

# TAKING ACTION

OUR PROGRESS AND NEXT STEPS ON  
TACKLING THE CLIMATE EMERGENCY

2020-2026

FORSTER  
COMMUNICATIONS

Certified



Corporation



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Declares**



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# INTRODUCTION

**BETWEEN APRIL 2020 AND MARCH 2023, WE SET OUT TO DELIVER OUR CLIMATE POSITIVE PLAN.**

With an ambition to go beyond our direct emissions and influence change across our whole value chain, we took difficult steps, learnt masses, adapted, adjusted and – in some areas – succeeded.

We reduced our greenhouse gas emissions (GHGs) per person by 26%. Alongside a headcount increase of 46%, increased turnover of 99% and the new reality of hybrid working, we still managed to reduce our overall absolute tonnes of GHGs per year by 5%.

100% of our suppliers were publicly committed to cutting their GHG emissions by March 2022, and in March 2023, 82% of our clients had emission reduction targets in place.

## **THERE IS MUCH TO CELEBRATE – BUT NO TIME TO REST.**

The climate emergency continues to accelerate, and we need to step up to the next, bigger challenge of the just transition.

Taking it Personally, our new climate action plan, runs from 2023 to 2026.

As before, we have pushed ourselves to go beyond our comfort zone and are starting with both excitement about the potential and nerves about the decisions we will need to make.

We can only achieve this with the involvement of everyone in our team, and as part of an active and generous community. We will publish our journey and progress, and look forward to continuing to learn from you all.





# CLIMATE POSITIVE PLAN 2020-2023





# OUR CLIMATE AMBITION

IN JANUARY 2020, WE PLEDGED TO MITIGATE OUR TOTAL CARBON FOOTPRINT ACROSS ALL THE AREAS WE DIRECTLY CONTROL AND REACHING BEYOND OUR BOUNDARIES TO INSPIRE WIDER ACTION.

We wanted the total impact of our direct and indirect actions to be positive for the environment and to support solutions that will remove emissions from the atmosphere.

We chose to use our professional skills as communicators, our leverage as purchasers and our strengths as a UK B Corp to take a pioneering approach to cutting carbon emissions.

We committed to an agile response to the climate emergency, so that as the science and methods changed we adapted our policy accordingly. Therefore we adopted the most stringent definitions

and language and from now only recognise a science-based net zero as defined by the global consortia Science Based Targets initiative (SBTi).

Our Climate Positive Plan was built around our understanding of how to appeal to both the head and heart of our employees, suppliers, clients and wider community – and to inspire them to act quickly.

We carefully considered our total Scope 1, 2 and 3 emissions and explored how we could best accelerate change as a specialist communications consultancy.

LAUNCHED IN JANUARY 2020, OUR PLAN TO MARCH 2023 COVERED THREE CORE AREAS:

## OURSELVES

To accelerate the process of reducing our own GHG emissions and by March 2022, all our suppliers would be committed to cutting their emissions.

## OUR CLIENTS

To inspire and support our clients to tackle the climate emergency and by April 2023, all our clients would be publicly committed to cut their GHG emissions.

## OUR COMMUNITY

To drive action with our team, our partners and others around us, learning and sharing, talking and debating, campaigning and celebrating together.

We supported our targets with a step-by-step plan over the three years, showing actions and milestones for each of the areas.

We published what we had done as part of our impact reports each year with a refreshed delivery plan published separately.

# WHAT WE ACHIEVED

## OURSELVES

**Target:** To accelerate the process of reducing our own GHG emissions and by March 2022, all our suppliers would be committed to cutting their emissions.

### Outcome: Target achieved

We went from 18.9 tonnes of GHGs per person in 2019-20 to 14.0 tonnes of GHGs per person in 2022-23 – a reduction of 26%.

Overall, this was 255.0 tonnes of GHGs per year in 2019-20 to 242.3 tonnes of GHGs per year in 2022-23, despite an increase in headcount of 46% and increase in turnover of 99%.

100% of our suppliers were committed to reducing their GHG emissions by March 2022.

