

A group of eleven people, including men and women of various ages, are standing on a sandy beach. They are holding white plastic bags, suggesting they have been participating in a beach cleanup. In the background, there is a large, rocky cliff with some buildings on top, and the ocean is visible. The sky is blue with some white clouds. The overall scene is bright and sunny.

Sustainability Report

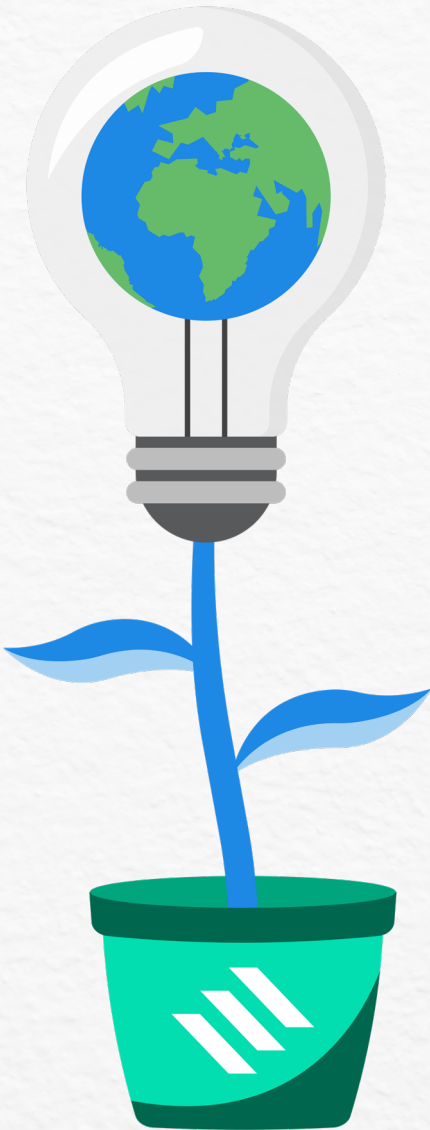
2024 - 2025

A message from the ESG team

Welcome to our second sustainability report. Since establishing our ESG team during 2024, we have commenced the journey of developing our wider Environmental, Social and Governance (ESG) strategy. The team has been working on building a project roadmap covering all aspects of ESG and we are delighted to give an outline of this year’s achievements in this report and what we have planned going forward.

The ESG Team

- Rachelle Kilpin**
Partner
- Alex Hird**
Partner
- Hannah Workman**
People Partner
- Lucy Ellis**
Senior Marketing Manager



ESG Structure

The ESG Team is responsible for overseeing and aligning all environmental, social, and governance initiatives undertaken by BHP. It ensures the firm delivers on its ESG objectives by coordinating efforts across the wellbeing, CSR and diversity & inclusion committees by focusing resources on the most material issues for stakeholders and the business.

ESG mission statement Empowering our community

We take steps to support our people, our planet and our communities so that everyone can achieve their aspirations and thrive. We do this through our commitments to diversity and inclusion, our ethical business practices, our work to reduce our environmental footprint and our support to local communities.

Our commitment to the community

In line with our ESG commitments, we have taken meaningful steps over the past year to support our local community. Through employee volunteering, our involvement in the charity sector, and investment in the next generation of accounting professionals, we are creating opportunities to support long-term resilience. These efforts reflect our dedication to social responsibility and our belief that thriving communities are essential to sustainable business.



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About BHP

We work with clients across a wide range of sectors including:



[Academies](#)



[Charities](#)



[Healthcare](#)



[Manufacturing](#)



[Property](#)



[Technology](#)

Services offered



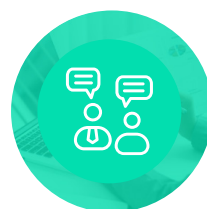
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[Commercial Finance](#)



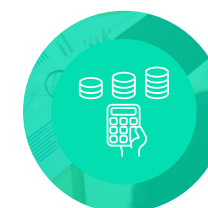
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[Personal Tax](#)



[VAT](#)

5

LOCATIONS

35

PARTNERS

450

EMPLOYEES

Thriving people

Social fund

Each office has a social committee that receives a dedicated budget to plan social activities throughout the year. What makes these events special is that they're tailored to each office, inspired by suggestions and recommendations of the team. This year, our social calendar included pizza lunches, go-karting adventures as well as games nights and pottery painting sessions. These sessions are a great way to get together outside of work.

