

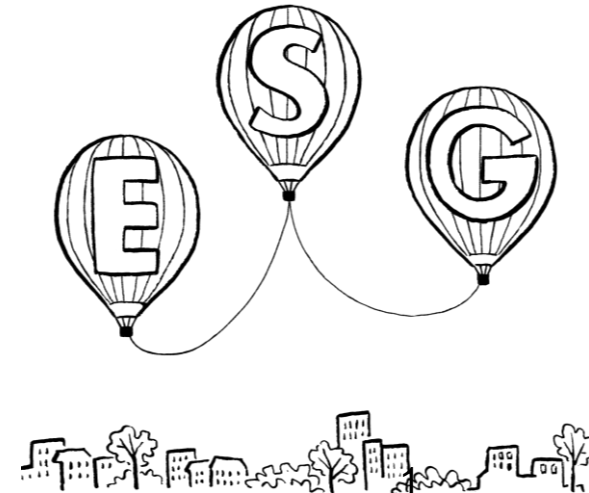


Eastside People

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ESG insights report 2025



Who took part

Organisations

141

Combined income

£1,263m

Including: 126 charities, 15 CICs, 5 Trusts,
2 Housing Associations, 4 undeclared

Spread of organisations' sizes by income

54 Over £5m



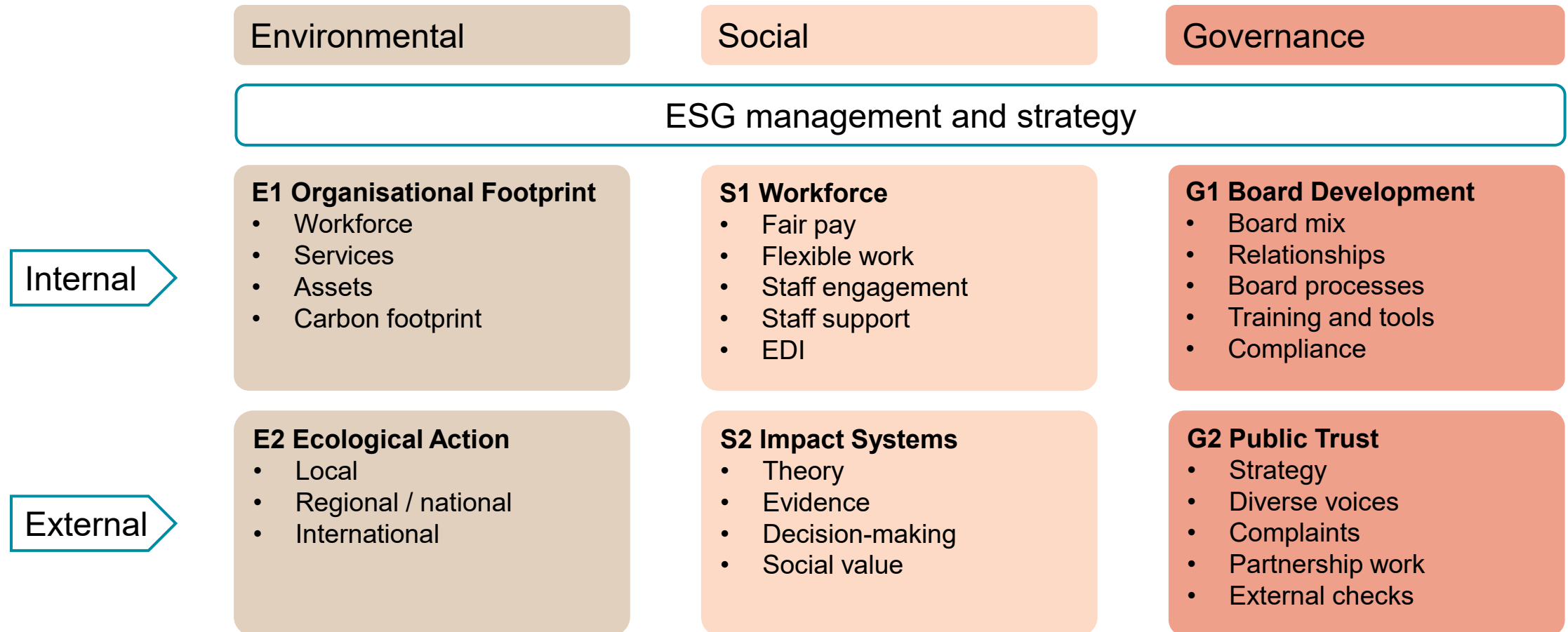
50 £1m-£5m



37 Under £1m



Our framework



Context

- Pivotal moment for ESG
- Charitable organisations facing significant challenges
 - Financial pressures
 - Seismic shifts on a global scale
- More change and challenge ahead
 - Changing regulations
 - Increasing expectations