## OUR CLIENTS

**Target:** To inspire and support our clients to tackle the climate emergency and by April 2023, all our clients would be publicly committed to cut their GHG emissions.

### Outcome: Target partially achieved

In March 2023, 82% of our clients had GHG emission reduction targets in place. This represented 62% of our income.

In March 2023, 75% of our work (by value) was directly linked to cutting emissions or removing carbon from the atmosphere.

In March 2023, we updated our client contract to commit to working with partners who have public science-based GHG reduction targets, aiming to limit global temperature rise to 1.5 degrees Celsius and requiring them to measure and report progress.

## OUR COMMUNITY

**Target:** To drive action with our team, our partners and others around us, learning and sharing, talking and debating, campaigning and celebrating together.

### Outcome: Target achieved

We have made our Climate Positive Plan and impact reports open to all, sharing our experiences through 40 events and meetings across the three years.

From responsible business and decarbonisation to how to avoid greenwashing, we have actively contributed to the B Corp movement, Business Declares and SME Climate Hub, and worked in partnership with others including Institute of Corporate Responsibility & Sustainability and Nice & Serious.

We have also supported climate action in the charity sector through ACEVO, speaking at a specialist member event, responding to challenges during a Twitter takeover, sharing insights through two blogs and offering practical cost-effective suggestions on how to measure and reduce emissions.

Our office became plant-based in 2020, reducing the average carbon footprint of our catering by two thirds, and reducing land use, water and biodiversity impacts by over a half.

In 2020 and 2021, we encouraged our landlord and fellow tenants to reduce their impacts, developing a sustainability framework for the building and hosting a coffee morning to stimulate discussion.

Where possible, we have encouraged climate action through London communities both as a team and through individual volunteering totalling 185 hours, with an equivalent value of £29,000. Activities include support for the Young London Print Prize, which involved 3,500 9-11 year olds in climate art in 2022 and 2023; a trustee position for Green New Deal campaign; and volunteering for Climate Ed, giving two schools in Southwark and Haringey climate literacy training.

# OUR JOURNEY 2018-19 WE SET SCIENCE-BASED TARGETS

## WORLD EVENTS

- Extreme weather events increased global attention on the reality of climate change
- Greta Thunberg led School Strike for Climate and Fridays for the Future and addressed the UN Climate Change Conference
- Extinction Rebellion was founded and brought London to a standstill
- Mark Carney, then Governor of the Bank of England, said that banks were now regarding climate change as a financial risk
- Larry Fink, CEO of BlackRock, encouraged CEOs of large business to think about ESG
- Danone North America became the world’s largest B Corp

## FORSTER ACTION

- Set SBTi validated science-based reduction targets to cut carbon emissions by 42% by 2030
- Moved offices in December 2018, putting sustainability at core of the move and instantly cutting carbon emissions by 43%
- Reduced waste as part of the move by donating office supplies, furniture and books, and recycling 46 desks
- Switched to more agile working with laptops and kick started initiative to reduce paper use
- Won Edie Sustainability Consultancy of the Year



SCIENCE  
BASED  
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION



## OUR IMPACT

14.7

tonnes of GHGs saved  
per year (Scope 2 and  
international flights only)

0.82

tonnes of GHGs saved per  
person (Scopes 2 and 3)

35%

reduction in our  
paper use

9.5%

of our income came from  
carbon critical industries, all  
focused on cutting emissions

25%

of our suppliers were  
members of the Living  
Wage Campaign



# OUR JOURNEY 2019-20 OUR CLIMATE POSITIVE PLAN IS LAUNCHED

## WORLD EVENTS

- Greta Thunberg addressed the UN Climate Summit and asked global leaders “how dare you” and was named Time Magazine Person of the Year
- Extinction Rebellion increased its action and was joined by healthcare professionals alongside high profile celebrities
- David Attenborough drew public attention to the damage caused by plastic through the BBC’s Blue Planet
- Theresa May committed the UK to net zero carbon emissions by 2050, the first major economy to do so
- The Covid 19 pandemic hit the world in February 2020, with devastating consequences

