

Sustainability Report

2023/2024





Introduction



Welcome to our first Sustainability Report. While Corporate Social Responsibility (CSR), wellbeing initiatives and monitoring our environmental impact are not new concepts for us, we understand the significance of bringing all our achievements together into one comprehensive document. This report highlights the progress we made in 2023/24 and gives us a base on which to build on our journey to become a responsible business.

We are excited to share with you the various initiatives we have undertaken to create a positive impact for our people, our stakeholders and the community.

However, this is only just the beginning and we are working hard to develop our wider Environmental, Social and Governance (ESG) strategy.

If you have any questions, please **get in touch**.

ESG team



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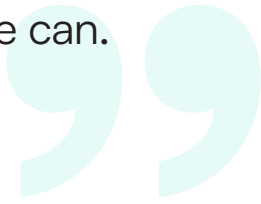
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About BHP



ESG is crucial to businesses like ours. Not only does it drive innovation and attract top talent, it's also doing the right thing for our community.

In a market that is becoming increasingly ESG focused, we understand this is not just a tick box exercise but a shift towards creating a better world for all. We are excited for the plans we have in the pipeline, and look forward to sharing these with you when we can.



Lisa Leighton and Hamish Morrison

Joint CEOs

Published August 2024

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LOCATIONS

35

PARTNERS

450

EMPLOYEES

Our offices are located in Sheffield, Leeds, Cleckheaton, York and Chesterfield.





Making a difference to our people

Wellbeing team

In October 2022 colleagues at BHP created a dedicated team focused on improving the wellbeing of our people. Four pillars of wellbeing were created - financial, mental, physical and social - and plans were introduced to support each pillar including financial advice from our financial planning team and Wellbeing Wednesdays to support the social pillar.



Social wellbeing

Having a healthy sense of self and your role in a social circle can help you to feel happy and content with your life, by allowing you to feel like you're making a positive contribution to society and giving back to others in some way.



Mental wellbeing

Our mental health is just as important as our physical health. We should prioritise practices that boost our mental health and understand the early warning signs of mental ill health.



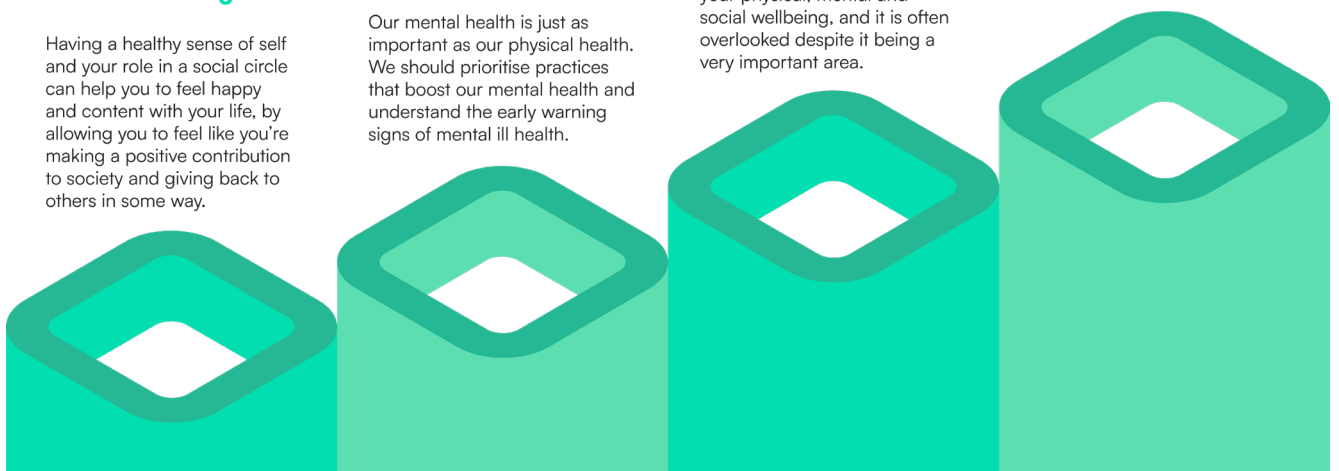
Financial wellbeing

With finances being the biggest stress in the UK it can affect your physical, mental and social wellbeing, and it is often overlooked despite it being a very important area.