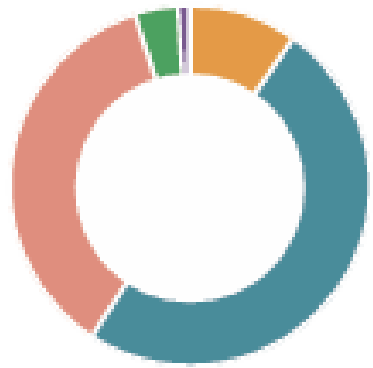
ESG strategy landscape

- **A confusing landscape**
 - overlapping approaches
 - changing expectations
- Participating organisations using **over 100 ESG-related accreditations etc**
- Asking for **more charity-facing support, resources and guidance**

ESG strategy landscape

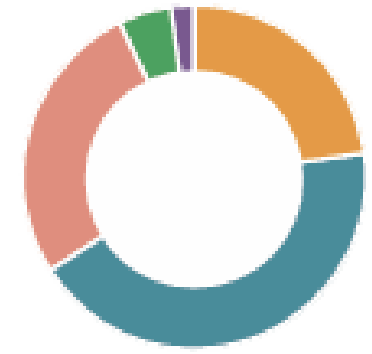
DOES YOUR ORGANISATION HAVE AN ESG STRATEGY?

- 10% No, we do not see the need.
- 50% No, we are considering it.
- 36% Yes. Basic. Focussed on certain aspects.
- 4% Yes. Holistic. Partially integrated
- <1% Yes. Holistic. Fully integrated.



TO WHAT EXTENT DID YOUR ORGANISATION REPORT ENVIRONMENTAL, SOCIAL AND GOVERNANCE FACTORS IN YOUR LAST ANNUAL REPORT

- 23% We do not report on ESG.
- 43% Minimally. As required by regulation.
- 27% Partly. More than required in some areas.
- 5% Comprehensively. Addressed separately.
- 2% Comprehensively. As an ESG section.



Environmental progress

- **Environmental progress lags behind** social and governance progress
- Focus on no- or low-cost environmental initiatives
- Moving from a ‘nice to have’ to a strategic necessity

Environmental progress

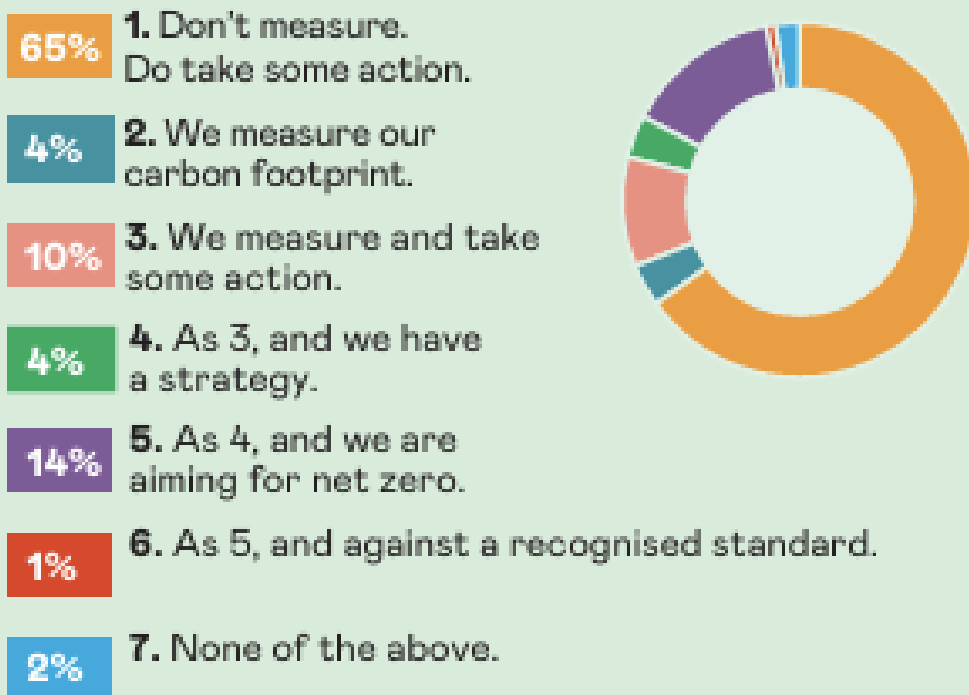
ESG Area, divided by survey section



“Sustainability has been a permanent agenda item at monthly SLT meetings for a number of years, and it has led to changes in some of our procurement decisions [...] but only where the cost difference is minimal / negligible, as the environment is not (presently) central to our core charity aims.”

Environmental progress

HOW ORGANISATIONS MEASURE THEIR CARBON FOOTPRINT



“[It would] be very useful to have some guidance on low resource ways to measure carbon footprint at small orgs. There would be lots value in a pro-bono tool/support to do this.”

