



Social Value 2023/2024

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Introduction

At Beever and Struthers we take our Corporate Social Responsibility very seriously. We are well aware of the need to give something back and are always on the lookout for ways we can support the surrounding communities in which we work.

As a firm we connect and contribute to society in a variety of ways which broadly falls into four areas: **community; sponsorship; charitable donations and volunteering; skills and employability.**

We support our employees who are involved in third sector organisations, including social housing, charities and schools as trustees, governors, and general volunteers.

GM Chamber of Commerce 'Social Value Award'

We are proud to have been awarded the Greater Manchester Chamber of Commerce 'Social Value Award' in recognition of all the hard work, time and resources we have dedicated to initiatives that benefit the wider community.



Planet Mark

Beever and Struthers have achieved the Planet Mark certification by reporting a reduction in our carbon footprint, engaging our stakeholders and increasing our social value. In the past year we have reduced our carbon footprint by 0.6% and contributed over £1,310,725 in social value (measured in TOMS).



Geraldine Finn is our nominated Social Value Representative and is responsible for monitoring Social Value.

Signed by:

Maria Hallows

Date: 16 July 2024

Caroline Monk

} Executive Partners

Date: 16 July 2024

Beneficial and supportive



Community

Our head office in Manchester is situated in the heart of Ancoats where we seek, as sensitively as possible, to take into account the wishes of our neighbours (local residents) whilst managing our business and property.

We have partnered with and support several organisations across Greater Manchester, Lancashire, Birmingham, and London that deliver measurable impact to communities.

Forever Manchester

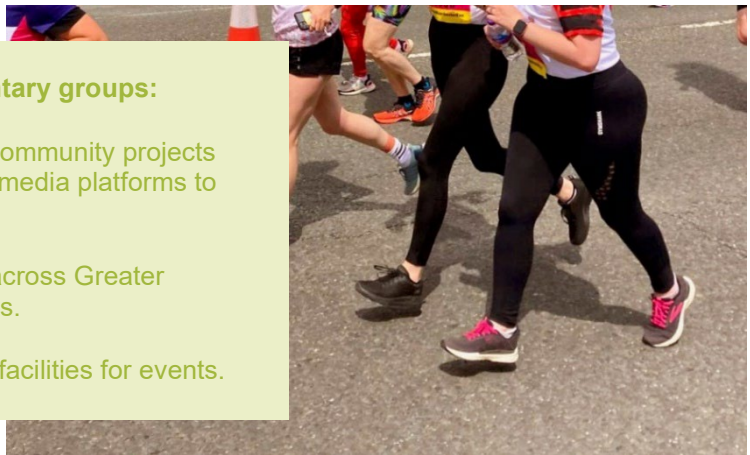
Our firm's nominated charity of choice is [Forever Manchester](#), they raise money to fund and support community activity across Greater Manchester. We share the belief that connected communities make stronger and happier ones!

People's History Museum

We are a founder member of the [People's History Museum's](#) Radical Circle. The Radical Circle supporter scheme provides essential resources, ensuring the museum remains free for everyone. PHM hosts events, exhibitions and activities for all to enjoy, as well as volunteering opportunities that we can get involved in, to do something different and great with our day.

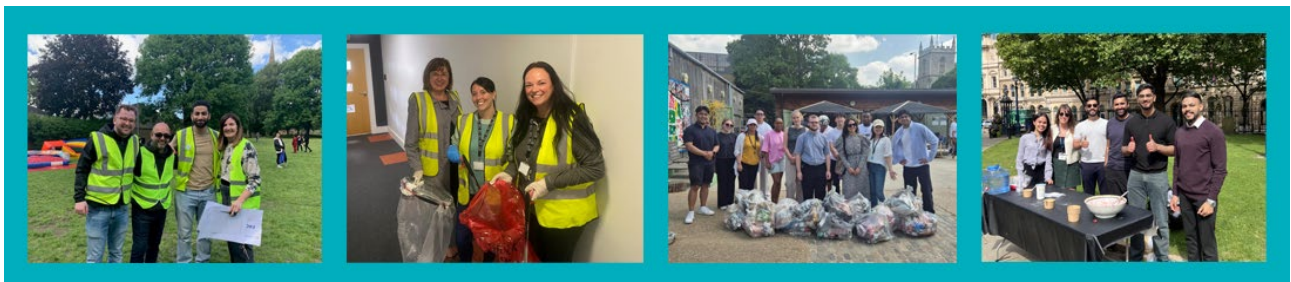
Our offer to support community and voluntary groups:

- We promote volunteering opportunities, community projects and fundraising events across our social media platforms to raise awareness.
- We promote a range of grants available across Greater Manchester via our social media platforms.
- We provide free of charge meeting room facilities for events.



HLB Communities Day

As members of [HLB International](#), each year we take part in HLB Communities Day. During this annual corporate social responsibility initiative, we reflect on our commitment to making a positive, sustainable impact. It is a perfect opportunity to actively contribute to our local communities. Throughout the years we have donated our time in supporting schools, feeding the homeless, taking part in community fun days, litter picking and tidying community spaces such as gardens and parks.



Community Continued

Blackburn Central High School (BCHS)

We formed a partnership with [Blackburn Central High School \(BCHS\)](#) where we meet students who are selected for mentoring to raise their aspirations, confidence, self-esteem, and achievements. We host lunch and learn events where we present the students with information about the firm and the career options available, as well as offering mock interviews and CV reviews.

Since 2019 our Marketing and Business Development Director has been the school's Local Enterprise Advisor helping students explore their future career and education options. The role of the advisor is to help students develop their skills and discover employment opportunities.

Greater Manchester Good Employment Charter

We are a proud member and supporter of the [Greater Manchester Good Employment Charter](#). The Charter is a voluntary membership and assessment scheme, which aims to improve employment standards for all organisations of any size or sector across Greater Manchester. The Charter sets out seven key characteristics of good employment; we have made a commitment to uphold these standards and demonstrated that actions have been taken to ensure the comprehensive criteria has been met.

Pro-Manchester

[Pro-Manchester](#) is a Greater Manchester Business Community and the largest business development organisation in the North West. Governed by a non-executive Board of Directors made up of senior individuals from within the membership, they increase professional excellence through knowledge sharing, creating partnerships and staying ahead of the ever-changing business environment.

Not only are we members of Pro.Manchester we are champions of their Property, Regeneration and Skills, Race, Ethnicity and Religious Belief (RERB), Equality and Diversity and Inclusivity Committees. We also have colleagues on various workstreams, including Disability, Mental Health and Neuro Diversity, LGBTQIA+ and Black Lives Matter. We attend bi-monthly meetings, events, write blogs and contribute and comment on topical issues.

Mancheshire and Lancashire

We are Gold members of [Mancheshire and Lancashire](#). A platform which aims to gather the counties' resources in one place, encouraging businesses to work together and to share opportunities to win work from one another. Mancheshire and Lancashire facilitate business needs in the local areas, providing a place to share products, services, knowledge, and expertise to increase opportunities and keep more money within the counties. The platform can be used for local suppliers, tender opportunities, training providers, networking groups, awards, discounts, funding, and advice.

Greater Manchester Chamber of Commerce

As members of [Greater Manchester Chamber of Commerce](#), we are proud to have received their 'Social Value Award' in recognition of the hard work, time and resources we have dedicated to initiatives that benefit the wider community. GMCC is the largest accredited Chamber in the UK and considered the voice of business in Greater Manchester, offering businesses a platform to connect, communicate, and create workforce opportunities.

Greater Manchester Centre for Voluntary Organisation

We offer a range of investment-readiness support services through the [Greater Manchester Centre for Voluntary Organisation \(GMCVO\)](#) to individuals and businesses who are looking for social investment.