Wellbeing Wednesdays

With a focus on providing a connected and welcoming environment, the wellbeing team works together to coordinate office events and initiatives to allow opportunities for colleagues to proactively balance their wellbeing.

We continued our Wellbeing Wednesday's across all offices with a wide range of events to get everyone together and switch off from work in their lunchtime. Events included smoothie making, Christmas crafts, colouring and crochet for beginners.

See below some comments following our wellbeing feedback survey:

"I think there is a great range of activities from the crafts at lunch and the pottery painting which was possibly my favourite. I think that the team do a great deal to try and offer a broad range of activities."

"It's clear that the wellbeing team are really invested in everyone's wellbeing, and their efforts are so appreciated. They try and do something for everyone, and I think that's great."



Massages/reflexology sessions

In January our wellbeing team for Sheffield and Chesterfield organised a massage/reflexology session during the workday as part of our Wellbeing Wednesday programme. A chance to have 15 minutes of calm during the day, over 50 people took part and we received some great feedback. These sessions will be running again in the 2025/26 financial year across all offices.

Mental wellbeing

Counselling service

BHP continued to offer access to a free onsite counselling service for our people. This service is entirely confidential and a great option to support the mental wellbeing of our people with remote or in person options available.

Mental Health First Aiders

BHP invested in the training of 14 certified Mental Health First Aiders. We attract a diverse range of colleagues to volunteer, ensuring we would have a good gender, job role, service line and office split so there's an accessible and approachable service for all our colleagues. The team meet quarterly with collaboration sessions to provide peer support and analyse trends to understand what proactive support we can offer our colleagues.

External guest webinars

As part of our wellbeing programme for the year, the team organised free wellbeing webinar sessions with topics including workplace posture, managing stress and healthy eating habits. These sessions were delivered by Chloe at ViaCourses. For each webinar we made a donation to Canvendish Cancer Care.





Physical wellbeing

Flu jabs

As part of BHP's ongoing wellbeing initiative, we once again invited our people to request a voucher for a flu vaccination. By supporting our colleagues' health during the winter months, we also help to ease the demand on NHS services.

Heart Screening

In May 2024 over 100 BHP people were able to access a heart screening appointment through The Daniel Wilkinson Foundation and Cardiac Risk in the Young (CRY). The test looks for Arrhythmogenic Right Ventricular Cardiomyopathy (ARVC) which can cause abnormal heart rhythms that can lead to Sudden Cardiac Death.

During September we partnered with Heart Research UK to offer heart health checks to 128 people.

These tests covered body composition, cholesterol and blood pressure, leading to the diagnosis of previously unknown blood pressure and heart issues. Anonymous colleague data gathered has been used to inform our future wellbeing initiatives.

As a thank you to the charity for taking the time to come to our offices, we organised a bake sale and those who attended an appointment were encouraged to make a donation to the charity to help fund further research and organise community screening days.

Kaido challenge

In October, our colleagues participated in the Kaido Challenge - a four-week, team-based wellbeing initiative designed to promote both physical and mental health in an engaging and enjoyable way. Throughout the challenge, 52 participants earned points by completing physical activities and health and wellness tasks, all while embarking on a virtual journey



Financial wellbeing

Financial planning webinars/drop in sessions

In September, we celebrated Pensions Awareness Week by hosting a series of informative webinars and drop-in clinics led by our Financial Planning team. These sessions provided staff with the opportunity to ask questions and address any concerns they had about their finances in a supportive environment.

Additionally, we organised online sessions with mortgage advisors to offer personalised guidance for anyone seeking advice.

Salary sacrifice scheme for pension payments

On 1 May, BHP relaunched its pension salary sacrifice scheme and employees were offered the option to salary sacrifice their pension contributions. By offering this benefit, our people would be able to save on national insurance costs and potentially help their retirement pot to grow faster. BHP re-invest 100% of the employer NI savings to increase the overall monthly pension amount invested at no additional cost to our people.

Diversity and Inclusion

During 24/25 we set up our D&I team which included people from across offices, heritages and disciplines to meet and plan D&I content. During the year we sent out an anonymous D&I survey to our people and were delighted to receive an 83% response rate. The team analysed the results and have identified 8 areas of actions.

