VOI e-scooters can be found
around the city



Birmingham – 97 Icknield Street, Hockley, B18 6RU

Train

Jewellery Quarter Train Station-
0.3 miles, 8 minute walk

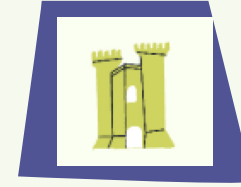
Birmingham New Street-
1.3 miles, 27 minute walk

Tram

Jewellery Quarter Tram Station-
0.3 miles, 8 minute walk

Bus

101 Caver Street Service to Colmore row-
0.1 miles, 3 minute walk



Cotswold – Marsden Estate, Rendcomb, Cirencester GL7 7EX

Train

Cheltenham Spa Railway Station-
11 miles, 24 minute drive

Bus

Memory Lodge bus stop, service 51 to
Cheltenham, 15 stops 36 minutes drive

Office proximity to public transport



Exeter – The Gallery, Kings Wharf, The Quay EX2 4AN

Train

Exeter St Thomas Railway Station-
0.5 miles, 9 minute walk

Exeter St David's Railway Station-
1.0 miles, 21 minute walk

Bus

Exeter Quay bus stop, service G-
0.1 miles, 3 minute walk



London – 46-48 Park Street, London, SE1 9EQ

Train

London Bridge Station-
0.4 miles, 8 minute walk

Tube

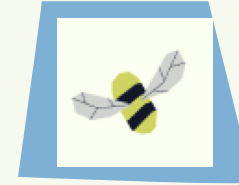
London Bridge Underground Station-
0.4 miles, 8 minute walk

Boat

London Bridge City Pier Ferry Service-
0.5 miles, 9 minute walk

Bus

Southwark Street, Blackfriars Road stop
A7 inner city buses- 0.2 miles, 6 minute walk



Manchester – 3 Jordan Street, Deansgate, M15 4PY

Train

Deansgate Train Station-
0.1 miles, 3 minute walk

Oxford Road Train Station-
0.5 miles, 10 minute walk

Manchester Piccadilly Station-
0.9 miles, 20 minute walk

Tram

Deansgate Tram Station-
0.1 miles, 3 minute walk

Bus

256 to Manchester Piccadilly, Medlock Street -0.1 miles, 3 minute walk

Bike

Bee Network, Deansgate Commercial Street - 0.1 miles, 3 minute walk

Our achievements this year

2023 Awards / Nominations

28th June - CIEEM Best large-scale mitigation: Meon Vale

Runner Up

20th September - Best Large-Scale Masterplan Award:
Land North of Merley; Urban Design Group

Runner Up

Best Landscape Architecture Studio

Shortlisted

1st November - Brownfield Briefing: Best Biodiversity
Enhancement On A Brownfield Site: Meon Vale

Shortlisted

9th November - South West Business Masters 2023

Shortlisted



Our achievements this year

9th November - Disruptor of the Year
South West Business Masters 2023

Winner!



15th November - CIRIA Big Biodiversity Award

Winner!

22nd November - Pro Landscaper's
Sustainability & Biodiversity Awards
Best Arboriculture Company

Winner!



Our achievements this year

Our key innovations and successes

We have set up an internal Academy that upskills the team and delivers industry updates, core training for the technical teams, and other well-being-related advice and information. These sessions are recorded for future reference and are delivered either by the Tribe themselves or by external speakers. The intention is to formalise an ad hoc pilot and to extend the Academy's reach to parties outside of TG, such as clients, TG Partners and others that might benefit from knowledge sharing.

We have refined and improved our Dreamcatcher process (see above), building on feedback from mentors and mentees, and incorporating more teachings from our in-house psychologist for how to get the best from people.

Performance Review – we have introduced the C3PO process that runs in parallel with Dreamcatching to help the Tribe and team leaders measure performance and progress of individuals and the business as a whole in a more structured way. C3PO links strongly to our B Corp commitments and TG's values.

