

- 2 - Eastside People

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

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50 £1m-£5m

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37 Under £1m

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Our framework

Environmental Social Governance ESG management and strategy **G1** Board Development **E1 Organisational Footprint** S1 Workforce Workforce Board mix Fair pay Services Flexible work Relationships Internal Board processes **Assets** Staff engagement Training and tools Carbon footprint Staff support **EDI** Compliance **G2 Public Trust E2** Ecological Action **S2 Impact Systems** Theory Local Strategy Regional / national Evidence Diverse voices External International Complaints **Decision-making** Social value Partnership work External checks



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

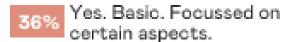


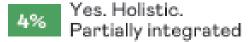
ESG strategy landscape

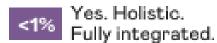
DOES YOUR ORGANISATION HAVE AN ESG STRATEGY?

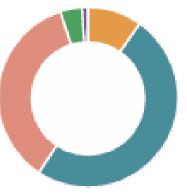






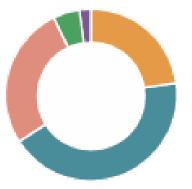






TO WHAT EXTENT DID YOUR ORGANISATION REPORT ENVIRONMENTAL, SOCIAL AND GOVERNANCE FACTORS IN YOUR LAST ANNUAL REPORT

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



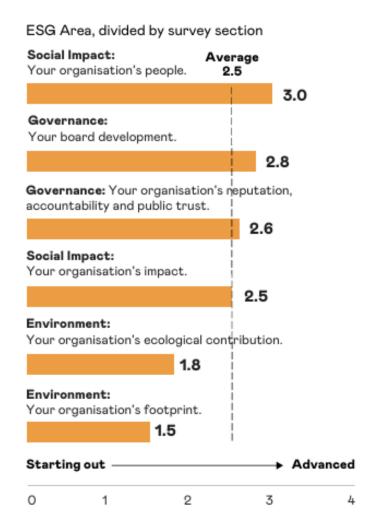


Environmental progress

- 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



"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."

10/12/2025



Environmental progress



"[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

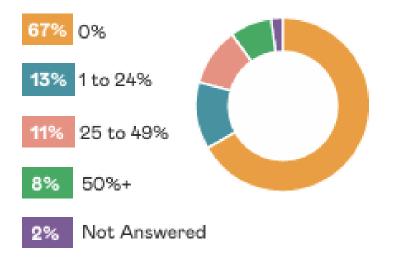
74% of participating organisations told us that they pay (at least) a real living wage to all their staff.

"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."

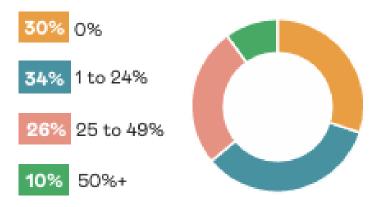


Equity, diversity and inclusion

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

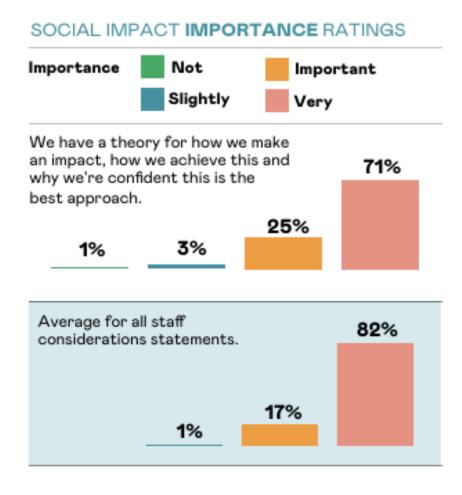


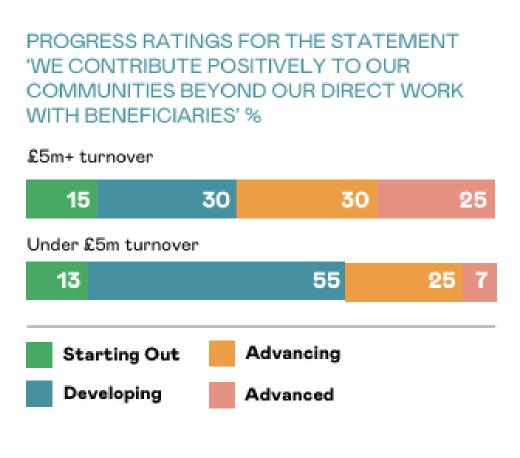
WHAT PERCENTAGE OF YOUR BOARD MEMBERS ARE PEOPLE FROM BLACK, ASIAN OR OTHER RACIALLY MINORITISED COMMUNITIES?