Community Continued

Greater Manchester Social Value Network (GMSVN)

We are Greater Manchester Social Value Network members and part of the GMSVN Steering Group. The aim of GMSVN is to support and encourage organisations to seek relevant social, environmental and economic value from everything they do, and the steering group is made up of activists who ensure that all intervention brings maximum social value.

Foodbanks

We support foodbanks local to each of our office locations, multiple times throughout each year. Since the introduction of hybrid working in 2020, we have hosted many staff workshops online rather than face to face. During these events where we would have previously provided lunch, we instead donate the cost of lunch (per person) and split the monies between four foodbanks. On top of this initiative, we have a collection box on site at each location where members of the team can donate food items, and a BFG rep ensures it is taken to the foodbank.



“It’s wonderful to hear about your policies and plans but most importantly, the actions you are taking. It’s clear you’re all passionate about making the world a better place through your business.”

JustOne



Sponsorship

We believe sponsorship is a key aspect of our corporate social responsibility as this financially supports charities and communities, but also helps raise awareness of their work. We sponsor a number of events that contribute to educational, sports and leisure activities. Our recent sponsorships include:



Forever Manchester

For several years we have sponsored the Forever Manchester Birthday party to help them celebrate a year of successfully helping local people do extraordinary things. We also enter a team into their annual football tournament each year and make various donations throughout the year.

In February 2024 we were awarded the 'Employee Engagement Award' in recognition of our team's support and contribution to Forever Manchester

and the hundreds of local communities who benefit from donations, time, resources, fundraising and raising awareness.

Henshaws

We support the charity [Henshaws](#) in various ways throughout the year. On top of our fundraising and volunteering for the charity, each year we enter a team into the Charity golf day to support people living with visual impairments and other disabilities.

One of the most popular fundraisers that we take part in is the Yorkshire 3 Peak Challenge, which we have entered yearly since 2022.



Supportability

For a number of years, we have sponsored the [Supportability](#) annual charity golf day and entered a team of staff and partners into the tournament. Supportability is passionate about providing quality support services that enable those with complex physical and/or learning disabilities to access and use their inherent capabilities. Enabling those with disabilities to enjoy and take part in everyday life experiences.

Sponsorship Continued



Blackburn Youth Zone

For a number of years we have been 'beer barrel' sponsors of Blackburn Beer and Gin Festival. This annual event is organised by Blackburn Youth Zone to help raise funds and awareness of the projects and activities they provide to support Blackburn's young people and equip them with increased confidence and independence. We also show our support by entering a team into the BYZ quiz each year.

Chorley Cricket Club

We support the Chorley Cricket Club beer festival and networking event each summer as beer barrel sponsors. Money raised from the event goes towards the club and facilities.

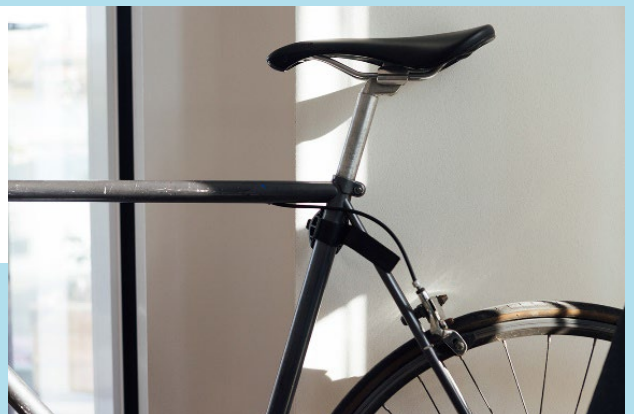


Bolton Lads and Girls Club

For a number of years we have supported and sponsored the Bolton Lads and Girls Club Beer Festival. The event raises huge amounts of money for the club which is also a registered charity offering over 3,000 children a safe space to spend their free time. The club offers creative programmes and projects from sport provision, music and arts, drama, and multi-media as well as tailored packages of support to vulnerable and complex children, young people and families.

