



# Environment Social Governance **Impact Report**

2025



# Contents

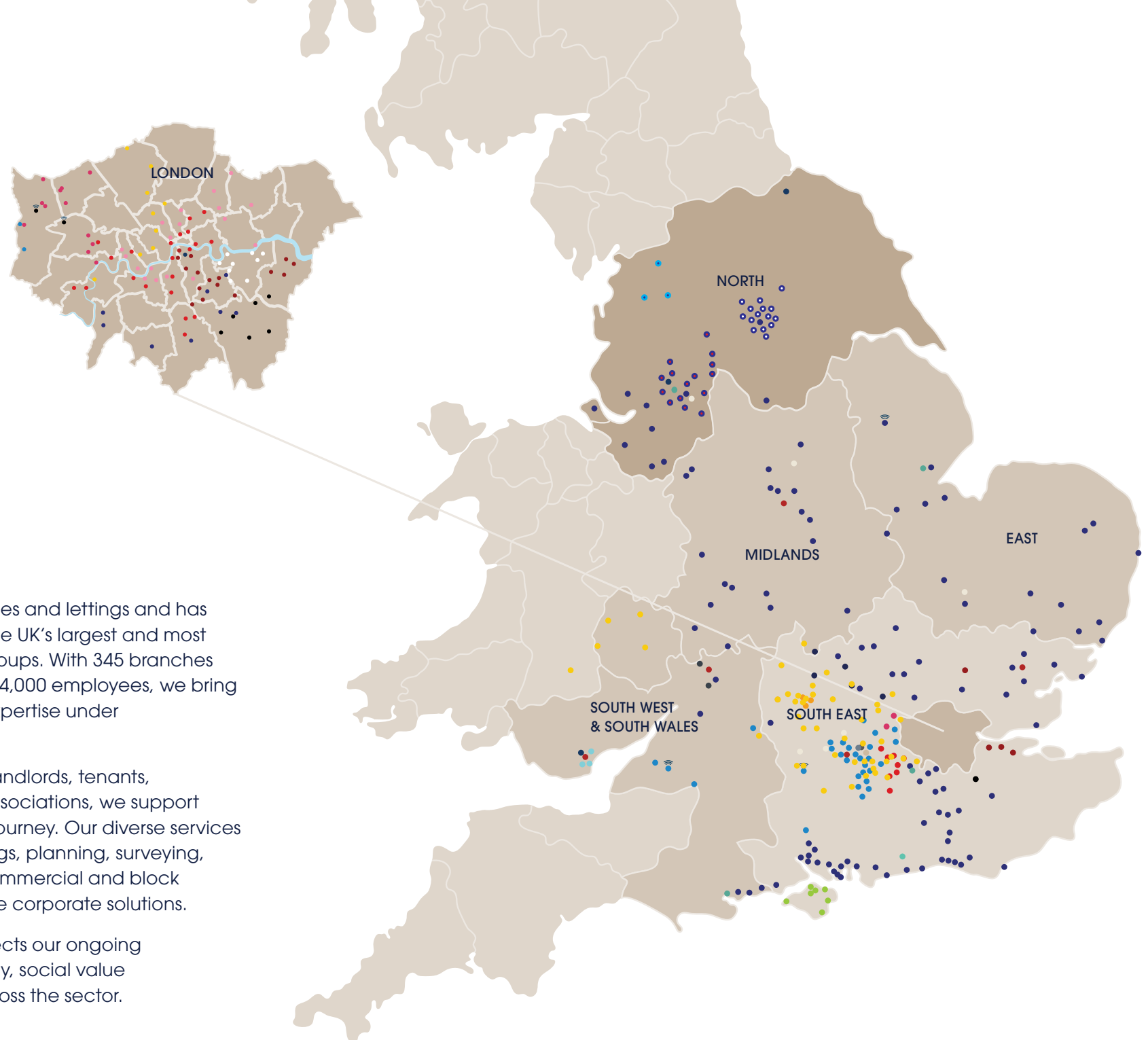
3	About Us	21-22	Community Engagement
4	Our Brands	23-24	Empower Her
5	Message From Our CEO	25	Diversity, Equity & Inclusion
6	ESG Governance Structure	26	Cyber and Technology
7	ESG relevance in the Property Sector	27	Workplace Culture
8	Mission Statement	28	Industry Awards
9	Scoring With Sustainable Advantage	29	Family Friendly Policies
10	Environmental	30	Governance
11-12	Environmental Milestones	31	Board Diversity & Independence
13	Green the UK	32	Ethical Conduct & Anti-Corruption
14	New Offices and Refurbishments	33	Annual ESG Disclosures
15	Carbon Neutral	34	Whistleblowing
16	Agency Boards	35	Gender Pay Gap
17	Car Fleet	36	Director of Legal
18	Recycling and Waste	37	Looking Ahead
19	UNSDGs & Our Alignment	38	A Final Word
20	Social		

# About Us

LRG began in residential sales and lettings and has grown to become one of the UK's largest and most trusted property services groups. With 345 branches nationwide and more than 4,000 employees, we bring comprehensive property expertise under one roof.

From buyers and sellers to landlords, tenants, developers, and housing associations, we support every step of the property journey. Our diverse services span residential sales, lettings, planning, surveying, mortgages, new homes, commercial and block management, and bespoke corporate solutions.

This ESG Impact Report reflects our ongoing commitment to sustainability, social value and responsible growth across the sector.