Data storage policy to reduce energy wasted on data we no longer need to keep in more expensive easily accessible

storage, and to delete data we no longer need. We generate a huge amount of data, predominantly from ecology surveys and this policy is reducing our storage and energy use (and cost) significantly.

'Smart Report' templates to reduce admin and improve productivity

Use of Salesforce to create a case system and smart forms, again to reduce admin duplication

Induction Presentations for new starters and installation of eco-conscious search engine, Ecosia, on all their laptops as the default browser

For the first time we have submitted entries to industry awards to showcase our project and business successes and to share good outcomes (see previous page)

Client Video Updates to deliver advice in an engaging and often fun way

'Gold' fee proposals, where we produce multi-media tender submissions to clients to showcase our experience and added value. Used for larger, more technical projects.

Our achievements this year

Decarb Team's Key favourite ESG Training Providers:

[B Lab](#)

[Better Business Network](#)

[Do Nation](#)

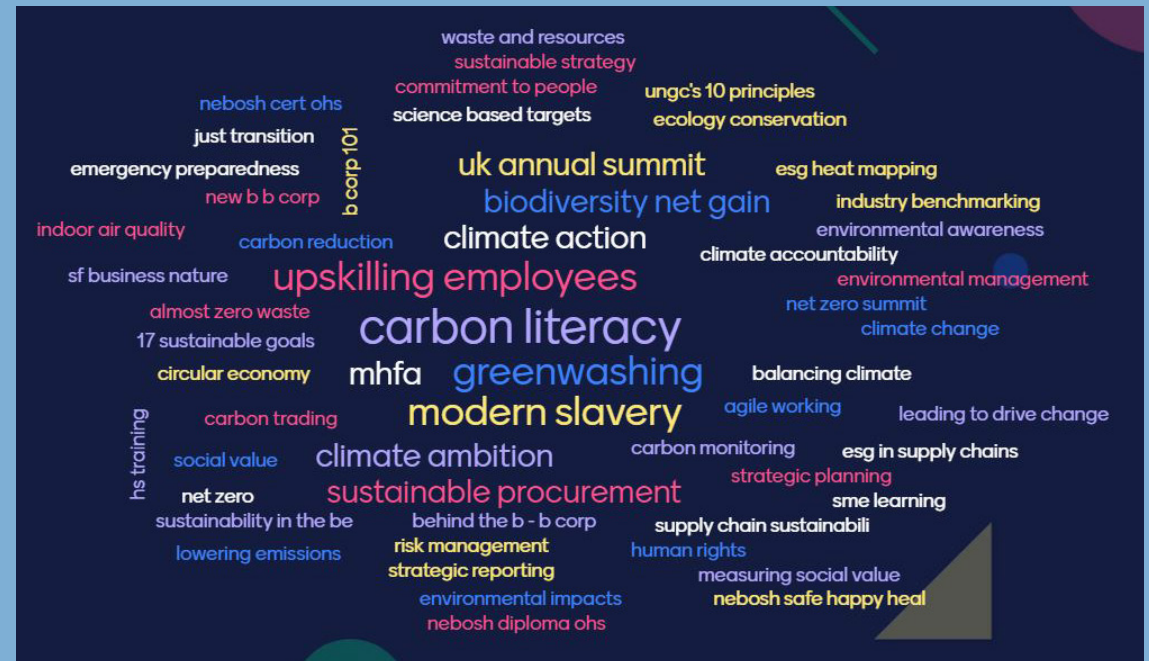
[Green Element \(and Compare Your Footprint\)](#)

[Hatrick](#)

[Supply Chain Sustainability School](#)

[UN Global Compact](#)

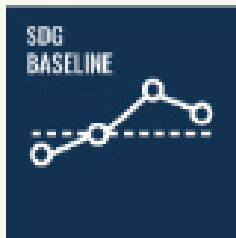
Our Decarbonisation Team have been busy upskilling this year so we can pass our learning on to the wider team, and beyond. Right [image] is a list of recent training and events we've attended to remain in the know with current updates.