Throughout the year, the team initiated a sprint project focused on enhancing our family leave and return-to-work policies. They carried out an accessibility review, considering both disability and neurodiversity perspectives, which is now reflected in the updated policy format.

Gender equality

Our Gender Pay Gap Report 2024 is available to view [here](#). From 2018, we have seen consistent positive progress towards removing the gender pay gap at BHP. Through a number of initiatives the figure has moved from a mean gender pay gap of 18.80% in 2018 to -4.91% in 2023. In 2024, the figure remained negative and at a similar level of -2.13%, meaning that for every £1 earned by males, females earned £1.02.

Employment and skills

This year, we welcomed 24 new apprentices to our team, continuing our commitment to nurturing the next generation of finance professionals. Our apprentice's benefit from comprehensive study support and dedicated mentoring from colleagues as they start their thriving career in finance.



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Thriving clients

NPS

We are now in our second year of collating Net Promoter Score (NPS) feedback and continue to monitor the success of our client relationships. Our NPS is sent out to clients across the year and feedback is shared internally and acted on. Our NPS for this year is 55 which is above the median score of 44 for professional service firms. We continue to act on the feedback we receive from our clients to ensure we are giving the best possible service.

Feedback from our clients:

“As an SME I found the accountancy and payroll services provided by BHP to be cost effective and accurate and delivered as part of a great customer relationship.”

“BHP has been a breath of fresh air compared to our previous auditors. They feel like genuine partners, and I feel supported rather than judged. They provided quality conversations throughout the audit, and ensured that we were kept up to speed on progress. Their approach is more relationship-based than transactional, which means we can have honest conversations to drive efficient decisions and outcomes. 5 star experience for our first audit with them!”

“In my 40 year plus career ... I have rarely worked with an accounting firm that get it right as well as BHP.”

Next generation NED's

As part of our commitment to supporting business growth and building long term value, we offer free places to current and aspiring non-executive directors and chairs on our two-day NED development programme. Sharing latest thinking, guidance and expert insight we are delighted to have supported 60 Chairs and Non-Executive Directors through the programme this year.



ESG service

BHP has also launched a new ESG consultancy service in partnership with Good Endeavours, which is aimed at supporting our clients through the complexities of ESG.

PrimeGlobal

In February 2025, BHP joined Prime Global. By joining this association, BHP is able to expand its network and strengthen ties with other Prime Global members to ensure continued excellence in client service on an international scale. With a shared vision on purpose and values, Prime Global was the natural choice for us to join.



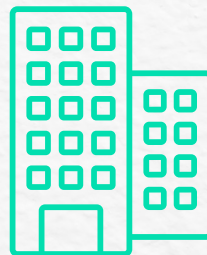
112 countries



37,726 Partners and Staff



1,095 locations



311 firms

Thriving environment

Carbon footprint outcome

During the year we changed our carbon consultants to Boxfish, who have assessed our carbon emissions on a location-based approach to be 868.2T during FY25. This is an increase over FY24, but one to be expected given we had two large offices in Sheffield during the office move, and we remain highly optimistic of emissions significantly falling in FY26. We have also identified and implemented some easy wins, such as better use of heating controls and timers. The level of detail which we now have access to on our emissions gives a fantastic level of granularity which will enable us to actively make further reductions in the short to medium term.



In addition, the ESG team have performed the following actions:

- Renewable energy tariffs are in place for two offices, with plans to move to renewable tariffs for the remaining sites
- Tree planting has continued. In 2023 we launched our tree planting initiative by planting four trees for every new client we onboard. Since the launch we have planted over 2,400 trees in our name in countries including Madagascar, Kenya, Ethiopia and Morocco.
<https://ecologi.com/bhp>

Cycle to work

BHP offers a cycle to work scheme to all eligible people giving a cost effective way to travel to the office as well as improving their health and wellbeing. Cycling to work also has sustainability benefits helping to reduce their carbon footprint and supporting green initiatives. We have partnered with GCI who are a not for profit social impact business - this aligns with BHP's ethos.

EV scheme

BHP provides its employees with an electric vehicle (EV) salary sacrifice scheme, allowing them to make substantial savings on the purchase and operation of electric vehicles. This year, six team members have enrolled in the program, which helps them lower their carbon footprint.