L | LEADERS

romans

scottfraser

PORTICO

GIBBS  
GILLESPIE

Chancellors

acorn

LANGFORD  
RUSSELL

John Payne

STIRLING  
ACKROYD

Hose  
Rhodes  
Dickson

Manning Stainton  
HELPING PEOPLE MOVE

MOGINIE JAMES

ALEXANDER & CO

RYDER & DUTTON  
HELPING PEOPLE MOVE

PETER BALL & CO

mortimers  
helping people move

Boyer

MAP

Island  
HOLIDAY HOMES

start  
LEASE EXTENSIONS

mortgage scout

Easthams & Co

glide  
Property Management

THREE SIXTY  
INVENTORIES

First for  
Auctions

bode  
insurance solutions

SOWN  
SHARED OWNERSHIP

DUNLOP  
HEYWOOD

SPREY  
PROPERTY

LRG

lrg.co.uk





## Message From Our CEO

I'm proud to share our ESG Impact Report for 2025, recognising both the progress we've made over the past 12 months and the efforts of our teams to enable us to get there. We continue to embed Environmental, Social and Governance principles into everything we do as our business continues to go from strength to strength.

From our beginnings in residential lettings and sales, LRG has grown to become one of the UK's largest and most comprehensive property services groups and the acquirer of choice for many SME's in the space. With this growth comes an important responsibility - to our people, our communities, our clients and our planet. While the property industry faces ongoing ESG challenges, it also offers a unique platform for positive change - and we're committed to leading that change from the front.

This year, we have taken meaningful strides across each of our ESG pillars. We maintained our carbon neutral status - achieved eight years ahead of target - and continued our investment in verified carbon offsets while reducing our emissions.

We launched EmpowerHer, a program designed to support women across LRG and the wider property industry.

We continue to invest in robust data protection measures and uphold the highest standards of transparency and accountability, and are pleased to welcome a new Legal Director and Head of Cyber Engineering to LRG, further strengthening our governance capabilities.



# ESG Governance Structure

LRG is committed to strong, transparent governance and is proud to have a diverse and experienced ESG Committee that reflects a broad range of skills, backgrounds, and perspectives. This diversity enhances decision-making, supports innovation, and ensures robust oversight across all areas of the business.

Our governance structure promotes accountability, ethical leadership, and long-term value creation, all of which are critical to delivering on our ESG objectives and maintaining stakeholder trust. With focused leadership and oversight, we have strengthened our ability to measure impact, drive continuous improvement, and ensure our commitments are translated into meaningful action across all business areas.



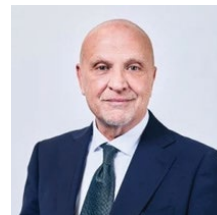
**Emma Fox**  
ESG Manager



**Colin O'Hara**  
Group Facilities &  
Procurement Director



**Allison Thompson**  
Group Lettings  
Managing Director



**David Wilson**  
Chief Operating Officer



**Hannah Cooper**  
Group HR Director



**Peter Kavanagh**  
Executive Chairman



**Zara Harrington**  
Head of Data Protection  
& Risk



# ESG Relevance in the Property Sector

Sustainability considerations have become increasingly relevant in the UK property sector, driven by regulatory pressures, investor expectations, and market demand for sustainable and resilient assets.

The sector plays a critical role in achieving national net-zero targets, with a strong focus on reducing carbon emissions, enhancing energy efficiency, and improving social outcomes through inclusive, community-focused developments.



ESG performance is now a key factor in asset valuation, risk management, and long-term investment strategy, prompting developers, landlords, and investors to integrate ESG principles into every stage of the property lifecycle. LRG are proud to be one of the leading agencies in ESG integration.

# Mission Statement

LRG aims to be a leading property services group in the UK, providing comprehensive solutions under one roof.

Our mission is to deliver expert property services, from land identification and planning to valuations, sales, and ongoing property management, all while ensuring a seamless and tailored experience for our clients.

LRG emphasise a “one-stop shop” approach, offering a wide range of services with a focus on local expertise and client needs.

LRG

Shared Ownership	Residential Lettings	Block & Estate Management	Build to Rent & Corporate Lettings
Land & Development	Residential Sales	Property Management	
Surveys	New Homes	Auctions	
Planning	Design	Insurance Services	
Corporate Sales	Mortgage Services		
Commercial & Investment	Business Rates		
Lease Extensions			
Market Intelligence			





# Scoring With Sustainable Advantage



At LRG, transparency and accountability are at the core of our ESG journey. Since 2022, our progress has been independently assessed by Sustainable Advantage, a leading third-party ESG regulator and assessor. Our evaluations provide a rigorous and objective measure of our environmental, social, and governance performance—and help us benchmark our efforts against industry best practices.

We're proud to report a consistent year-over-year improvement in our Sustainable Advantage ESG scores, reflecting the tangible impact of our strategies and the commitment of our teams. These improvements span five pillars of ESG: Environmental, Social, ESG Integration, Governance and Supply Chain.

	February 2023	October 2023	January 2025
Environmental	16%	35%	63%
Social	50%	70%	79%
Supply Chain	11%	17%	47%
Governance	49%	71%	82%
ESG Integration	8%	44%	60%
Total Score	31%	52%	70%