SDGs alignment

SDG Action Manager – alignment to the UN Global Compacts' 10 principles

We have unlocked the SDG Action Manager (Sustainable Development Goals) within the B Impact Assessment, which provides us with baseline scores and this is how we measure up, particularly around Human Rights, Labour, Environment and Anti-corruption:



Rooted in the Ten Principles of the UN Global Compact, this baseline module includes questions about topics such as commitments to human rights, positive labor practices, environmental management systems, and good governance. In providing a comprehensive baseline prior to SDG specific modules your company can best understand and take action on fundamental practices related to managing social and environmental practices generally while also contributing positively to the Sustainable Development Goals.



SDGs alignment

While we have yet to unlock all the individual SDGs for benchmarking, this is how we align ourselves to each goal



No Poverty - we pay all our employees 100% of their wage for 80% of their time with no reductions in bonuses, since June 2022 when we became a Gold accredited 4 Day Week employer¹. We also recently implemented a policy where no permanent member of staff would be paid less in current (2023) terms than £25,000 which is comfortably above the current real living wage.



Zero Hunger - as part of our Environmentally Preferable Purchasing Policy, we support local business and venues, where possible, and strive to only purchase what we can consume to minimise food waste. Some of our team use their volunteering days to support local charities who provide much needed resources to impoverished areas and those displaced from their homes. Our team, and supply chain, claim subsidised meals and travel costs in line with our [TG_100_31] Expenses Policy.

¹<https://www.4dayweek.co.uk/employers>

² Apple App Store: <https://apps.apple.com/gb/app/tg-alertness/id1605388268>
Google Play: <https://play.google.com/store/apps/details?id=com.tylergrange.tgalertness>

³ <https://tylergrange.co.uk/tired-until-retired-how-were-combatting-the-burnout-epidemic/>

Additional - SDGs Alignment



Good Health and Wellbeing - we recognise the significant importance of employee wellbeing, and employ our own full-time Health, Safety and Wellbeing Lead, in addition to part-time; clinical psychologists who offer monthly wellbeing sessions and 1:1 support, a resilience officer (British Pilot) to support with issues around fatigue and risk, and inputs from a professional mentorship coach to support with team morale and professional development. Due to the nature of our seasonal survey work, working late or early shifts, our R&D team designed our very own TG Alertness App to monitor employee fatigue and happiness, available publicly via the App stores.

Permanent adoption of 4 day working week

6 x trained inhouse Mental Health First Aiders

1 x inhouse NEBOSH Health, Safety & Wellbeing Lead providing weekly and monthly bulletins

2 x part-time clinical psychologist, offering monthly wellbeing sessions as well as 1:1 support. Whole team have access to Help@Hand, award winning wellbeing app which offers a range of support including remote GP appointments for you and your immediate family, support with money worries, legal support, a 24/7 helpline and virtual appointments for a range of health and wellbeing topics,

Individual access to counsellors

Fatigue Support Team, lead by British pilot

External and internally trained mentors

Purpose-built TG Alertness App to monitor happiness and fatigue

SDGs alignment



Quality Education - we believe in the power of collaboration and engagement to drive positive change. We actively communicate with our employees, clients, partners and communities to raise awareness, provide training, foster dialogue and encourage collective action on environmental challenges. As members of the Better Business Network⁴, we collaborate with leaders and professionals to help drive positive change. We are embarking on an ambitious internal training programme called The Growth Collective, which in time we hope to offer out to our partners and beyond.



Gender Equality - Based on the UK Governments official calculation Tyler Grange has a 14.6% pay gap between men and women.