Physical wellbeing

Physical wellbeing can improve your immune system, reduce stress, boost your energy levels and help you feel more confident.



Social wellbeing initiatives

Wellbeing Wednesdays

On the first Wednesday of every month, all offices hold a Wellbeing Wednesday event. A chance to get together and switch off from work during lunch and participate in various activities such as crafts, mocktail making, outside walks and food fuddles.

Social fund

Each office has a social fund and committee who plan inclusive events outside of work hours to encourage social participation.

Mental wellbeing initiatives

Mental Health First Aiders

During 2023/24 11 people across our offices are trained Mental Health First Aiders through Mental Health First Aid England. These First Aiders provide a confidential and non-judgemental listening ear to anyone who needs support.

Time to Talk Day

A chance to encourage our people to take time to talk to their colleagues and find out more about them. Prompts were left in communal areas to help start the discussion.

World Mental Health Day

To recognise World Mental Health Day in October 2023, a virtual mental health whiteboard was set up and shared internally. This was an opportunity to express thoughts, share what makes you happy and any favourite positive quotes. At the end of the day, all quotes were gathered and shared in an inspiring collage.

Physical wellbeing initiatives

Flu jabs

As part of BHP's wellbeing initiative, BHP offer staff the opportunity to request a voucher for a flu vaccination.

Kaido Challenge

Kaido Challenges last for six weeks and focus on four key pillars of health: Physical Activity, Nutrition, Sleep and Mental Health. During the challenge, teams earn points by doing daily physical activity and health and wellness tasks whilst competing to complete a virtual journey.

BHP fundraising walk

In October 2023, a team of walkers undertook a challenging 19.5 mile walk around Ladybower, Derwent and Howden reservoirs in the Peak District to raise money for charities they care about. The team raised over £6,000.

Financial wellbeing initiatives

Financial planning webinar

In September 2023 during Pensions Awareness Week, our Financial Planning team hosted drop-in sessions across all offices for our people to discuss any questions they had concerning their pension or other financial planning topics.

Office policies

Email curfew

BHP has a 7pm-7am email curfew to allow our people to 'switch off' from work-related emails that could have an impact on their wellbeing.

Flexible working

We want to ensure everyone is trusted to deliver their best work and given appropriate flexibility to manage working hours to deliver consistently excellent client outcomes, fulfilling obligations to colleagues and the firm as well as successfully managing personal work-life balance and wellbeing. A flexible working policy is in place to support this.

Diversity and Inclusion

BHP is committed to equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment, or disability. BHP will not set quotas as we believe these result in decisions that are not fair. Instead, we want to ensure everyone recruited or promoted has the same opportunity and can feel genuinely proud when they succeed and that their colleagues will also be pleased for them and know they deserve it.

Gender equality

Our Gender Pay Gap Report 2023 is available to view [here](#).

We have seen consistent positive progress towards removing the gender pay gap at BHP over the past five years. In 2018, the mean gender pay gap was 18.80% which reduced to 6.84% in 2022. In 2023, this figure has moved into a negative % by a similar amount to -4.91% in 2023, meaning the gender pay gap for 2023 has been removed and that females on average are better paid at BHP (for every £1 earned by males, females earned £1.05). This compares with 2022 where for every £1 earned by males, females at BHP earned £0.93.

Employment and skills — apprenticeships

This year we took on 33 apprenticeship hires. At BHP, we're passionate about nurturing and developing the skills of young professionals looking to break through and leave their mark on the finance industry. The apprentices are supported throughout their journey with full study support and mentoring from colleagues.