## FORSTER ACTION

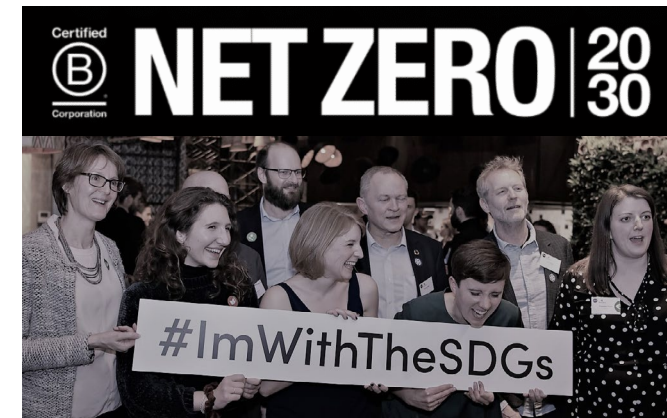
- Published our first client disclosure report in July
- Declared a climate emergency in July
- Joined 500 B Corps in December in a pledge to reach net zero by 2030
- Created and launched our Climate Positive Plan in January, accelerating our net zero pledge to 2022
- Started to measure Scope 3 emissions
- Informed our clients about our net zero pledge
- Updated our supplier screening to include information about their carbon emissions
- Ran a ‘swishing’ event at the office and initiated conversations with our landlord
- Switched to plant based food provisions
- Supported launch of Measuring Up, UKSSD report benchmarking the UK’s progress on the Sustainable Development Goals



THE BLUE PLANET



**We Declare  
A Climate  
Emergency**



## OUR IMPACT

**255**

tonnes of GHGs saved  
per year (Scopes 2 and 3)

**18.9**

tonnes of GHGs saved per  
person (Scopes 2 and 3)

**1.5%**

of income helping businesses  
in carbon critical industries,  
excluding fossil fuels,  
accelerate their transition

**31%**

of our suppliers were  
members of the Living  
Wage Campaign



# OUR JOURNEY 2020-21 COVID SHOCKS THE WORLD

## WORLD EVENTS

- The Covid 19 pandemic dominated work and home life across the globe
  - It reiterated the inequalities within UK and global society
  - It showed that risks can become real
  - Travel was eliminated and virtual meetings were normalised through tech solutions
  - Everyone worked from home, which meant separate homes being heated through the winter
- The Black Lives Matter movement accelerated after the horror of George Floyd's murder in Minneapolis, US
- Insurrectionists stormed the US Capitol in January – threatening democracy

## FORSTER ACTION

- Started to measure emissions from working at home
- Flexible working when allowed; home and office emissions
- Reviewed our pensions, banking and IT as major contributors of GHG emissions and started to identify alternative provision
- Issued new supplier screening questionnaires
- Started to track our clients' commitment to cutting emissions and realised the civil society sector needed additional support in taking action
- Helped our team to understand their own carbon footprint at home, and trained the team to use their voices around climate action
- Recognised that climate action and social justice need to be addressed together and accelerated our action to improve diversity, equity and inclusion
- Responded to the pandemic by supporting Whitechapel Mission and the vulnerable people they serve in our community
- Supported the charity sector to make the case for increased funding from government in response to the pandemic through #NeverMoreNeeded?
- Signed a commitment with the SME Climate Hub
- Won Edie Sustainability Consultancy of the Year



## OUR IMPACT

247.4

tonnes of GHGs saved per year (Scopes 2 and 3)

20.6

tonnes of GHGs saved per person (Scopes 2 and 3)

5.9%

of income helping businesses in carbon critical industries, excluding fossil fuels, accelerate their transition

37%

of our clients had GHG emission reduction targets in place

38%

of our suppliers had GHG emission reduction targets in place

33%

of our suppliers were members of the Living Wage Campaign

# OUR JOURNEY 2021-22 CLIMATE ACTION REACHES THE MAINSTREAM

## WORLD EVENTS

- The return to work was staggered and hybrid working became the new norm
- COP26 was held in Glasgow, reminding the world of the need to keep 1.5 alive but failing to cut emissions to what is really needed
- Discussion around ESG went mainstream as investors warmed to the clean tech opportunity
- Scope 3 became a focus for large businesses, with demands for more information from their supply chain
- The car industry went big on electric vehicles with Tesla's Elon Musk named Time Magazine's Person of the Year
- The UN reached a historic resolution in March to End Plastic Pollution, forging an internationally legally binding agreement by 2024