Quartile	Ratio of Employees		Average Salaries	
	Male	Female	Male	Female
First	35%	65%	£26,012	£25,205
Second	41%	59%	£31,229	£31,430
Third	61%	39%	£42,573	£42,957
Forth	61%	39%	£66,605	£63,046
Total	50%	50%	£45,018	£38,102

SDGs alignment

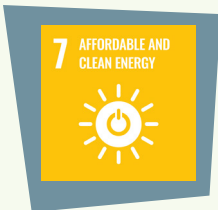
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It is however pleasing that within the quartiles we have very little overall difference between men and women and in the middle two quartiles our women are paid more than our men. Therefore the reason for the difference in the average pay figures is to do with the fact that we have more men at senior levels than women which makes a large difference as we are not a large company. In the top two quartiles we have a 60:40 split in favour of men and this is something we are aware of and are actively looking into the reasons why. One of the actions we are taking is trying to understand the impact of being the primary childcare provider and we sought help from Emotionally Connected, our expert phycologists to help us design a reward and support package for our expecting and post birth parents to effect a change in the national statistics where in particular, primary childcare providers are lost to the workforce post childcare leave.



Clean Water and Sanitation - as a services-only provider, our only water consumption is daily / personal use, therefore, equates to minimum waste. We will educate our team with reduction strategies, both at home and in the office, and improve the way we monitor our business use.



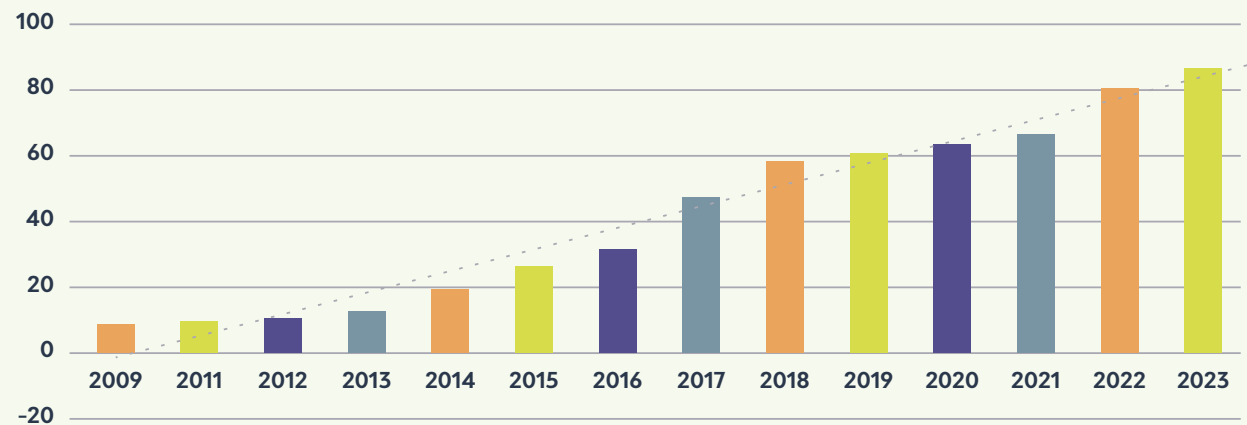
Affordable and Clean Energy - as a short-term reduction target, we will strive that over 95% of staff will be working in 100% renewable energy offices by 2025. Our Cotswolds office uses a biomass energy system and our Bristol office is a fellow B Corp.

SDGs alignment



Decent Work and Economic Growth - we have created many new purpose-driven roles within the company; from improving our technology and resource scheduling, which allows our team to work 'smarter, not harder' and reduces the admin burden, to diverse and inclusive recruitment and wellbeing support roles and mentoring. This innately drives profit in a more natural and ethical way and allows us to pay above living wage to all employees. Wellbeing, happiness and the reduction of fatigue and risk are paramount within our operations and we actively encourage all employees to have a voice and openly share their ideas, from graduates to directors, whom all share open offices, working together as one team. As one of the few companies in the UK who are both a B Corp and a 4 Day week employer, we have seen an exponential increase in the number of candidates now applying for roles.

