



Environmental



Social



Governance

It has been a really exciting few months for the ESG team within Smith & Pinching as we continue to develop and grow our ESG policies. The feedback we continually receive, both internally and externally, is always very encouraging.

Since our last newsletter we have started some new educational projects, done charitable work and volunteer events, updated our continuing environmental goals and had some exciting news on the future direction of the business.

In this newsletter we are sharing some of this news and more with you and I really do hope you find it interesting and informative. As always, we would love to receive any feedback you have and also any ideas you might have, as Smith & Pinching continues to grow and flourish as a trusted financial planning business.

Jeremy Woodruff
Chair ESG Committee

Recycled Paper Trial

Having undergone a working trial of two different types of recycled paper for our client reports we emerged with a clear favourite amongst staff, which has now been introduced, along with the required card (this is also recycled from post-consumer waste). This means that, along with our general quality paper which is made from sugar cane waste, we are doing our best to reduce the number of trees being cut down for us to scribble on. Now we just need to stop using paper altogether...

Switching Off

In order to all do our bit to reduce unnecessary energy use, we are encouraging all staff to turn off monitors, scanners, and computers at the wall to ensure that there is no power being used to keep them in a state of readiness when they don't need to be.



Carbon Footprint

Having carried out calculations to determine our Scope 1 and 2 corporate carbon footprint for the period 1 April 2019 to 31 March 2020, we found we had 101.12 tCO₂e (tonnes of CO₂ equivalent) to offset, which we did by way of tree-planting and funding of projects in the Amazon basin.

Due to the 2020/2021 period having been unduly affected by the Covid 19 pandemic, we did not run the calculation that year, but we have recently completed the most up to date calculations for the period of 1 April 2021 to 31 March 2022.

We have determined that our carbon footprint is an improved amount of 50.49 tCO₂e – almost exactly half of the initial calculation 2 years earlier.

The reason for the biggest improvement is that we opted to buy electricity created from renewable sources and gas made up of biomethane. This leaves us with virtually no carbon footprint in respect of gas and electricity purchased for our offices in Aylsham Road and Eaton and only a small amount in respect of Lowestoft.

Also, partly as a result of using technology to reduce face to face meetings, going from 54.993 tCO₂e in 2019/20 to 23.18 tCO₂e in 2021/22.

Of course this isn't the end of this particular story, as our carbon emissions continue to have an impact on the planet. We will continue to monitor what we as an organisation are doing and try to reduce our footprint where we can.



Wild Garden Area

The area at the front of the office being left wild has suffered like everyone's grass did this year, but we're keeping our fingers crossed that the seeds scattered this year will germinate next year and provide a small haven for insect life and pollinators.



S&P's First Social Responsibility Event

During the week commencing the 12th of September, we were excited to hold our first Social Responsibility event. This was with the aim of informing staff about S&P's environmental, social and governance responsibilities to the company and local community and to help them think about what changes they could make to their own lives, big or small.

Pledge trees were put up in all of our offices and staff added a pledge to the trees to make one small change to their lives, the below is just a small sample of those made:

- To turn off more electrical items when not in use
- To walk or bike to work
- To stop wasting food
- To buy less fast fashion
- To reduce the amount of plastic used
- To start composting

Staff were invited to attend 3 sessions, a CPR training session by Norfolk Accident Rescue Service, supporting hedgehogs talk by the Norfolk Hedgehog Support, and a composting talk and demonstration given by the Master Composters of Garden Organic. All were well attended, and staff commented that they found these informative and worthwhile. They came away from the CPR session with a new skill and from the talks with new ideas to make a difference... several even became owners of Hedgehog Houses!

There was also a raffle for staff, offering the chance to win a selection of fantastic eco-prizes including eco-friendly stationery, a zero-waste beauty set and a bee hotel. All money raised in the raffle will go to a charity.

Later in the week the BREAK charity coffee van set up in the car park at Norwich offering staff the chance to enjoy a hot drink and piece of cake together. Staff were invited to bring along items to donate which proved very worthwhile for the charity as there was so much that an extra van was needed to take it all away!

All in all, the event was a great success and staff are asking when we will have another.

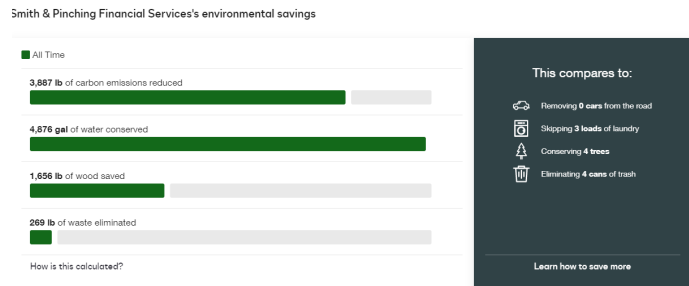


Wind Speed

Any eagle-eyed visitors to our Aylsham Road office may have seen a new addition to the large section of fence – an Anemometer. What's that? It's a device for measuring wind speed, so we can assess whether there is any value in installing a vertical axis wind turbine to help with our future, green, power needs...

DocuSign Usage

Since beginning use of DocuSign in October 2020 there have been the following environmental savings achieved:



Menopause Sessions

As part of our ongoing staff wellbeing support, Sharon Plummer, a qualified Peri and Post menopause wellbeing coach at Stronger Health & Fitness, held 4 sessions with male and female members of staff in September and October, discussing how those going through this stage of life can make adjustments, and how we can support those experiencing menopausal symptoms both at home and in the workplace.

Crisp Packet Project

Staff at S&P have been eating and then collecting silver lined crisp packets for The Crisp Packet Project who help vulnerable people stay warm while keeping plastic out of landfill. The crisp packets we have collected will be made into waterproof blankets and bags to help people on the streets stay warm and dry. It takes 44-75 packets to make a survival blanket and 135-150 packets to make a bivi sleeping bag.

Further information is available here <https://crisppacketproject.com/>.