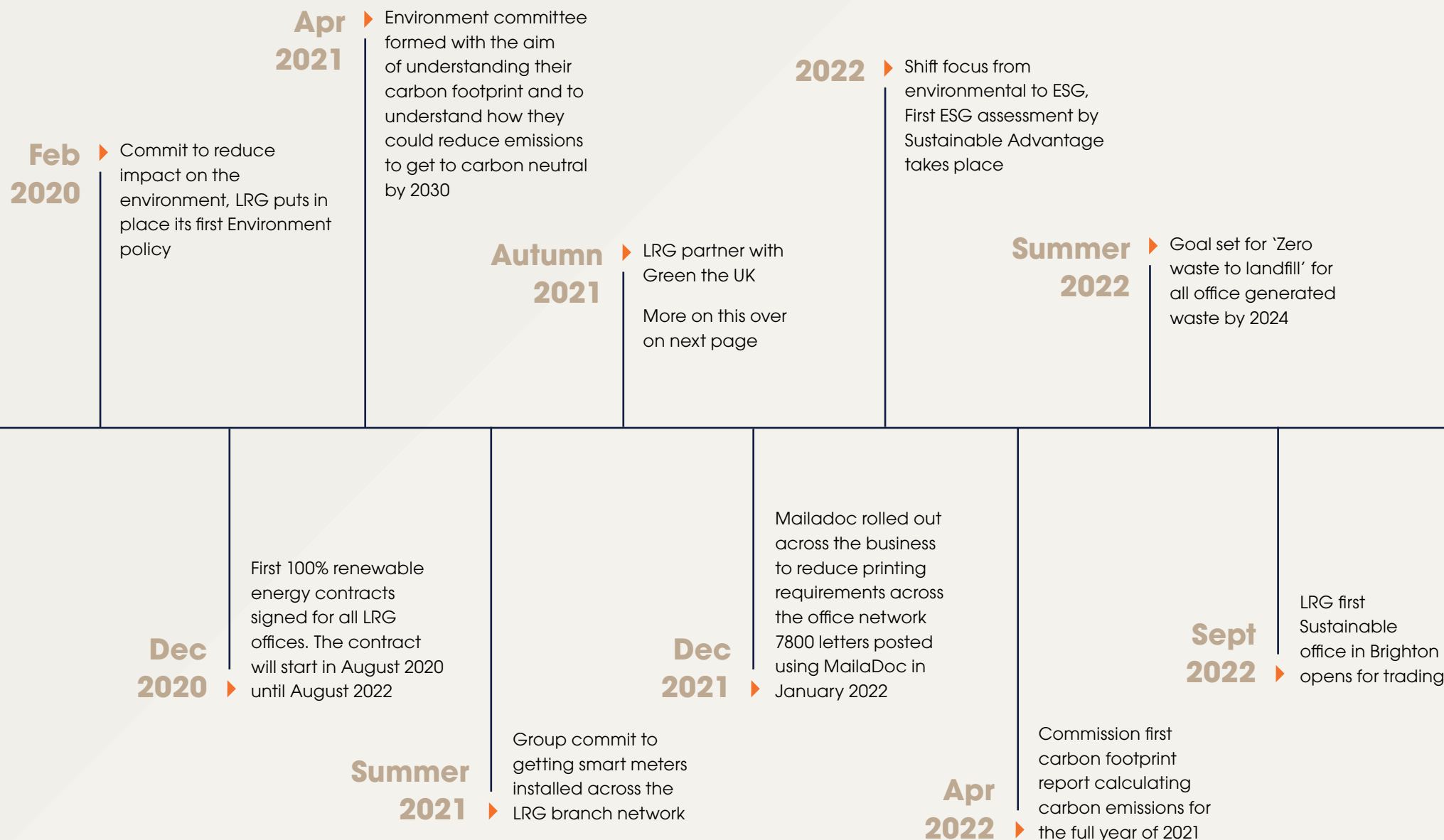
# Environmental

## Top Highlights

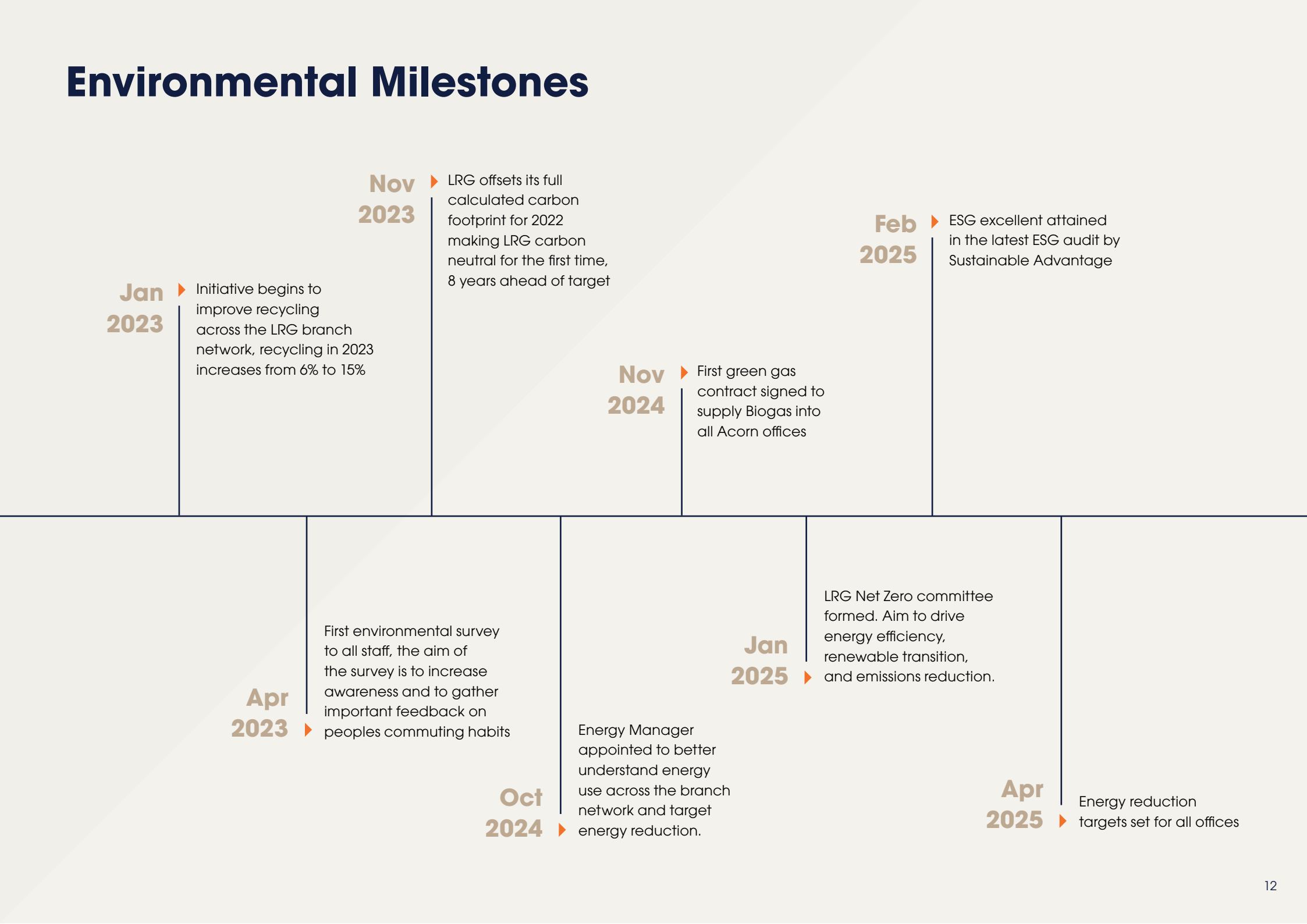
- ▶ Turned more than 290 tonnes of waste into energy in 2024, generating more than 177,000kwh of renewable energy.
- ▶ Number of 100% EVs in fleet now at 39 up from up from just 1 vehicle in 2022
- ▶ Direct emissions have fallen from 26% of our total carbon footprint in 2020 to 8% of our total carbon footprint in 2024.
- ▶ LRG's carbon offset program has seen investment into 5 projects in 2025 supporting 10 of the 17 UN sustainable development goals