TG Employee Growth



SDGs alignment



Industry, Innovation and Infrastructure - we ensure that all our offices are well within suggested energy performance criteria and obtain copies of EPCs for each. We have unlocked the SDG Action Manager within the BIA to align with goals and provide benchmarks against others in our sector, size and county and aim to help raise SDG awareness. Regular training and professional development are encouraged throughout the whole team and we have a generous time and expenses budget, see [TG_100_247] Training Budget. We have a dedicated innovations team, called the HIVE, who work collaboratively with our other teams to deploy new ideas and better ways of working; these include our board, operations, decarbonisation, audit, training academy and sales teams and many produce / share monthly updates to the wider team.



Reduced Inequalities - in recognition of the cost of living crisis in 2022 we proportioned the highest bonuses to our lowest paid employees and are in the process of setting visible and transparent pay scales with clear expectations for promotion. We advocate for diverse and inclusive employment within the industry, which typically attracts white, British engagement, by attending university trade fairs and have provided talks at schools and colleges to raise awareness of career progression within the environmental disciplines.



Sustainable Cities and Communities - we are committed to sourcing products and services that align with B Corp values and sustainability principles, where possible, actively choosing to work with suppliers who share our values and strive to minimise environmental impacts throughout the supply chains. Most of our offices are in rural settings with nearby access to public transport, to promote more sustainable travel and allow us to monitor our environmental impact on our largest GHG contributing factor – Scope 3.

Tyler Grange is committed to supporting charities and its local communities. In addition to encouraging our staff to use the additional time they have following the introduction of the 4 day week, we have supported charities / community events both financially and by offering time, support and skills.

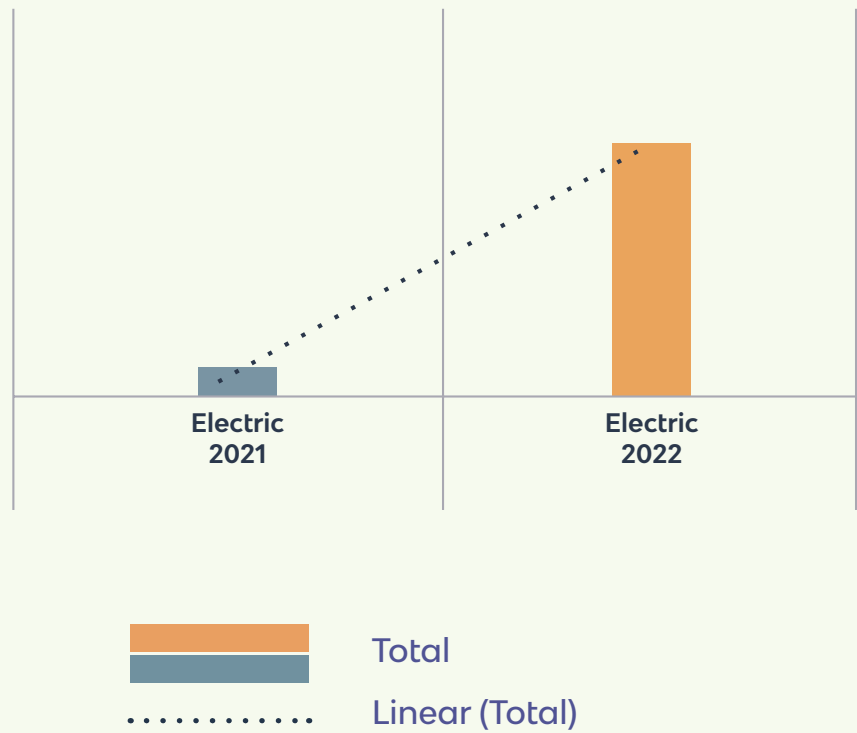
We are also shifting our procurement to be more sustainable, whether that be working with B Corporations, wherever possible, or using more suppliers local to our office locations.

SDGs alignment



Responsible Consumption and Production - we strive to reduce end of life waste and maintain a circular economy, where possible. As a service-only provider our waste is daily / operational use and we have been evaluated by B Lab as having a minor environmental footprint. We use an external reporting portal Compare Your Footprint to calculate and monitor GHG emissions across all 3 Scopes, including upstream and downstream even though we are an SME. We aim to raise waste awareness within the team, from energy, water and refuse, both in the office and home environments.