The Hyde Group

On top of our time volunteering to support our client The Hyde Group, in 2023 we sponsored a Hyde employee who took part and completed the London to Brighton 100K.



Corporate Social Responsibility



Charity, Donations and Volunteering

The Beevers Fundraising Group (BFG) was set up by staff for the purpose of raising money for the charitable causes that matter the most to our staff and their families.

Through donations and sponsorships, we have raised over £18,000 in 2023/24.

We support a range of other organisations across the region to help their fundraising efforts, some of which include:

Age Concern
Autism Together
Blackburn Central High School
Blackburn Festival of Light
Blackburn Youth Zone
Blood Bikes
Bolton Lads and Girls Club
Bridgewater School
Cash for Kids
Chorley Cricket Club
Coffee For Craig
Comic Relief
Crisis
Forever Manchester
Henry Fawcett Primary School
Henshaws Society For The Blind
Hyde Charitable Trust
Hyde Housing
Lourdes Children
Macmillan
Manchester Camerata

Manningford Hall Foodbank
Mustard Tree
Once Upon A Smile
Pendle Scouts
People's History Museum
Queen Elizabeth's Grammar School (QEGS)
Red Nose Day
Shelter
South Manchester Central Foodbank (Bridging the Gap)
Supportability
St Ann's Hospice
The Local Council Roads Innovation Group (LCRIG)
The Wish Centre Foodbank
UK British Heart Foundation
Ummah Welfare Trust
WCHG Christmas Day Meal in a Bag Campaign
Westholme School
Wood Street Mission
Young People Matter

Our team are actively engaged in raising money and volunteering their time for causes close to their hearts. They have organised events such as cake sales, dress down days and shoe box appeals.

We are keen to promote charity campaigns across our social platforms. We have a dedicated X account for Not for Profit organisations to share and engage with community groups, charities and volunteers.



Follow our @BandSNot4Profit account on X to get the latest updates on what we're up to.

Charity, Donations and Volunteering Continued

Campaigns we've been involved with recently include:

Forever Manchester

Each year we hold many events supporting Forever Manchester. Events include the Great Beevers Bake-off where staff take part in a baking competition. All proceeds from the shop go towards the charity. In 2023, we attended our first Forever Manchester Comedy Club at the iconic Frog and Bucket in Manchester. The money raised from ticket sales goes directly to the charity and supporting thousands of individuals across the region.

For several years we have taken part in the Manchester 10k with all donations going to Forever Manchester. In 2024 our team raised over £2k during this event which is a huge fundraiser for many charities.

Ummah Welfare Trust

Each year during Ramadan, the ninth month of the Islamic calendar observed by Muslims worldwide as a month of fasting, prayer, reflection and community, our team take part in a 'fast for a day' challenge. Those participating joined their Muslim colleagues for one day by fasting from sunrise to sunset.

Henshaws

We have taken on the Yorkshire 3 Peak Challenge several times to support people living with visual impairments and other disabilities. On top of our this and volunteering for the charity, each year we enter a team into the Charity golf day and regularly volunteer at their fundraising events such as the Summer Ball and Carols by Candlelight.

Mustard Tree

In late 2022 our Manchester office relocated to Ancoats not far from Mustard Tree, an organisation who create opportunities for people to help themselves by providing practical support, connections into work, new experiences and mental health and wellbeing support. We donated furniture and resources from our previous office and since the move have continued to make donations of food and take part in initiatives such as the Winter Wishlist, Easter Egg and Christmas selection box appeals, supporting families and children who would otherwise go without.

The Hyde Group

Since the beginning of our contract, we have supported many projects and initiatives. In 2023, we donated vouchers to residents who required summer essentials. In August, three members of our London team supported Hyde at the launch of The Old Laundry, donating their and knowledge to advise those attending. Later in the year we supported vulnerable families in London SW9 by donating the resources to provide Christmas dinners as well as supporting the organisation Young People Matter in the same area. London colleagues volunteered their time to assist with the Christmas hamper wrapping.