# Environmental Milestones



# Environmental Milestones



# Green the UK

Through our partnership with GreenTheUK, we have supported conservation and restoration projects on land and sea strengthening our impact to the environment and enhancing our brand engagement to further deliver our ESG goals.

**37,126**

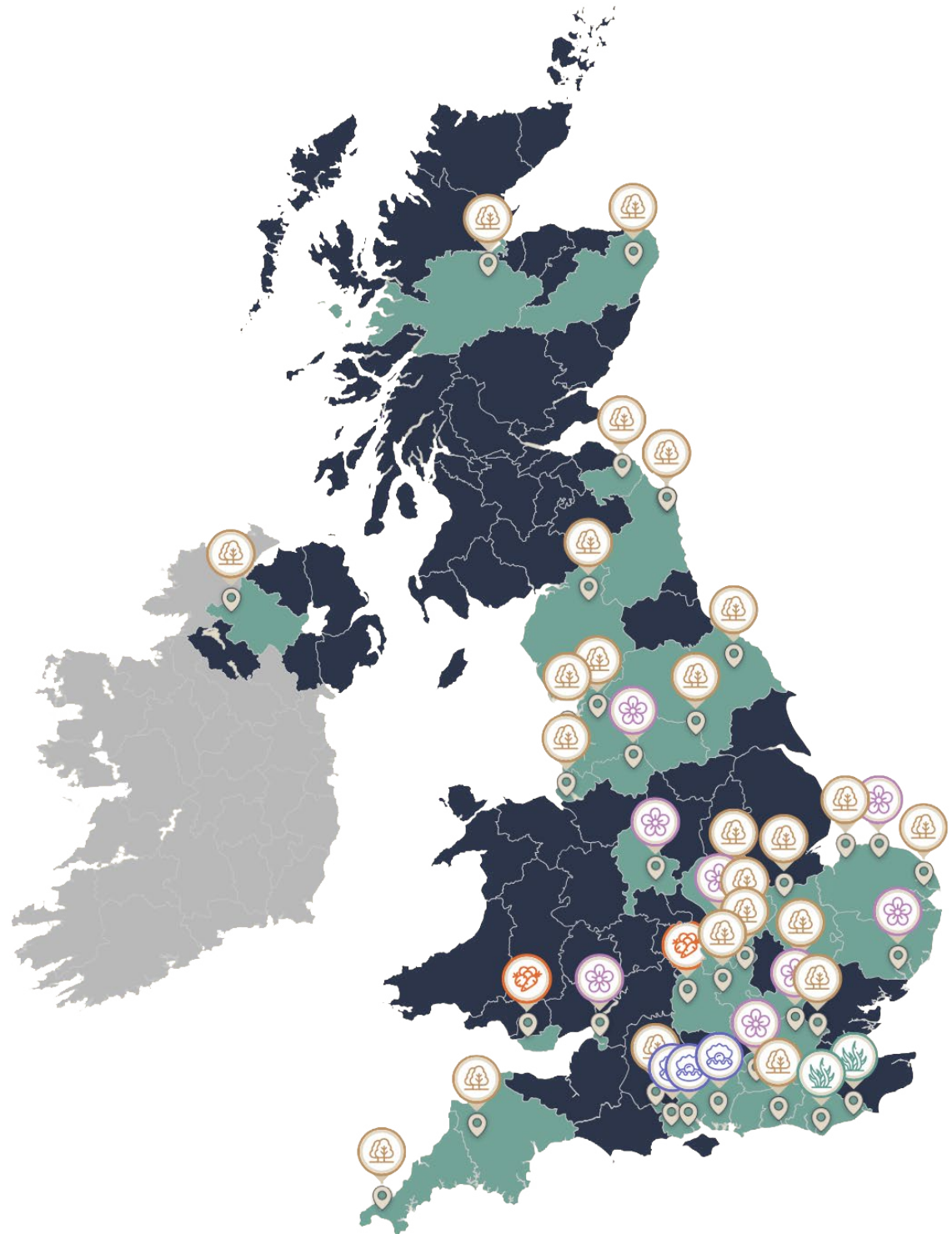
mixed-species climate  
resilient trees planted