Electric Annual Fleet Car Improvements



SDGs alignment



Climate Action - we recognise, and support, the urgent need to address climate change. We strive to actively work towards achieving net-zero emissions by 2030, setting ambitious short, and long, term reduction targets from our baseline year in 2021. We strive to support our clients and suppliers in their journey towards climate resilience and low-carbon solutions, where possible, and choose to work with those who align with the same goals. Where clients do not share the same goals as us, we strive to help them see the benefits it has to offer.



Life Below Water - we have eliminated single-use plastics from our offices, choosing instead to gift sustainable alternatives to all our employees via the sustainable purchase platform, Social Supermarket. We share our [TG_100_24] All TG B Corp Presentation with all employees and new hires to help raise awareness around pollution and rising temperatures, etc. and the consequences relating to water.



Life on Land - as an environmental consultancy, biodiversity net gain (BNG) is extremely important to us. The nature of our business also ensures we maximise habitat protection and ecosystem restoration. We provide advice and BNG metrics to clients and planners to help them achieve the necessary 10% net gain, where possible. In addition, we provide internal and external awareness and training, and ensure we stay up to date with current legislation and regulations.



Peace, Justice and Strong Institutions - we closely align our policies and management systems with the UN Global Compact's 10 Principles, in particular; anti-bribery, human rights, labour standards and modern slavery and trafficking to ensure there are no incidents involved that are within our control.

SDGs alignment



Partnerships for the Goals - to strengthen the means of implementation and revitalise the global partnership for sustainable development, TG works with a number of organisations; from providing technical and professional advice and services to partner services (charities and local communities), donating unused / upgraded electrical equipment to impoverished areas, to sharing a voice and learning from world leaders to maintain constant progression to help shape a better world for all.



Next year's goals

- ✓ Complete all questions within the SDG Action Manager
- ✓ Consider Sustainable Pensions and Banking Providers, change where we can
- ✓ Implement better recording and monitoring to evidence Customer Feedback
- ✓ Issue, approve and monitor Supplier Questionnaires, for Preferred Supplier listings
- ✓ Target: 100% of the team to use their Volunteering Days
- ✓ Set our near-term reduction targets and strategies for Net Zero

- ✓ When we recertify in 2025, we will aim for a B Impact Assessment Score of above 100 points
- ✓ Include B Corp and 4DW promotions in our Report Templates
- ✓ Investigate how to report on individual carbon emissions if business size and activities increase
- ✓ Research how to be able to provide clients with ESG analysis for their portion of their products / projects
- ✓ Improved sustainable travel strategy.



Difficulties we faced along the way

We are aware that this is the beginning of our ESG journey, and whilst we have made huge improvements over these past 2 years, we acknowledge that we need to set 'deliverable and achievable' goals to be able to reach net zero. Therefore, we will focus more on our KPIs over the following year and continue to learn and work with others in the B Corp community and beyond.

In terms of data collection, some of our rented offices do not record their energy, water and/or waste metrics accurately. Therefore, we had to use best practice guidance to report some of our GHG emissions, but we intend to get more accurate data in the future so that we can better evidence our true reflection so we will be better able to reach Net Zero. This is something that must be affecting other B Corps across the nation, and this is a matter that we are raising with the All Party Parliamentary Group.

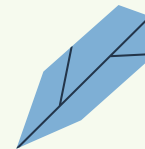
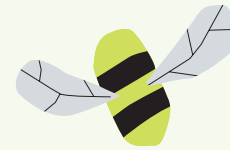
We have noticed that some of our sustainable suppliers automatically apply legitimate carbon offsetting as part of their service, but we need to explore how to report on these as they aren't currently part of our GHG reporting. We would like to encourage a wider conversation about the reality and transparency of offsetting.



Thanks for reading!

We would love to receive any feedback or suggestions from you. If you would like to get in touch with us, please contact:

bcorp@tylergrange.co.uk



**Tyler
Grange**