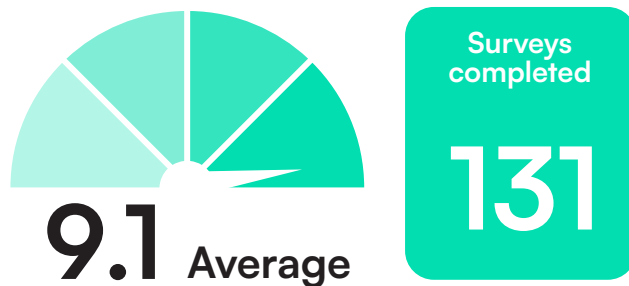
Making a difference to our clients

Our approach to responsible business — how this impacts our clients

As a responsible business, BHP can have a significant impact on our clients in a number of ways. BHP aims to work on its ethical practices, sustainability and social responsibility to build trust with its clients. When clients choose to work with us, they can feel confident that our service is delivered with responsible business at its heart. Aligning with our values and beliefs, our commitment to being a responsible business can create a positive and supportive environment. We promote fair pay for the work we do, diversity and inclusion and ensure our people are in a safe and respectful workplace. Our approach to responsible business not only benefits BHP and its people but has an impact on our valued clients.

NPS

One of the ways that we monitor the success of our client relationships is by using a Net Promoter Score (NPS) platform, which we established during this year. Our NPS survey is sent out to our clients on a monthly basis and feedback is then shared internally and acted on in real time. Our NPS for this year is 71 compared to an industry average of 43 for professional services firms. This highlights the exceptional level of service our people provide to our clients.



Feedback from clients

“BHP have been our accountants/auditors for a few years now and continue to provide an excellent service... Our board take comfort from the professional approach and the information provided from plan to completion and findings gives assurance that appropriate scrutiny is applied.”

“I’ve always been happy with the services BHP provide. It gives me confidence that the company’s best interests are in good hands.”

Training for non executive directors for SMEs

Our BHP Consulting team have trained over 40 non executive directors in the last 12 months and plan to continue these sessions as well as running refresher dinners and a network to support them.

“BHP have been my accountancy firm of choice for many years and I trust them to support my business needs without question.”





Making a difference to our environment

Carbon Footprint report outcomes

BHP LLP, in conjunction with Carbon Footprint Ltd, has assessed and reduced its carbon footprint for the year ended 31 December 2023. The results show a reduction by 14.7% since the previous year.



CO₂e
Reduced
Organisation



CO₂e
Assessed
Organisation

Tree planting initiative

In October 2023, as part of our commitment to following sustainable business practices, we introduced a tree planting initiative. Since then, for every new BHP client that we've taken onboard, we have funded the planting of four trees. In the first six months of the scheme being in place, we have seen 702 trees planted in our name in Morocco, Uganda, Ethiopia and Mozambique. <https://ecologi.com/bhp>

Our environmental plan

In developing our ESG strategy for the coming year, a plan will be implemented to achieve net zero in the foreseeable future. This will be achieved through a blend of reduced emissions from premises, encouraging car sharing and public transport use, and a review of the whole-of-life emissions to deliver each piece of work.

We also acknowledge that our clients rely on our advice, and in due course plan to share experiences and best practice in this area with clients across a diverse range of industries, so that everyone involved with BHP can benefit from our pro-active approach to the environment.

Making a difference to our local communities

At BHP, we have a dedicated employee-led CSR Committee. Its aim is to act on behalf of BHP to help improve the firm’s environmental and societal impacts in the communities we work in.

Currently consisting of 15 members, the team has representatives from all five of our offices. They meet monthly on Teams (and annually in person) to discuss ideas for fundraising and charitable activities, review individual fundraising requests from employees, and plan green initiatives around the firm. We also endeavour to promote behavioural changes to positively impact the environment and society as a whole.