**100k sqm**

of wildflower rich  
meadows restored

**1,100sqm**

of native oyster  
reefs restored



See 'Community Engagement' for more on what we do

# New Offices and Refurbishments

- ▶ LRG follow green design principles to design any offices requiring refurbishment
- ▶ LRG has 9 sustainable offices, however, we use the sustainable model across all office refurbishments. Any offices that have had new floors, lights, or redecoration etc have had the works undertaken using the sustainable fit out guidelines.
- ▶ Fully powered by renewable green energy, low flow taps to save on water consumption, low VOC paints, recycled materials and furniture and much more.

"LRG is whole-heartedly committed to its environmental initiatives, and we were thrilled to announce in 2025 that the group had achieved carbon neutrality and again in 2024 – well ahead of our target of 2030."



**David Wilson**  
Chief Operating Officer



## Energy Management and Waste

- ▶ As part of our broader sustainability strategy, we actively offset our carbon emissions by investing in high-quality, verified projects around the world.
- ▶ 2025 saw LRG launch an end-of-day energy checklist reminding all colleagues to turn off technology, appliances, displays and HVACs at the end of the working day/week, saving almost 33,000kWh of carbon in just one month
- ▶ Recycling of all waste is encouraged and available at all sites, managed by our sustainability partners, Sustainable Advantage





# CARBON NEUTRAL

since 2022

We were proud to announce we achieved the milestone of carbon neutrality in 2022, eight years ahead of our 2030 objective – and have upheld this ever since.

Our commitment to restoration and conservation projects plays a vital role in achieving carbon neutrality. By reducing emissions and implementing strategic offsetting initiatives, we demonstrate environmental leadership and corporate responsibility.

This dedication earned us the **Negotiator Gold Award for Sustainable Agency of the Year in 2023 and 2024**. Through these efforts, we strive to set industry standards and drive positive change in the property sector.



# Agency Boards

In collaboration with Kremer Signs, the UK's leading supplier of ecofriendly signage, LRG have implemented new boards made from fully recyclable materials. The initiative reflects LRG's ongoing dedication to reducing its environmental footprint and achieving broader sustainability goals.

"As part of our commitment to sustainability and brand cohesion, we have redesigned our agency boards to give our brands a fresh, more unified look. By standardising their proportions, we're enhancing brand consistency across the group.

Additionally, we're proud to use recycled and recyclable materials in our new boards, underscoring our dedication to sustainable practices. This redesign also allows us to prominently share our carbon-neutral status, setting us apart as more people across the UK prioritise environmentally conscious choices."



**Kiersty Sims**  
Marketing Director  
at LRG







## Car Fleet

LRG prioritise the use of fuel-efficient and low-emission vehicles, and we continue to explore hybrid and electric alternatives where feasible.

To further reduce our environmental footprint, we have a robust Driving Policy and Driving Handbook in place which incorporates comprehensive guidance around fuel efficiency. We encourage staff to walk to nearby appointments and car share whenever possible to ensure those travelling from similar areas can reduce their environmental impact.

Fuel Type	Percentage
Diesel	3.17%
Electric	4.27%
Hybrid Electric Petrol	6.13%
Petrol	76.58%
Plug-In Hybrid Petrol	9.96%

# Recycling and Waste

We are committed to responsible waste management and recycling across our office network. We have achieved a zero-to-landfill status across all our offices, ensuring that no operational waste ends up in landfill.

In addition, the majority of our offices are equipped with recycling facilities, making it easy for our teams to separate and **recycle paper, plastics and other materials**.

In our first environmental survey, we received strong support and advocacy from our teams around the importance of recycling, helping to shape our initiatives and culture.

99% of colleagues who took the 2025 environmental survey think it's important for LRG to reduce its impact on the environment.



# UNSDGs & Our Alignment

LRG's ESG initiatives are strongly aligned with several United Nations Sustainable Development Goals (UNSDGs), particularly **Goal 5 (Gender Equality)**, **Goal 8 (Decent Work and Economic Growth)**, and **Goal 11 (Sustainable Cities and Communities)**.

Through our **EmpowerHer** program, we champion gender equality by creating pathways for women's leadership, ensuring inclusive hiring practices, and providing targeted support and development opportunities for women across our organisation and communities.

These efforts are complemented by our broader commitment to fair labour practices and sustainable growth, supporting Goal 12 (Responsible Consumption and Production) and Goal 13 (Climate Action) through initiatives with our environmental partners Green The UK and ESG partners Sustainable Advantage.

We focus our efforts on waste reduction and carbon impact mitigation.

**Together, these UNSDGs shape our ESG strategy and reflect our dedication to building a more equitable and sustainable future.**





# Social

## Top Highlights

- ▶ Over 400 women are part of the EmpowerHer program supporting and empowering colleagues within and beyond the workplace
- ▶ Over £50,000 raised for both nationwide and community charities nominated by colleagues
- ▶ Over 500 colleagues volunteered for various charity or environmental days and events
- ▶ 63% female colleagues



A photograph of three people of different ages and ethnicities smiling and looking down at a small green plant they are planting in the ground. The man on the left is Black, the woman in the middle is white, and the woman on the right is Asian. They are all wearing casual outdoor clothing. The background is a soft-focus green landscape.