“We do not have a methodology in place to monitor our carbon footprint and would be interested in any low-cost options.”

Staff considerations

- When it comes to the ‘S’ of ESG, focus on **supporting and developing staff in their roles.**
- The not-for-profit sector **leads by example on staff wellbeing**
- Much more work to do **to effectively embed equity, diversity and inclusivity**

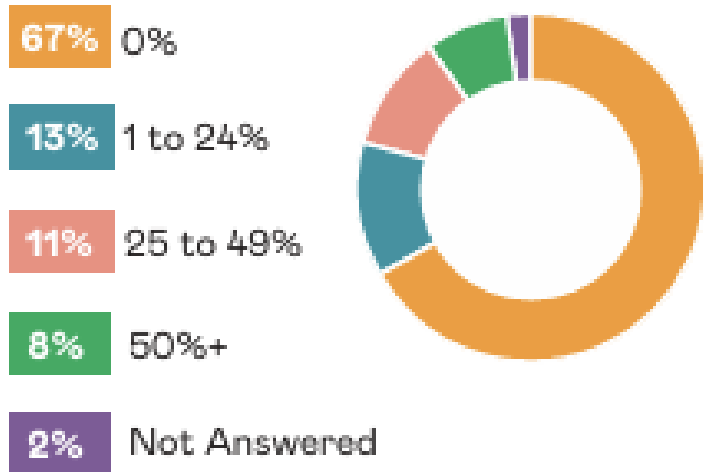
Staff considerations

74% of participating organisations told us that they pay (at least) a real living wage to all their staff.

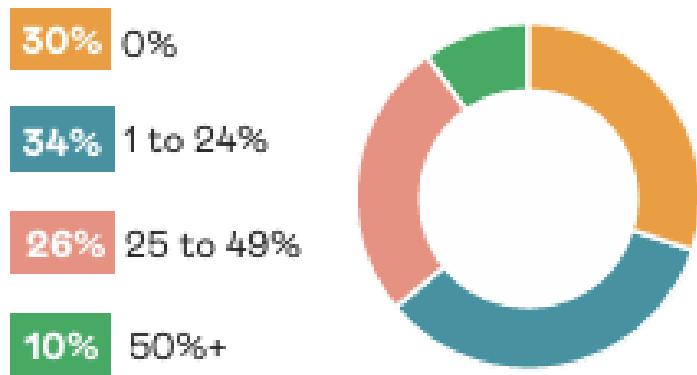
“As sector salaries are low, we try to fully adopt other ways to reward and benefit staff. Flexible working is one key area in this. Staff can choose when and where they work, within reason.”

Equity, diversity and inclusion

WHAT PERCENTAGE OF EXECUTIVE LEADERSHIP POSITIONS ARE HELD BY PEOPLE FROM BLACK, ASIAN OR OTHER RACIALLY MINORITISED COMMUNITIES?

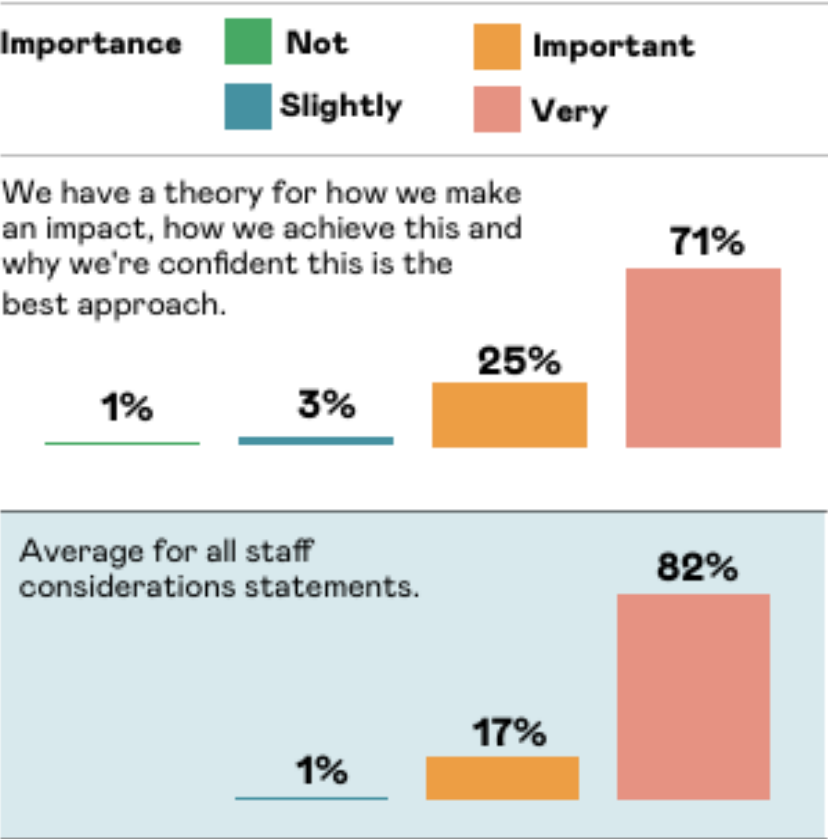


WHAT PERCENTAGE OF YOUR BOARD MEMBERS ARE PEOPLE FROM BLACK, ASIAN OR OTHER RACIALLY MINORITISED COMMUNITIES?