## FORSTER ACTION

- Signed the Green Pensions Charter with Make My Money Matter campaign and changed our pension provision
- Started the process of divesting our banking and finance from fossil fuel investments
- Changed the way we offset our emissions to ensure a direct removal of carbon through accredited projects including peat bog restoration and kelp forests
- Joined Clean Creatives, pledging we will not work for companies in the fossil fuel industry
- Helped our clients to maximise momentum around COP26 – and turned down 3 potential clients as they did not meet our client engagement policy
- Ended the relationship with our database supplier as they would not commit to carbon reduction targets
- Actively encouraged supplier participation in the SME Climate Hub through supplier screenings and the UK B Corp community
- Continued to support Whitechapel Mission



Make My Money Matter



## OUR IMPACT

243.3

tonnes of GHGs saved per year (Scopes 2 and 3)

17.4

tonnes of GHGs saved per person (Scopes 2 and 3)

52%

of our clients had GHG emission reduction targets in place

51%

of our work (by value) was directly linked to cutting emissions or removing carbon from the atmosphere

99%

of our suppliers had GHG emission reduction targets in place

40%

of our suppliers were members of the Living Wage Campaign

45%

of the team commuted by bike

16%

of income helping businesses in carbon critical industries, excluding fossil fuels, accelerate their transition



# OUR JOURNEY 2022-23 CLIMATE CHANGE BECOMES PERSONAL

## WORLD EVENTS

- Russia invaded Ukraine with massive knock-on consequences leading to significant increases in the cost of energy and food
- Inflation became a global issue with increases in the cost of living causing significant harm to millions of people
- Global warming fuelled extreme climate disasters including flooding in Pakistan and the US, and wildfires in Spain and Portugal
- The US introduced the Inflation Reduction Act to curb inflation by investing into actions including production of clean energy
- COP27 took place in Egypt in November with a new commitment to support countries most affected by climate change
- Biodiversity COP15 ended with a landmark agreement to guide global action on nature through to 2030
- The International Sustainability Standards Board developed new disclosure standards
- The UN Global Plastics Treaty gathered pace
- Some politicians sought to position climate action as regressive to individuals and their quality of life

## FORSTER ACTION

- Completed the switch of our core banking provision to reflect our climate positive priorities
- Reviewed our insurance provision and switched suppliers to match our climate positive priorities
- Extended our offsetting projects to ensure UK nature-based projects are reducing the risk of climate injustice
- Updated our client contract to include a commitment to decarbonisation and turned down 5 potential clients as they did not meet our engagement policy
- Our business travel emissions increased with our expanding geographical reach, raising the need for new action
- Extended our sustainable travel plan with the team, through active cycle training and introduction of EV leasing
- Directly addressed the challenge of the rising cost of living through our work with Energy Saving Trust and the Better Social Housing Review, and provided free access to personal finance advice for the team
- Supported the Young London Print Prize through schools in inner London, helping raise awareness of climate action
- Spoke out against greenwashing through media and workshops
- Won SABRE Agency of the Future for our Climate Positive Plan

## OUR IMPACT

**242.3**

tonnes of GHGs saved per year (Scopes 2 and 3)

**14**

tonnes of GHGs saved per person (Scopes 2 and 3)

**82%**

of our clients had GHG emission reduction targets in place

**75%**

of our work (by value) was directly linked to cutting emissions or removing carbon from the atmosphere

**100%**

of our suppliers had GHG emission reduction targets in place

**44%**

of our suppliers were members of the Living Wage Campaign

**41%**

of the team commuted by bike

**13%**

of income helping businesses in carbon critical industries, excluding fossil fuels, accelerate their transition



# WHAT WE LEARNT

## AMBITION DRIVES ACTION

We launched our plan with ambitious goals that we knew were our best route to reducing our emissions and increasing our positive impact on the world around us.