Volunteering

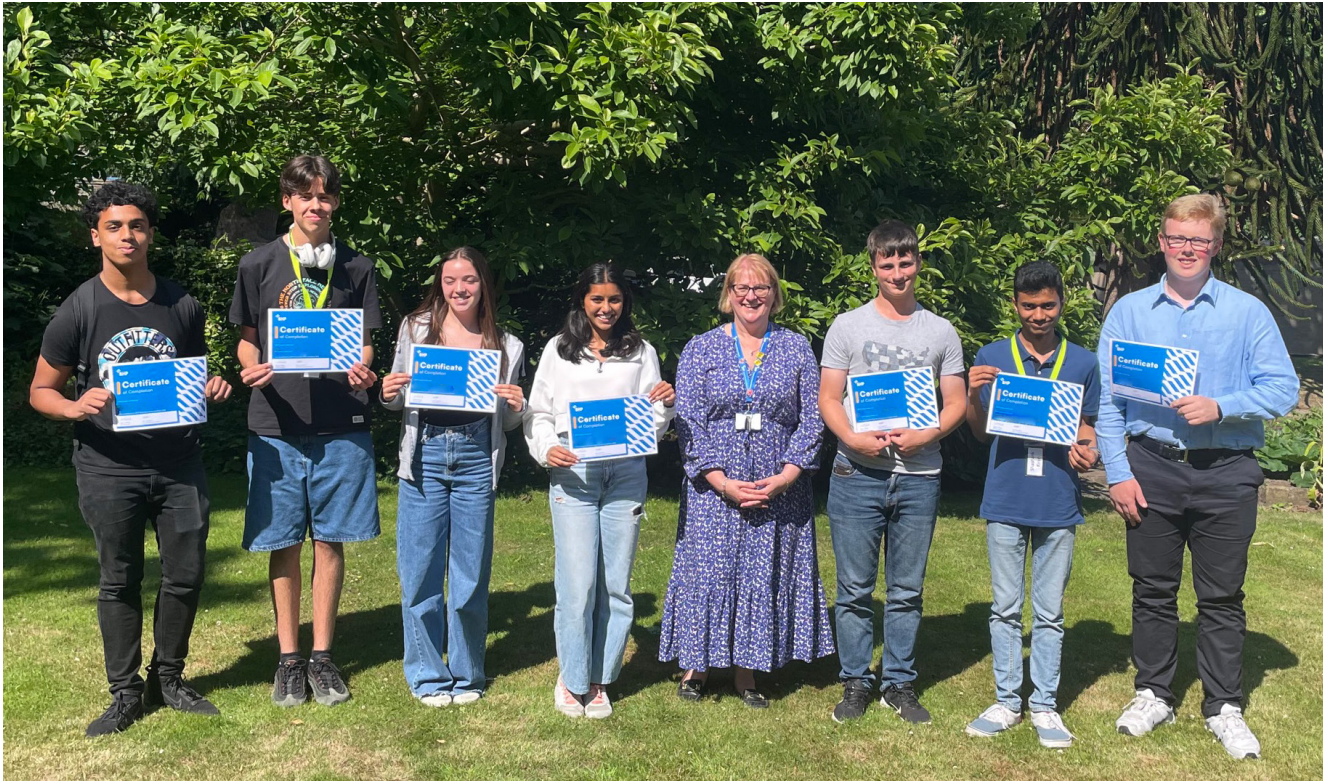
Every person who works at BHP has the opportunity to spend one day volunteering in the local community. In 2023/2024, we organised eight team volunteering days. In total, 116 people completed 60 days of voluntary work. Teams took part in activities across Yorkshire and Derbyshire, including Woodhouse Washlands in Sheffield, Meanwood Urban Farm in Leeds, Stoney Ridge Plantation in Bradford, Centenary Riverside in Rotherham, and Cromford Mills in Matlock.