New Sheffield office

We recognise that the offices we work in play a pivotal role in our approach to ESG. One of the outcomes of last year's Carbon Footprint Report was how inefficient our Sheffield office was. A new office was identified during the year and we are delighted to have moved in during May 2025 to a new Sheffield office that will provide a better work environment for our people - more collaborative as well as better for our environmental impact.

Thriving community

Volunteering

Previously we offered our people one paid day each year to volunteer and support our communities. This year, we expanded the policy to include an additional half day for fundraising activities. In 2024/25 our people completed over 800 volunteering hours. This included spending time at food banks making up food parcels, sorting through donations at homeless charities and hospices, as well as beach cleaning in Scarborough during which around 80kg of rubbish was saved from the ocean.

Fundraising

In 2024/25 we collectively raised over £33,000 for more than 30 charities across the UK including Sheffield Children's Hospital, Candlelighters, Yorkshire Air Ambulance and Mind. Activities included bake sales, a 500 mile bike challenge, sporting event sweepstakes and a skydive.

Work experience academy — South and new for 2024 the North

In July 2024 we hosted our second Work Experience Academy in Sheffield. Building on the success of the previous year we received an increase in applications from sixth form students who wanted to spend a full week working within BHP. Attendees also learned vital employability skills such as networking, teamwork, presentation and interview skills. 10 participants from local schools were welcomed and we received fantastic feedback (right).

Due to the success of our Sheffield Work Experience Academy, we were delighted to replicate the programme in the North. During October, 10 participants from local schools were welcomed into our Cleckheaton office. We look forward to running our 2025 programme building on the feedback from the previous sessions.

Our work in the charity sector

Charity webinars

We continued our charity trustee training webinars this year with another 70 trustees trained. These free webinars cover financial and governance responsibilities of trustees. We are delighted to have trained over 1,000 trustees over the last five years.

Laura Masheder, Head of Charities at BHP, also spoke at the Charity Finance Group Conference with Charity Partner Lesley Kendrew on Charity accounting and reporting. This free online conference was attended by over 250 people within the charity sector and provided important financial updates.

I am just emailing to say a massive thanks to you and your colleagues for organising and leading such a fantastic Work Experience Week. I found the sessions interesting and informative and they really helped confirm that accountancy is a career that I would like to pursue.

Also, everyone I met was engaging and spoke with passion about BHP and the information they shared on apprenticeships and university really helped. Lastly, the interview sessions were really useful, so look out as I will be applying for an apprenticeship at BHP this week!"



Charity Conference

In November we hosted our 16th BHP Charity Conference in Leeds. A chance for charity FD's, CEO's and trustees to network, share best practices and listen to experts in the sector. This year we welcomed over 100 guests to this free event and we received some great feedback from delegates.

“The best BHP conference so far and I have been to a few! A great range of topics, excellent venue and it ran to time! Well chosen engaging speakers on topical issues”

“BHP always offers a unique opportunity to update and network in a cross-sector environment with fellow trustees and professionals. A great day out!”

“The conference was once again both informative and enjoyable. Striking a good balance between information sharing and ability to raise questions”

Recognising our achievements

Our purpose and values

GPTW update



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 below.

Our employees have also said:

“Honest people all wanting to achieve the same goals. A culture of support and collaboration.”

“I always feel like there are opportunities to progress and I am supported in my progression. Management do what they say they are going to do and expectations are always clear.”

“Fantastic opportunities to learn and develop, great balance between support and autonomy, trusted with managing time and workload, opportunity to progress, positive team culture”

“I can be myself here, I am a part of a supportive team and I am given opportunities to grow and develop as a professional.”

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

91% believe management is honest and ethical in its business practices

Yorkshire Accountancy Awards

In February we were delighted to have been shortlisted for six awards at the Yorkshire Accountancy Awards 2025. These categories included:

- Team of the Year (Charity)
- Audit Team of the Year
- Employer of the Year
- HR Team of the Year
- Consultancy Team of the Year (FRAV)
- Mid Tier Firm of the Year

We were delighted to have won two awards on the night - Audit Team of the Year and Consultancy Team of the Year for our FRAV team. Below are the comments from the judges on why BHP was chosen for these awards.