# Community Engagement

## Volunteering

- ▶ Partnered with Green The UK to restore and protect local ecosystems across the UK.
- ▶ Supported projects including native tree planting, biodiversity restoration, and habitat protection.
- ▶ Contributed to carbon reduction, climate resilience, and the health and wellbeing of local communities.
- ▶ Engaged colleagues through volunteering days, site visits, and internal communications sharing project updates and impact stories.
- ▶ Fostered environmental awareness and employee engagement, strengthening collective commitment to sustainability.
- ▶ Empowered teams to understand and act on their role in addressing the climate crisis — both professionally and personally.





# Community Engagement

## Charities & Fundraising

- ▶ Committed to charitable giving, volunteering, and local partnerships as part of our proactive community engagement.
- ▶ In 2023/24, employees raised £36,019 for Macmillan Cancer Support, funding 1,000+ nursing hours.
- ▶ In 2025, introduced an employee-led charity selection process — regional teams nominated and voted for local charity partners.
- ▶ The six chosen charities: Sophie's Legacy, Samuel's Charity, Lifeshare, Audrey's Charity, ABC Book Club, and Don't Lose Hope.
- ▶ Almost £16,500 raised between April-December 2025 across all causes, plus huge amounts of staff engagement





# EMPOWER *Her*

## Supporting Women at LRG become industry leaders

LRG's internal program empowering women across the business to become leaders, share experiences and engage in mentoring, was first launched in Spring 2024. Since then, with the unwavering support of the Executive and Senior Leadership Teams, EmpowerHer has engaged over 400 women in roundtable events covering topics such as:

- ▶ Because We're Worth It – Imposter Syndrome
- ▶ Barbie V Ken – Unconscious Bias
- ▶ Bossing Your Priorities – Prioritising in and out of Work
- ▶ It's Getting Hot In Here – Women's Health
- ▶ Financially Fierce – Financial Literacy & Personal Safety
- ▶ What Women Want – Assertiveness, Confidence and Mindset

# EMPOWER *Her*

## Supporting Women at LRG become industry leaders

- ▶ Over 400 women are part of the EmpowerHer program supporting and empowering colleagues within and beyond the workplace.
- ▶ Empower Her supports and advances women across LRG through mentorship, connection, and professional development.
- ▶ Delivers workshops, speaker events, leadership panels, and networking opportunities to build confidence and capability.
- ▶ Fosters an inclusive culture that encourages open dialogue on gender equity and celebrates women's achievements.
- ▶ Embedded within our ESG strategy, promoting inclusive growth and ensuring all voices are heard and valued.
- ▶ Strengthens both employee engagement and business performance by empowering women at all career stages.



**7**

Roundtable  
Events

**400+**

Voices  
Amplified

**40**

Women  
Mentored

**4**

Expert guest speakers  
on variety of topics



# Diversity, Equity & Inclusion

## LRG has...

- ▶ Continued to embed DEI principles across the organisation, with a focus on inclusive recruitment practices.
- ▶ Implemented strategies to widen candidate pools, reduce bias, and ensure equitable opportunities at every hiring stage.
- ▶ Strengthened alignment with ESG priorities while broadening access to a diverse and talented workforce.
- ▶ Created a new DEI Policy, mandatory cultural awareness courses and access to information sheets on intranet.



# Cyber and Technology

In her role as Chief Technical Officer, Sophia helps shape and deliver the LRG digital and technological roadmap, touching all areas and divisions within the business, with a keen focus on automation and AI.

“LRG appealed to me because it spans the entire breadth of the property sector, from land sales and planning through to sales, lettings and specialist property advice.”

“LRG’s positive acquisitions strategy and focus on growth means that the overarching IT strategy is constantly adapting as we integrate a variety of new business with different management structures and IT systems. Having worked in a number of different sectors previously, that challenge appeals to me.”

“We are proud to partner with and use systems that ensure the safety of our data and efficiency of our business.”



**Sophia Swain**  
Chief Technology Officer

## Technology achievements

- ▶ Prop Tech platform partner
- ▶ Modern IT infrastructure
- ▶ Responsible tech use and data protection
- ▶ Website technology
- ▶ Digital engagement





# Workplace Culture

## Training & Development

- Delivered thousands of training hours across lettings, property management, customer service, and leadership.
- Modernised learning delivery to ensure accessible, flexible, and inclusive development for all employees.
- Enhanced training support for neurodiverse colleagues, adapting materials and delivery for greater inclusivity.

## Wellbeing

- Embedded wellbeing as a core part of company culture.
- Expanded our network to 30+ trained Mental Health First Aiders (MHFAiders) providing confidential peer support.
- Delivered wellbeing campaigns on stress, resilience, and mental health, complemented by our Employee Assistance Programme and digital wellbeing resources.

## Connection & Feedback

- Regular staff surveys and pulse checks shape ongoing improvements to employee experience.
- Established an Employee Voice Group, simplified communications, and enhanced celebration of success.
- Launched a new company-wide intranet to strengthen connection, provide easy access to news, recognition, and training, and align colleagues around shared goals.

## Employee Engagement

- With 3,800+ employees across 300+ locations, LRG is committed to fostering an engaging, supportive, and growth-oriented workplace culture.
- Our social impact strategy prioritises engagement, wellbeing learning & development, and technology-driven connection.





## Industry Awards

Over the past year, LRG has been honoured with a series of prestigious industry awards that celebrate our continued excellence across all areas of property services. These accolades recognise the dedication of our people, the strength of our customer service, and our commitment to sustainability and innovation. Across our family of brands, from national recognition to regional success, these awards reflect the quality and consistency of the work we do every day.