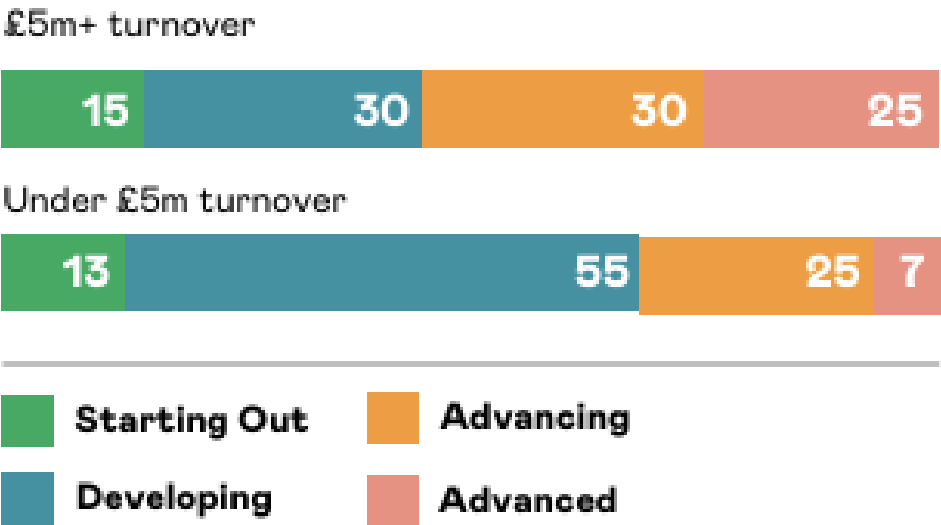


Social impact

SOCIAL IMPACT IMPORTANCE RATINGS



PROGRESS RATINGS FOR THE STATEMENT 'WE CONTRIBUTE POSITIVELY TO OUR COMMUNITIES BEYOND OUR DIRECT WORK WITH BENEFICIARIES' %



Governance practices

BOARD DEVELOPMENT STATEMENTS PROGRESS RATINGS %

Average for all organisations



Average for £5m+ turnover organisations



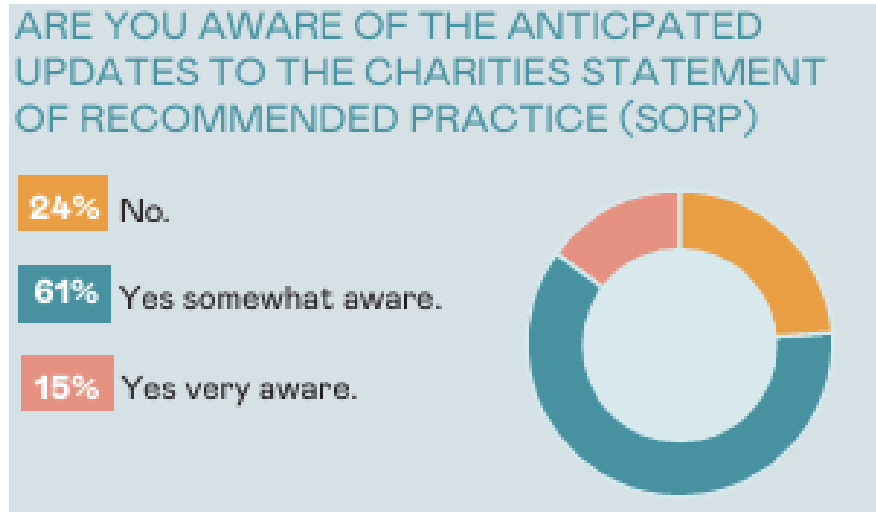
Average for under £1m turnover organisations



“Some of our Trustees find it difficult to find the capacity to engage as much as they would like or we need - some have felt the pressure of the cost-of-living crisis and have had to take on additional paid work, others find themselves having to respond to other life pressures (work, study, caring responsibilities, bereavement).”
(under £1m income charity)

Looking ahead

Updated SORP



Social rented – EPC Band C by 2030

18 participating organisations own/lease property with an estimated portfolio value over £5million:

- None of these have 100% EPC A-C ratings
- 10 have 0% EPC A-C ratings
- 4 are on track to achieving it
- 4 told us they do not have the funding or reserves in place to deliver it