We didn't know how we would achieve them. Their boldness – and the fact that they were in the public domain – not only sharpened our thinking but gave us permission to have difficult conversations and be brave.

## DON'T BE RESTRICTED BY PROTOCOL

Greenhouse gas emissions are measured using the GHG Protocol of Scope 1, Scope 2 and Scope 3 emissions. As a small business, with no manufacturing, our Scope 2 emissions are small.

To make meaningful impact, we needed to go beyond expectations, understand the levers we had in our control and build a plan that used these to maximum impact. We report using the GHG Protocol and have approved science-based targets but thinking outside the framework has enabled us to go further and do more.

## ENABLE COLLEAGUE CREATIVITY

While board sign off was necessary, colleague involvement was key. Our plan was created with and delivered by the team, who have lived and implemented it every day.

Early on we included everyone in climate advocacy training to build confidence in speaking about the plan and why we were doing it, and towards the end we set up a colleague-led Impact Working Group to inspire action.

## EXPECT CHANGE

Two months after launching our plan, the world was turned upside down by the Covid pandemic. Since then, there has been a permanent shift to hybrid working with a direct impact on energy consumption as each individual house is heated in the winter.

Even when energy related to commuting is removed, this has driven a net increase in emissions as not everyone in the team is able to switch to renewable energy sources at home.

## MONEY MATTERS

Our greatest success came from tackling the emissions associated with our finances, pensions and insurance.

This took time – and there is shockingly limited choice in financial provision that meets our criteria – but we have now moved all our banking and insurance provision and worked with our team to ensure all company pensions are climate positive.



# WHAT WE LEARNT

## ONE SIZE DOES NOT FIT ALL

We set a target for 'all our clients' but quickly realised the reality of how different sectors were responding to the climate crisis. While all the businesses we work for have publicly committed to tackling their emissions – and increasingly have science-based targets – this was not the case for the not-for-profit sector.

Our membership organisation clients have small teams dedicated to helping their members improve sustainability and our most of our charity clients are focused on directly achieving their charitable objectives, which became even more challenging during the pandemic. We committed our time to increasing awareness in the charity sector and finished with 82% of clients with GHG emission reduction targets in place, rather than the target 100%.

## NOT EVERYONE AGREES

While most of our suppliers were keen to talk about what they were doing or wanted to do to set net zero targets, one refused. And continued to refuse.

It was one of our larger suppliers and a complicated process but after significant effort to engage them, we terminated their contract and found an alternative provider who met our climate ambitions.

## PROGRESS IS GOOD FOR BUSINESS

Setting bold targets and standing up for what we believe has been good for business.

As we reduced our emissions we increased our revenue, grew our team by 46%, with a low colleague turnover rate of 4% compared to the industry average of 20%, won 11 awards and built a global portfolio of similarly progressive clients.

## GROWTH BRINGS NEW CHALLENGES

As our global portfolio of clients has grown, so too have our emissions from international flights. This is now one of our biggest challenges in cutting carbon emissions and sits at the core of our new plan.



# TAKING IT PERSONALLY

2023-2026





# NEXT THREE YEAR PLAN

CLIMATE ACTION IS BEING PRIORITISED BY MANY BUT OTHERS ARE PITTING IT AS AGAINST THE INTERESTS AND CONCERNS OF PEOPLE. IT ISN'T EITHER/OR.

Done well, climate action will reap huge benefits for people as well as planet – in everything from improved public health to better living conditions to increased prosperity. To deliver that positive impact, climate action needs to be done with communities not to them.

**We believe that people need to be at the heart of change.**

The transition to a decarbonised economy must address existing socio-economic disparities and avoid creating new ones.

At the same time, we collectively and urgently need to do more to address the nature crisis running parallel with climate change. Human action is having a devastating impact on our flora and fauna, with so many species already lost or on the brink of extinction; nature is core to achieving a healthy and sustainable world for all.

Our new three year plan builds on our strengths as a progressive business and as professional communicators to inspire climate action and put people and nature at the heart of planetary protection and regeneration.