Following a visit to Match My Project, an online directory which connects businesses with community organisations and residents to deliver social impact, we connected with **Step Out**, an organisation who support children and young people through tough times and help them thrive. After a refurb earlier this year, they asked the group what they would like to add to their community space and a pool table came out on top. We reached out to the group to ensure we got exactly what the young people had asked for, therefore supporting the group's development and enjoyment!

Cash For Kids

Cash For Kids is a grant giving charity that aims to improve the lives of disadvantaged children and young people who are affected by poverty, illness, neglect or have additional needs. We support Cash For Kids throughout the year collecting donations of days such as Christmas Jumper Day and Halloween. In recent years, our IT team have cleansed and recycled old laptops to give to staff in exchange for a donation towards Cash For Kids at Christmas.

Charity, Donations and Volunteering Continued

Restore

We support and volunteer for Restore, a faith-based project that supports asylum seekers and refugees in the Midlands. As part of their befriending service, a member of the team has befriended an incredibly brave young man from Kurdish Iraq, who has almost become part of his family.

Let's Feed Brum

We regularly support Let's Feed Brum, an independent, volunteer-led charity based in the city centre giving nourishment and support to those at risk of (and in) homelessness in Birmingham. The team completed the Birmingham 10k in 2024 supporting LFB as well as taking part in a night walk as part of our HLB Communities Day initiative

Livin Housing Limited

We have supported our client Livin on their sustainability journey by contributing towards their development of six open spaces which will support biodiversity.

One Manchester

In the past year we have made social value donations to our clients One Manchester as well as volunteering at their Gorton community tenants fun day.

Our offer to support charities:

- Every 3 to 4 years the firm agrees on a charity of choice.
- Our partners and staff are encouraged to take up volunteering roles such as charity trustees and school governors.
- We host fundraising activities or collections to raise money for charity appeals.
- We promote charity appeals and fundraising campaigns across our social media platforms in the weeks before an event.





“We want to create a culture where each team member can become the best version of themselves; where each client feels loved and respected and the community around us feels nourished.”

Skills and Employability

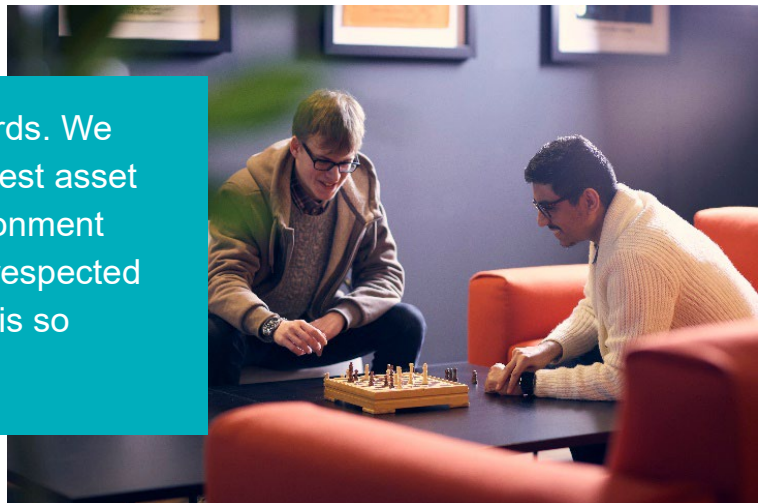
As a dynamic and constantly developing team, we are always keen to hear from individuals interested in pursuing a career in accounting. We believe that our employees are our greatest asset and we have designed training programmes to ensure that trainees are given every opportunity to realise their full potential.

We recruit up to 35 trainees across the firm each year, to study a range of accounting, tax, corporate finance, and audit qualifications.