### The Negotiator Awards

**Gold:** Lettings Agency of the Year (Large) – Celebrating our scale, service standards, and marketleading performance.

**Gold:** Sustainable Agency of the Year – A reflection of our industry-leading ESG strategy and carbon-neutral status.

**Silver:** Property Management Department of the Year – Acknowledging the strength, efficiency, and professionalism of our property management teams.

**Bronze:** Employer of the Year – Recognising our people-first culture, employee engagement, and investment in wellbeing and development.

### Best Estate Agency Guide Awards

Romans – Gold for Sales & Lettings

Leaders – Gold for Lettings

Acorn – Gold for Sales

Gibbs Gillespie – Gold for Lettings & Excellent for Sales

Moginie James – Gold for Lettings & Excellent for Sales


Scottfraser – Gold for Lettings & Excellent for Sale

### National LIS Awards

Best Lettings Agency – Leaders Romans Group was proud to take home this prestigious title, recognising our commitment to delivering outstanding service in the lettings sector nationwide.

**These awards highlight the consistent dedication, professionalism, and customer focus that define LRG and its brands across the UK.**





"I'd just like to say, you make me so proud to be a part of The Group. You are truly amazing and supportive and provide a safe environment."

LRG colleague and EmpowerHer Women's Health attendee.

## Family Friendly Policies


- ▶ Enhanced policies and family-friendly benefits, including:
  - Enhanced maternity and paternity pay
  - Fertility and menopause support policies
  - Flexible and hybrid working arrangements
- ▶ Policies evolve in response to employee feedback, reflecting our genuine investment in supporting people at every stage of life.
- ▶ Hybrid and flexible working are standard at LRG, helping colleagues maintain balance, wellbeing, and productivity.
- ▶ This adaptability fosters a thriving, inclusive workplace where employees can succeed both professionally and personally.

# Governance

## Top Highlights

- ▶ Executive board is 36% women
- ▶ Over 100 hours of instructor led training every week
- ▶ In 2019 our GPG was 43.59%, in 2025 it stands at 26.40% - a huge step forward in equality.
- ▶ 4 ESG Committee Meetings per annum with the involvement of a third party assessor
- ▶ Dedicated Head of Data Protection and Risk and Director of Legal to ensure robust governance and security





Across the organisation,  
women represent 63%  
of the total workforce,  
demonstrating strong gender  
diversity at all levels.

## Board Diversity & Independence

**Our board of directors comprises 11 members  
— 7 men and 4 women.**

LRG currently does not have independent non-executive directors, with plans under review to enhance board independence and governance structure in line with best practice.





## Ethical Conduct & Anti-Corruption

- ▶ LRG upholds the highest standards of ethical conduct, data protection, and financial integrity.
- ▶ Data protection is treated as both a legal and moral responsibility — robust security measures safeguard stakeholder information, in full compliance with UK data privacy regulations.
- ▶ The Direct Marketing Policy ensures customer transparency and control, allowing easy management of communication preferences.
- ▶ The Vulnerable Customer Policy reinforces our commitment to fair, respectful, and ethical treatment of all customers, particularly those at a disadvantage.
- ▶ LRG maintains strong financial integrity through its Anti-Money Laundering (AML) Statement, conducting rigorous client identification and source-of-funds checks to prevent financial crime.





## Annual ESG Disclosures

- ▶ LRG's ESG performance is independently assessed by Sustainable Advantage, our external ESG partner since February 2023.
- ▶ The most recent assessment, completed in January 2025, evaluated operations across 12 key themes and 128 potential topics.
- ▶ Of these, 88 topics were identified as materially relevant to LRG's business activities.
- ▶ The assessment confirmed significant and continued improvement across all ESG areas year on year.
- ▶ These independent reviews ensure transparency, accountability, and continuous enhancement of our ESG performance and strategy.

# Whistleblowing

Whistleblowing plays a vital role in upholding transparency, accountability, and ethical standards within our organisation.

To support this, we have partnered with Safecall, an independent third-party whistleblowing service, providing employees with a secure and confidential channel to report concerns without fear of retaliation.

This has strengthened our culture of openness and integrity, empowering individuals to speak up and reinforcing our commitment to strong governance practices.

As a core component of our ESG framework, the presence of Safecall has helped build trust across the business and supports a safe, responsible working environment.





# Gender Pay Gap

LRG has made significant progress in narrowing its gender pay gap, a core focus of our Diversity & Inclusion strategy.

The 2025 Gender Pay Report showed notable reductions in both mean hourly pay and mean bonus gaps compared to previous years.

Improvements driven by EmpowerHer initiatives, including mentoring and professional development programmes, unconscious bias training and flexible working policies.

## LRG Demographics



The data above is sourced from the 2025 Gender Pay Gap Report, covering the period from April 2023 to March 2024.



These efforts have increased female representation in senior and higher-paying roles.

While the median pay gap fluctuates slightly due to business acquisitions, our ongoing commitment to equitable practices continues to strengthen pay equity and inclusion across the organisation.

**[Read our latest Gender Pay Gap report here.](#)**

# Director of Legal

## Julian's story

I'm delighted to have joined LRG in 2025, as Director of Legal for the Group, where I'll be focusing on enhancing the Group's legal, data protection, risk, and regulatory practices. With a long-standing career in the property sector and legal services, I've worked across a range of high-growth environments, leading on strategic legal governance, compliance frameworks and risk management.

At LRG, I've established a legal services team, as a new function for The Group, to complement the risk, compliance and regulatory teams, all under a single Legal & Regulatory structure, comprised of our SMEs.