**BY MARCH 2026, WE WILL USE SCIENCE AND CREDIBLE STANDARDS WITH THE AMBITION OF DELIVERING A NET GAIN ACROSS THREE CORE AREAS:**

## CLIMATE

Reducing our emissions and those across our value chain.

## NATURE

Replenishing nature beyond the damage we cause and amplifying its benefits to those most impacted by the climate crisis.

## PEOPLE

Increasing fair pay for all within and beyond our supply chain, in recognition of the need to build an economy that benefits everyone.

We will act as a business, with our team, our clients, our suppliers and by supporting our local community.

**We choose to be a company focused on the positive impact we can make.**

Over the next three years, we will track our progress by creating an **integrated profit and loss account** that makes the value and impact we make on people, planet and nature the fundamental driver for how we run the business.



# WHY AN INTEGRATED PROFIT AND LOSS (IPL) ACCOUNT?

AS A B CORP OUR COMPANY ARTICLES OF ASSOCIATION STATE THAT WE WILL MAKE A POSITIVE RETURN NOT JUST FOR SHAREHOLDERS BUT ALSO FOR SOCIETY AND THE ENVIRONMENT.

To date we have judged this by producing financial accounts and an impact report each year, enabling us to track progress using a range of metrics including financial profit, GHG tonnes emitted, waste and recycling tonnes produced, and team performance indicators such as team productivity, sick days and training hours.

**We have gone beyond expectations for a small business – yet it is still difficult to understand the total impact we make.**

## WHAT IS AN IPL ACCOUNT?

An Integrated Profit and Loss (IPL) account will focus on the value we create for stakeholders by quantifying and putting a monetary value on impacts across every aspect of our business. It will show the increase and decrease in impact created across six areas that are known as 'capitals':

- **Financial** (eg taxes, profits, wages)
- **Manufactured** (eg produced products, fixed assets)
- **Intellectual** (eg intellectual property, technological development)
- **Social** (eg social cohesion, contribution to human rights, child labour, underpayment)
- **Human** (eg wellbeing of employees and clients, safety of employees and clients)
- **Natural** (eg contribution to climate change, biodiversity, soil, water and air pollution)

Totaled together, the IPL will place a financial figure on the value created – or removed – for all stakeholders, be they shareholders, employees, suppliers, customers or broader society.

While the IPL framework is not new, its application by business is rare. We will work with experts and more experienced practitioners, and look forward to sharing our progress.



# OUR GOALS

ACTION AREA		CLIMATE	NATURE	PEOPLE
OURSELVES	Our business operations	Create an integrated profit and loss account that connects the value of our business to the value we make – or take – across society and the world around us		
		Set science-based net zero targets for our total emissions, validated through SBTi	Develop approved targets to protect and support nature by April 2024, and create a tangible positive impact by March 2026	Continue to be active members of the Living Wage Campaign Support our local economy and businesses run by people from minoritised backgrounds through our purchasing wherever possible
	Our team	Support and enable our team so that our carbon emissions as a business are reduced by 10% per person per year	Mitigate impacts of international travel required by the team for client service by directly supporting a nature-based community project	
	Our suppliers	100% of our suppliers have verified 1.5C aligned science-based targets by March 2025	50% of our suppliers have public commitments to protect nature by March 2026	
OUR CLIENTS	Businesses, membership organisations, foundations and civil society	Our business clients have verified 1.5C aligned science-based targets by December 2024 100% of our clients are publicly committed to decarbonisation by April 2025 100% of our clients have emission reduction targets in place by March 2026	100% of our business clients have credible targets to protect nature by March 2026	100% of our clients have public commitments to fair pay to their employees and across their supply chain by March 2026
OUR COMMUNITY	Our partners	Champion, share and encourage best practice in relation to climate action, restoring nature and supporting people with all partners, clients, suppliers and wider network, tracking our interventions each year		
	People impacted by climate change	Provide support – either directly, in partnership with our clients or through experienced intermediaries – to reduce the impact of climate change on vulnerable communities by March 2026		