As well as in-house training opportunities we are keen to promote accounting as a career to school, college, and university students. We attend careers fairs annually across the UK to provide employability and career advice to students considering a career in the accounting industry.

We also provide mentors to take part in the Institute of Chartered Accountants in England and Wales (ICAEW) Base competition which is a National Business and Accounting competition for students aged 16 - 19. It is a unique and exciting experience where students can engage in a business challenge that enables them to develop key employability skills and understand what it's like to be a Chartered Accountant.

“We set ourselves high standards. We know that people are our greatest asset which is why creating an environment where everyone feels valued, respected and able to fulfil their potential is so important to us.”



Our award-winning training partners work closely with the Employer Skills Group organised by the Greater Manchester Centre for Voluntary Organisation with support from GM Futures, a partnership with Greater Manchester Chamber of Commerce. Our contributions ensure that voluntary, community and social enterprise (VCSE) organisations across Greater Manchester have better access to skills and training opportunities that are relevant to their employees.

Skills and Employability Continued

Investors In People

We are an Investors In People (IIP) accredited firm. The international people management standard defines what it takes to lead, support, and manage people well for sustainable results. We are proud to be recognised for our exceptional people management standards and this accreditation reflects our commitment to empowering employees, enabling them to improve their work and access the knowledge they need.



Our team operates under policies aligned with their roles, supporting effective decision-making and sharing expertise to achieve successful outcomes. Clear job descriptions and decision-making authority ensure efficiency and accountability.

We foster an environment of continuous learning and development, encouraging staff to reach their full potential and explore new approaches. Our open culture promotes the sharing of knowledge and innovation.

Greater Manchester Good Employment Charter

We are proud Supporters of The Greater Manchester Good Employment Charter, which is a voluntary membership and assessment initiative designed to improve employment standards for all employers in Greater Manchester, regardless of their size, sector, or location.



Our membership shows that we support the aim of the Charter and have made a commitment to improving practice in all characteristics of good employment.

We have a great partnership with the University Centre at Blackburn College which has allowed us to highlight training and job opportunities to students before they finish their degree course. Students have taken part in guided tours, workshops, and careers discussions at our Blackburn office.

Throughout the year staff attend careers fairs and recruitment events at various schools, academies and colleges to offer advice and information about opportunities within the firm. In the last 12 months our staff have attended events such as both the Placement and Graduate Recruitment Fairs at Manchester Metropolitan University, The Accounting Society Rise to the Top 'Hustle' event with University of Manchester, Accounting and Speed Networking with Lancaster University, Accounting and Finance Day at Salford Business School to name a few.

Each year one of our Auditor and Accountant trainees attends the Tauheedul Islam Girl's High School 'Aspire and Inspire' careers event to share the possible career paths available to students. As alumni of TIGHS, this is a great opportunity for our trainee to share her experience.

We offer placements to students over the summer months as part of their school requirement to spend one week in work experience. We also offer undergraduate/college students 12-month placements to support their studies and to gain work experience in a professional practice. In 2024 we welcomed 28 summer placements to support on service charge work across each of office. We also take on 5-10 applications for a 1-week work experience placement across our audit teams.

We are keen to offer experience and working opportunities to young residents of organisations we work with. We recently welcomed an AAT Trainee to our London office who is a resident of our client, The Hyde Group. The trainee has been working with us for over a year.