I look forward to strengthening our legal infrastructure, supporting sustainable growth and balancing the complex needs of the Group's business areas with good regulatory practices and customer outcomes; ensuring that governance remains a core pillar of how we operate across The Group.



**Julian Kelbrick**  
Director of Legal



## Core strengths of our Head of Legal function

- ▶ Stronger governance and compliance
- ▶ Pro active risk management
- ▶ Support for sustainable growth and acquisition
- ▶ Consistency across multi brand organisation
- ▶ Accountability, ethical leadership and commitment to ESG.



# Looking Ahead

## LRG's vision

### **Carbon Neutrality and Beyond**

Continue to maintain carbon neutral status whilst exploring pathways to net zero including emissions reduction, investment in verified offset projects, and more.

### **Net zero buildings strategy**

We are committed to only refurbishing offices in an environmentally friendly manner. Recycled materials, low VOC paint and green energy only.

### **Biodiversity commitment**

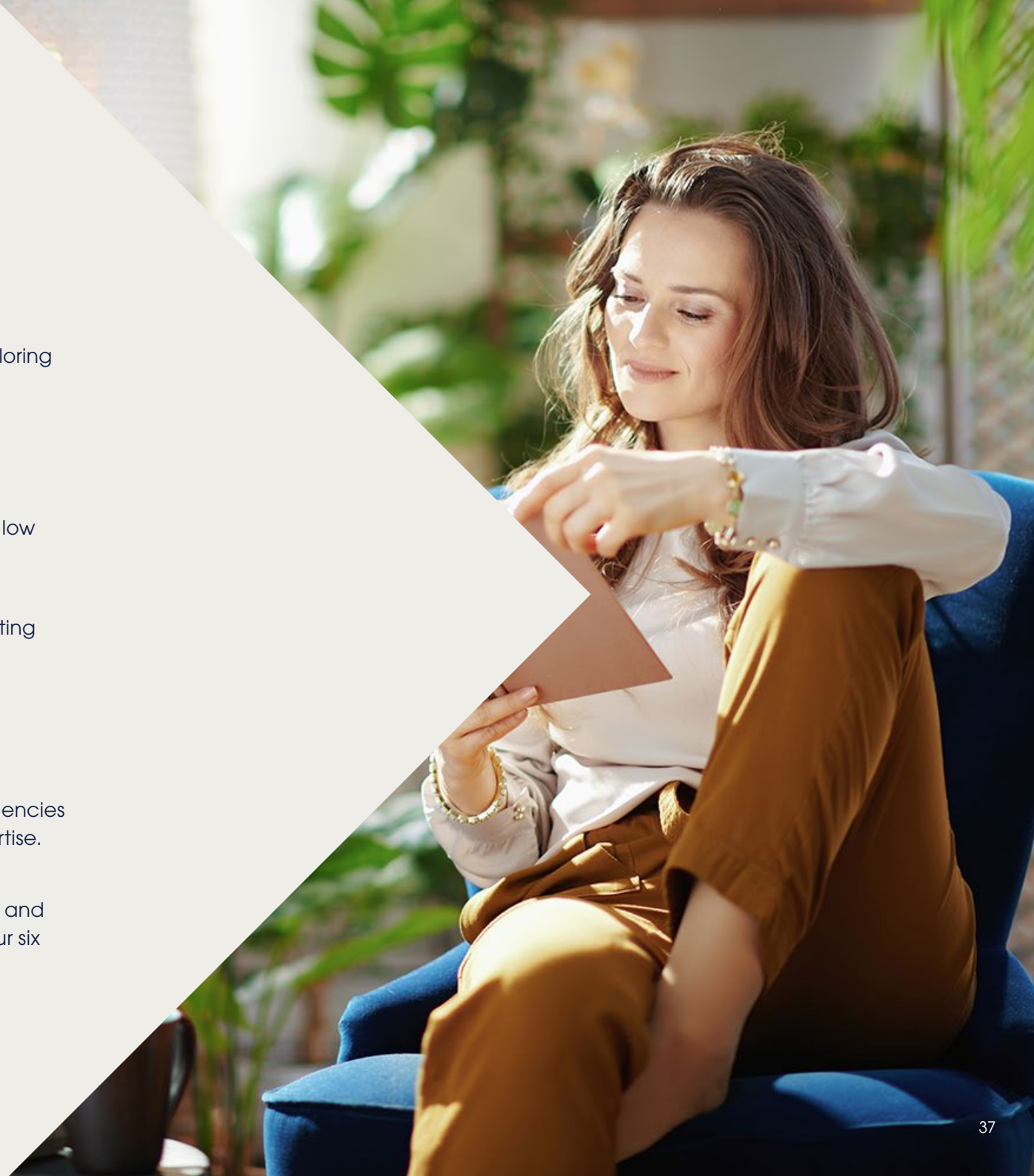
We will continue to support restoration projects, targeting additional areas for wildflower rich habitats, marine ecosystems and new tree planting.

### **Inclusive culture and EmpowerHer expansion**

Further embed gender equality by expanding the EmpowerHer program to include all new businesses acquired and roll out externally to give other small agencies with less provisions, access to our resources and expertise.

### **Stronger communities**

LRG will continue to fundraise for small, local charities and community projects, aiming to raise £30,000 across our six regions by the end of 2026.







# A Final Word

## **Our commitment to ESG is non-negotiable.**

We understand that the property and estate agency industry has a pivotal role to play in shaping a fairer and greener future.

Our roadmap is grounded in action, backed by data and inspired by a belief that responsible businesses can be a force for real and positive change.

We look forward to updating this report in 2026 to reflect all of the incredible steps we are ready to put in action together.



LRG