# OUR OUTLINE APPROACH

ACTION AREA		2023-24	2024-25	2025-26
OURSELVES	<b>Our business operations</b>	<p>Review opportunities to further reduce our emissions either directly or through supplier selection</p> <p>Understand our impact on nature and how we can reduce it, and develop nature-based targets</p> <p>Set up a new system to significantly reduce kg of waste in the office</p>	<p>Launch our nature-based targets with an action plan to reduce our impact</p> <p>Find and implement a mechanism to replace traditional carbon offsetting with nature restoration to mitigate our emissions</p> <p>Understand how we are supporting our local economy and identify ways in which we can enhance this</p>	<p>Track and report how we are making a positive impact on nature</p> <p>Implement ideas for increasing support of our local economy</p>
	<b>Our team</b>	<p>Extend our measurement of carbon emissions from working at home and transport to the office, to include packaging and waste in the office</p> <p>Develop a mechanism for minimising and mitigating the impact of international travel required by clients</p>	<p>Introduce mechanism for minimising and mitigating the impact of international travel required by clients and support a nature-based community project</p> <p>Support team-led initiatives to reduce impact in the office or when working from home with a ring-fenced budget</p>	<p>Continue to support a nature-based community project, mitigating the impact of international travel required by clients</p> <p>Continue to support team-led initiatives with a ring-fence budget</p>
	<b>Our suppliers</b>	<p>Update our supplier tracker to include commitments to science-based targets, nature protection commitments and membership of the Living Wage Campaign or international equivalent</p>	<p>Maintain supplier tracker</p> <p>Update supplier tracker to reflect our desire to be climate, nature and people positive</p> <p>Ensure 100% of our suppliers have verified 1.5C science-based targets by March 2025</p>	<p>Ensure 50% of our suppliers have public commitments to protect nature by March 2026</p> <p>Ensure &gt;70% of our suppliers have public commitments to fair pay to their employees and across their supply chain by March 2026</p>



# OUR OUTLINE APPROACH

ACTION AREA		2023-24	2024-25	2025-26
OUR CLIENTS	<b>Businesses, membership organisations, foundations and civil society</b>	<p>Establish client tracker to understand commitments to decarbonisation, science-based, targets, nature commitments and fair pay commitments</p> <p>Select business clients on their ambition for science-based targets</p> <p>Provide practical support to help build resources that enable the civil society sector to reduce their carbon emissions</p>	<p>Maintain client tracker and provide support in areas where progress is stalling</p> <p>Update client contract to reflect our desire to be climate, nature and people positive</p> <p>Achieve client participation in agreed process to mitigate the impacts of international travel required to meet their service needs</p> <p>Select business clients on their ambition for science-based targets, with 100% achievement by December</p>	<p>Maintain client tracker and provide support in areas where progress is stalling</p> <p>Ensure all clients are publicly committed to decarbonisation from April 2025</p> <p>Ensure 100% of our clients have GHG emission reduction targets and public commitments to fair pay to their employees and across their supply chain in place by March 2026</p> <p>Ensure 100% of our business sector clients have verified targets to protect nature by March 2026</p>
	<b>Our partners</b>	At least 12 direct interventions with others to champion / share / encourage action	Achieve 12 direct interventions with others to champion / share / encourage action	12 direct interventions with others to champion / share / encourage action
OUR COMMUNITY	<b>People impacted by climate change</b>	Identify and initiate project / partner where we are able to make a meaningful difference	Review impact of live project at end of first year	Review impact of live project at end of second year
	<b>Measurement</b>	ISO14001 audit B Corp recertification	ISO14001 audit Review creation of an integrated profit and loss account that connects the value of our business to value we make (or take) from society and the world around us	ISO14001 audit Create an integrated profit and loss account
GOVERNANCE	<b>Reporting</b>	Publish 2022-23 Impact report , including client disclosure report and UNGC report	2023-24 Impact report published, including client disclosure report and UNGC report	Publish 2024-25 Impact report, including client disclosure report and UNGC report

# ACTING TOGETHER

For further information about our climate action plans or working with Forster, please contact us at

[info@forster.co.uk](mailto:info@forster.co.uk)

+44 (0)20 7403 2230

READ OUR LATEST IMPACTS [HERE](#)