Fundraising

In 2023/2024, we collectively raised £21,000 for more than 30 different UK charities. Activities organised throughout the year included two fundraising walks — one from Scarborough to Whitby and one around the Peak District National Park — as well as sweepstakes, charity bake-off competitions, inter-office football and netball matches, and pop-up book shops for International Book Giving Day. Some of our team also took part in Movember, and we organised several charity collections of food, gifts and Easter Eggs.

Additionally, we have three tuck shops set up in our Cleckheaton, Chesterfield and Sheffield offices, and the monies collected from the sales of snacks and drinks are regularly donated to different local charities.





Work Experience Academy

In July 2023, our first ever Work Experience Academy took place in our Sheffield office. This is a comprehensive programme for sixth form students who can spend a full week working with different teams at BHP to gain meaningful work experience and get a feel for the wide range of work that accountants get involved with. The attendees also learn vital employability skills such as networking, teamworking, presentation and interview skills. We welcomed eight participants from local schools.

In 2024 we have extended our work experience programme to include a further academy held in our Cleckheaton office.

Our work with the charity sector

Charity Trustee training webinars

As part of our commitment to the charity sector, we have trained over 1,000 trustees over the last six years with our free of charge trustee training webinars. These sessions cover the financial and governance responsibilities of trustees as well as providing a network for trustees to share information with others and develop new insights into the running of charities.

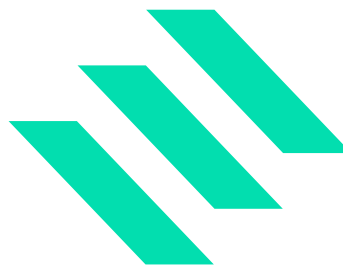
BHP Charity Conference

For over 15 years, our free charity conference has provided an update on numerous important issues affecting charities as well as a valuable opportunity to network with other charity FDs, CEOs and trustees. Each year we welcome around 100 delegates from the charity sector.

Recognising our achievements

Great Place to Work® accreditations

- April 2023** GPTW UK's Best Large Workplaces 2023
- July 2023** GPTW UK's Best Workplaces for Women 2023
- Sept 2023** GPTW Best Workplaces in Financial Services & Insurance 2023
- Dec 2023** Great places to work accredited 2024



We use Great Place to Work® to measure and track employee experience against key metrics and industry leaders. Our employees completed the independent survey, and key results from the survey carried out are shown to the right.

While the awards themselves are a brilliant accolade, the most pleasing aspect of our survey results was that 82% of our employees believe BHP is a great place to work, compared to the UK average of 54%.

97%

of people believe they are treated fairly, regardless of their race

97%

of people believe they are treated fairly, regardless of their sexual orientation

96%

of people believe BHP is a physically safe place to work

96%

of people believe they are treated fairly, regardless of their sex

94%

believe management is honest and ethical in its business practices

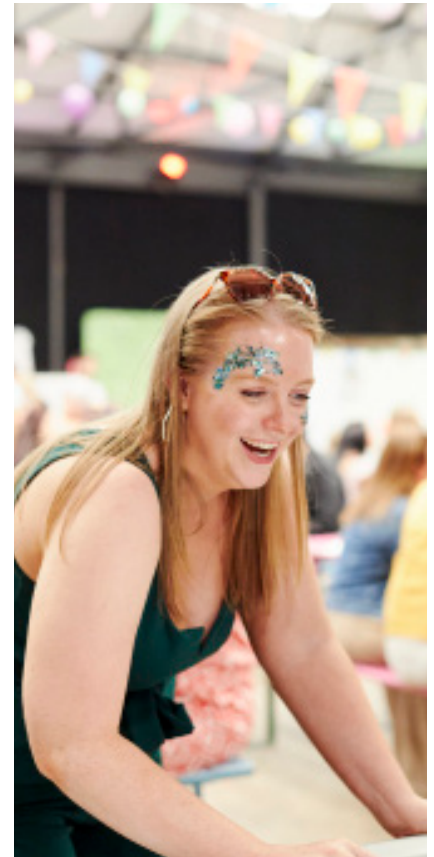
Our employees have also said:

“BHP provides a great training environment by constantly offering new internal training for my learning and development, whilst also supporting my training with college.”