Skills and Employability Continued

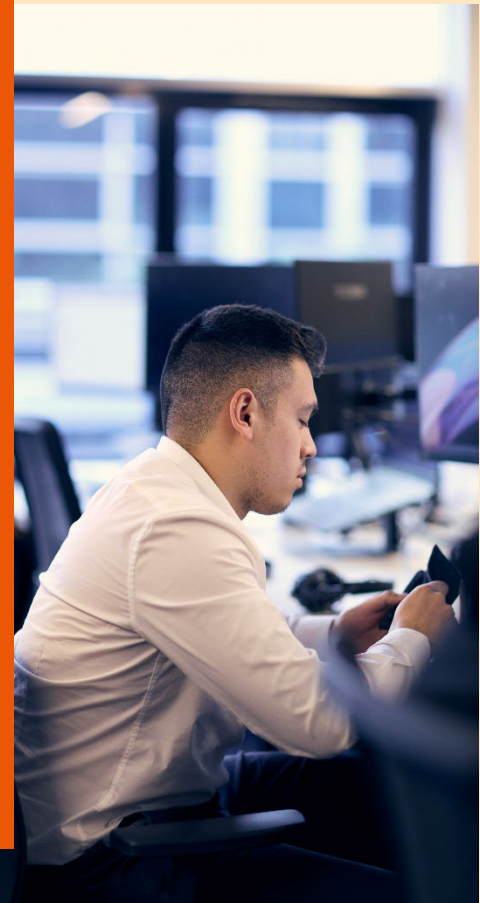
Entrepreneur Support

We are passionate about helping budding entrepreneurs achieve bigger and better things.

- We are an accredited member of ICAEW Business Advice Service to help start-ups, entrepreneurs, and SMEs access advice for their business needs.
- We are registered with ICAEW as a Business Finance Adviser which is a collaboration between the UK Government and other accountancy bodies to encourage entrepreneurship across the UK and ensure businesses have access to qualified professional advisors.
- We are proud to be part of the management Knowledge Transfer Partnership (mKTP) with The University of Manchester Alliance Manchester Business School which to embrace digital innovation in auditing, highlighting the benefits of knowledge-sharing.

Our offer to improve skills, employability and entrepreneurship:

- We provide careers and employability support up to 20 people each year by undertaking CV or application form reviews and mock interviews.
- We attend school and college career fairs throughout the year to promote employability and provide careers advice.
- We provide 1-6 week work experience placements for school, college and university students. We welcome repeat placements if students want to return, and we are proud to say that some of our placement students are now part of the team studying for a formal accountancy qualification.
- We offer a free consultation to any start-up business.
- We review and prepare business plans, advise on finance for start-ups and provide advice on investment and other funding options.
- We attend and present at employability events to promote careers and training opportunities available in the accountancy sector and the trainer opportunities we can provide.



Equality and Diversity

The firm supports the principle of Equality and Diversity in employment wholeheartedly and opposes all forms of unlawful or unfair discrimination on the grounds of age, disability, sex, gender reassignment, sexual orientation, pregnancy and maternity, race, religion or belief and marriage and civil partnerships.

We believe that it is in the firm's best interests and those of all who work in it, to ensure that the human resources, talents and skills available throughout the community are considered when employment opportunities arise.