Audit Service Award

Judges' comments:

The winner of the Audit Service Award has demonstrated exceptional service, technical proficiency, attention to detail, setting a gold standard in audit practices that inspire trust and confidence.”

Consultancy Team of the year - FRAV

Judges' comments:

BHP LLP stood out with their diversity in technical expertise and innovative services, showing how they differentiate themselves in the market with precision and innovation.”



Employee Value Proposition (EVP)

We have made positive and impactful progress with our EVP this year.

In our last report we talked about the progress we had made to update our purpose and values working alongside Business in the Community (BITC). We have launched the new purpose and values, and we believe these now align with our overall business strategy and how we see BHP for our people. Our hope is that everyone who works for or with BHP, see these values in everything we do with authenticity.

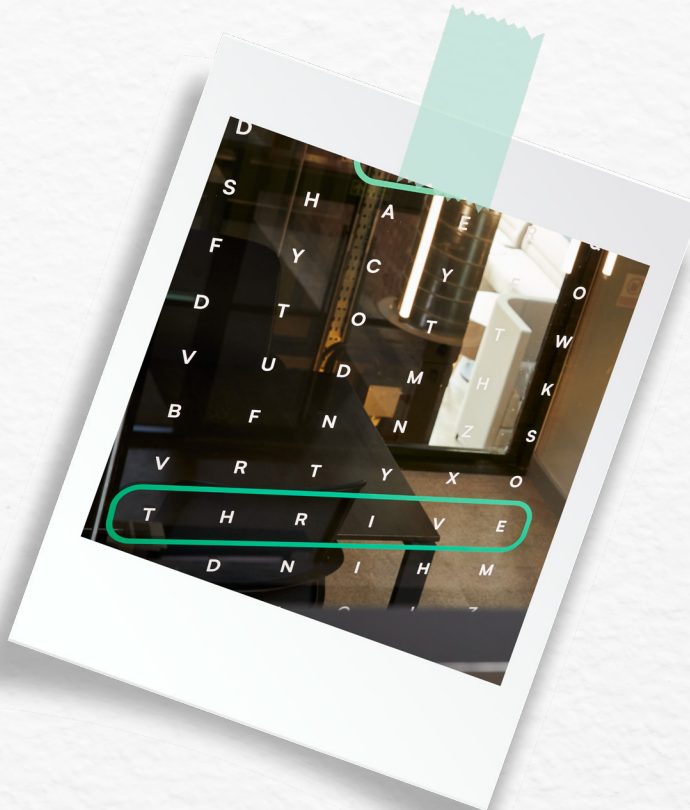
In September we launched our EVP to the firm titled 'Time To Thrive'. This concept was the end result of our purpose and values project.

Time to Thrive has become a core point of reference for how we treat our team. An internal document was created titled 'How to Thrive' that has now become the framework for employee reviews. This document sets out how everyone at BHP can thrive by focusing on key competencies and performance including:

- Thinking Commercially
- Business Development
- Quality Work
- People and Communities
- Client Service

The purpose of this document is to provide clarity in appraisals, to set objectives on how to progress to the next level and what is expected.

We have also been working on how we implement the purpose and values and the time to thrive concept throughout the offices. Our Chesterfield office was the first to receive a refresh to bring our purpose and values to life and our aim is to complete the other offices during the next year.



Next steps for 25/26 and beyond

As part of our reporting to management board, the ESG team have set our KPI's for the upcoming financial year. The team have also mapped out the activities for 2025/26 by combining the plans of the individual committees (Wellbeing, CSR and D&I). The team are also currently researching suitable companies to assess our ESG credentials.

We will continue with organising volunteer days for our people as well as various fundraising activities through our CSR team.

Our next carbon footprint assessment is due which will enable us to see what improvements we have made in this space and determine actions going forward.

In May 2025 we moved into our new Sheffield office which will help with our carbon footprint and overall staff wellbeing.

Our D&I team have set out some projects that they will also be working on. This will include:

- Providing diversity awareness and inclusion training
- A neurodiversity project
- Refresh and reissue the diversity survey

The wellbeing team will continue to offer a variety of Wednesday activities, building our colleagues mental, physical, social and financial resilience with informative sessions and health interventions, like the return of the Heart Health days and expanding the massage offering to our other offices.