“Everyone is very welcoming and supportive, and they treat people equally, regardless of their position in the company. There are lots of opportunities to get involved in social, charity and wellbeing activities and events. The ability to work flexibly from any office or from home (for the majority of people) is a great benefit, as you can adjust your working week to manage home and family responsibilities when necessary. I like the fact that I am trusted to do my job to the best of my ability, regardless of location.”

“I really enjoy working at BHP, I think that it is an excellent firm and I feel appreciated for the work I do.”

“The general atmosphere is always friendly, and people are always willing to help. I feel like a person rather than just a number here.”



Our purpose and values

In 2021, BHP joined Business in the Community (BITC), the largest and longest established business-led network dedicated to responsible business, founded by HRH The Prince of Wales 40 years ago. BITC has a membership of over 600 businesses across Britain and Northern Ireland, each committed to continually embedding and improving their responsible business practice, working collectively to create lasting, beneficial impacts in their communities.

As part of the BITC membership, businesses are able to complete the Responsible Business Tracker. The tracker is a measurement tool that enables an assessment of our performance as a responsible business by tracking our progress against the UN’s Sustainable Goals. BHP undertook the assessment in September 2022 and received a report back to identify gaps and benchmark against sector peers.

Alongside this project, BHP identified that our purpose and values no longer aligned with our overall business strategy and commissioned BITC to undertake an additional project to look at a values refresh. Eight focus groups took place including a cross section of staff across all service lines and departments to get a true representation of what working at BHP means for them. Our new purpose and values are currently in development and will be announced shortly.



Next steps

Carbon footprint report

Based on the carbon footprint report for 2023, additional resource has been brought into the ESG team to focus on environmental matters. The team will have responsibility for driving forward our carbon monitoring and reduction plans, which includes setting targets and commitments to achieve net zero and reduce emissions.

The ESG team will also work on a project roadmap covering priority areas including employment and skills, Diversity and Inclusion and community impact.

Wellbeing team

In 2024 we are formalising our wellbeing initiatives under each pillar, with a proactive strategy including health screening, on-site counselling and developing a self-service wellbeing hub to access guidance and support. It is our vision that wellbeing activity at BHP will provide opportunities to be well, be connected and be welcomed.

Diversity and Inclusion

BHP will be asking staff to complete an anonymous Diversity and Inclusion survey. This will enable BHP to better understand the workforce and identify actions that will drive change and ultimately measure the progress of D&I work.

BHP will also be putting together a D&I working group who will play an active role in promoting D&I initiatives and considerations in their day to day role as well as have the opportunity to contribute to enhanced diversity and inclusion at BHP.

As well as the above we will implement the following:

- Through introducing an informal network, we will focus on highlighting and celebrating the achievement of women at BHP, raising the profile of aspirational women within BHP.
- Further enhance our current work experience offering at BHP by launching a new work experience academy in Cleckheaton which will proactively focus on local schools situated in lower socio-economic areas to introduce careers in accountancy, ensuring we attract a diverse and gender balanced employee population long into the future.
- Reinforce our 'Working Flexibly' ethos whereby we ensure everyone is trusted to deliver their best work and given appropriate flexibility to manage working hours to deliver consistently excellent client outcomes, fulfilling obligations to colleagues and the business as well as successfully managing personal work-life balance, home commitments, and wellbeing. This incorporates flexibility as to exactly when working hours are dispensed during the working day as well as the opportunity for hybrid working.
- Increasing our volunteering day and fundraising policy from one day per year to one and a half days per year.