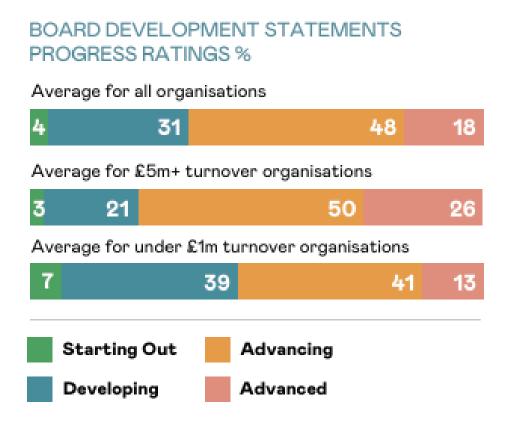
Social impact







Governance practices

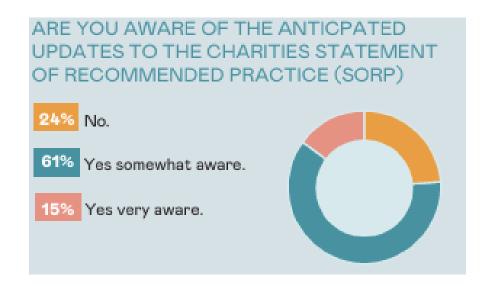


"Some of our Trustees find it difficult to find the capacity to engage as much as they would like or we need - some have felt the pressure of the cost-of-living crisis and have had to take on additional paid work, others find themselves having to respond to other life pressures (work, study, caring responsibilities, 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



Lots more in the report



Spotlight on environment-focused organisations

13 organisations with a specific environment-focused mission participated across the first two years of Eastside People's ESG survey. These organisations deliver a wide range of environment-focused services in a number of fields, including arts and culture, education, conservation, finance, grantmaking and community provision.

As is to be expected, on average these organisations reported consistently higher importance and progress ratings for all the environment-focused questions in our survey.

"18 months ago we established a dedicated involvement role which works across the organisation to build capacity as well as undertake specific involvement work. This has helped drive up even further our engagement of service users and stakeholders to help develop our work, with a particular focus on disadvantaged / minority communities, and this work is now embedded across the organisation. We have worked hard to build partnerships with a range of grassroots co Spotlight on accreditations Q

reach into con little presence to benefit bot

41 participating organisations (29%) told us that they use one or more external accreditation, audit, standard, framework or mark in relation to their environmental impact.

Two or more participating organisations use the following accreditations:

- · UN Sustainable Development Goals (16 organisations)
- ISO Standards on Environment (ISO 14001) (13 organisations)
- BCorp Certification Standards (two organisations)
- Investors in the Environment (two organisations)

Trustee diversity

In April 2025, the Charity Commission published research, conducted with Pro Bono Economics, that sought to understand the skills, experience and demographics of trustees in England and Wales9.

This research found that 8% of trustees are from ethnic minority backgrounds - compared to 17% of the general population. It also confirmed that older people currently fill most trustee roles.

population in this age group.

Taking into account ethnicity demographics of the British Association of Counselling over 60 population, it reported th DO YOU HAVE A CURRENT THEORY OF andards of trustees was largely in line with CHANGE OR SIMILAR PUBLISHED ON YOUR WEBSITE?

> 77% No 23% Yes



Award

List of ESG related external

Advertising Standards Agency Advertising Codes

frameworks and marks

Adventure Activities Licencing Authority

Association for Infant Mental Health Award

4 Day Week Employer

Age Friendly Employer

Armed forces covenant

accreditations, audits, standards,

Association of Charitable Foundations Stronger Foundations

Association of Child Psychotheras c.£4m income charity Association of Mental Health Prov

"We removed the 2:1 degree requirement from job descriptions to make roles more accessible to candidates from diverse educational backgrounds. This is reflected in our ability to exceed team-level benchmarks, where 52.5% of our team are first-generation university graduates, illustrating the success of our inclusive hiring and retention practices."

Waterwise Project Limited

"Waterwise is a not-for-profit campaigning for water efficiency and sustainable behaviour. Our Strategic Direction sets a 2030 goal to reduce our environmental footprint, with a net zero ambition by 2030. As a small team, our footprint comes mainly from home working, travel, digital tools, and procurement.

We've identified five priorities: embedding a sustainability framework; tracking travel, home energy, and water use; and reviewing our supply chain through a new sustainable procurement policy.

10/12/2025