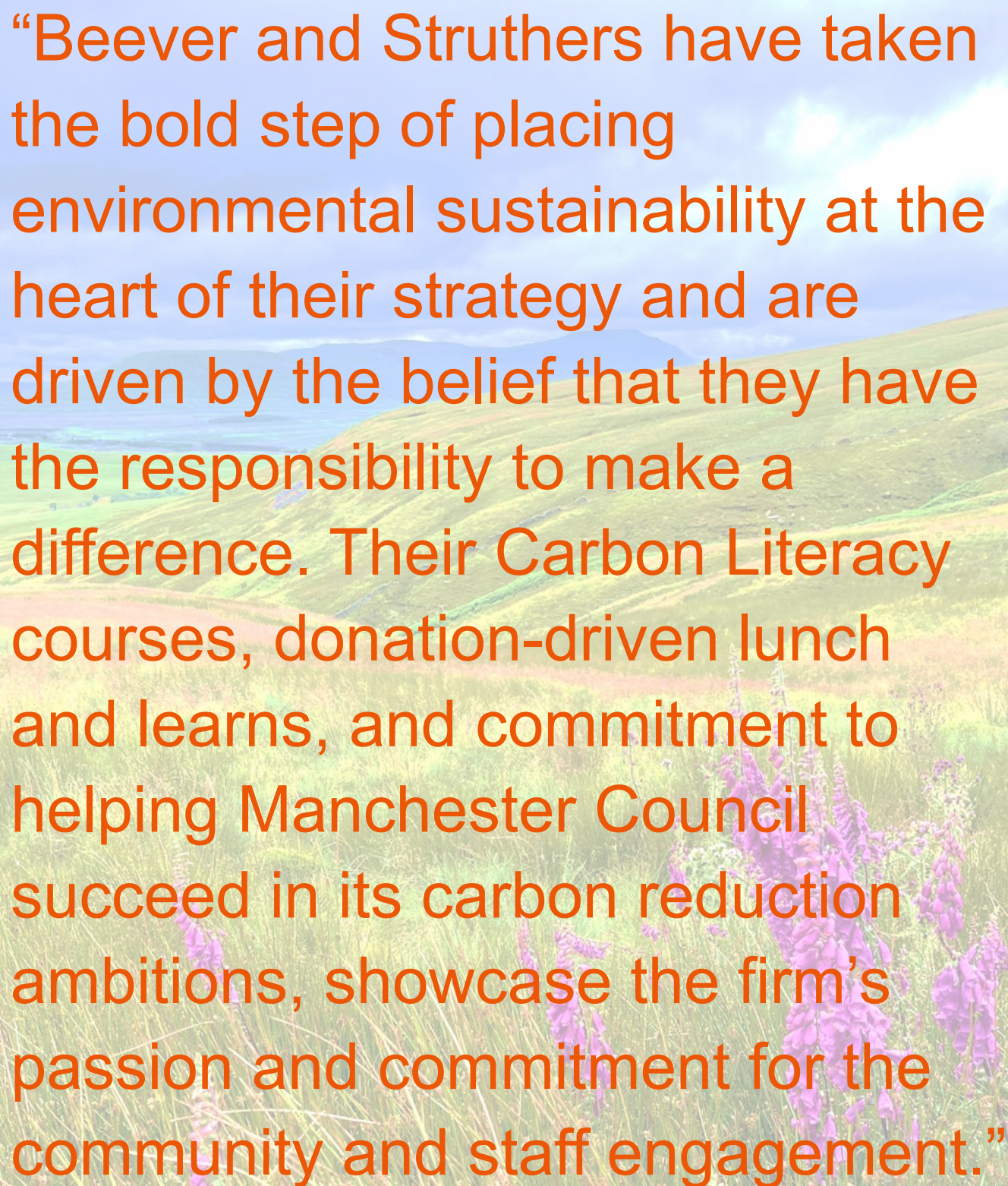
To this end we are committed, wherever practicable and consistent with our statutory and professional obligations, to achieving and maintaining a workforce which broadly reflects the composition of the adult population of Greater Manchester. We encourage and support the recruitment, retention and career development of people from as wide a range as possible of ethnic, cultural and social backgrounds.

We will continue to take every possible step to ensure that individuals are treated equally and fairly and that decisions on recruitment, selection, training, promotion and career management are based solely on individual merits and abilities, appropriate to the job.

To ensure the firm is committed to achieving and maintaining equality and diversity we:

- Monitor the application and effects of this policy through our recruitment process to ensure that our opportunity and promotion procedures attract a mix of applicants, which broadly reflects the clients and geographic areas we serve. Where historic imbalances have been identified, remedial action has been taken to positively redress the balance in this area.
- Review and if necessary, improve existing procedures for recruitment, selection, promotion and training.
- Review our Equality and Diversity Statement on a regular basis.
- Research and review current legislation, regulatory guidance and codes of practice to address key areas on which Beaver and Struthers should focus to ensure quality outcomes for equality and diversity issues.
- Advise on and coordinate the production, distribution and follow up of good practice guidance to all staff.
- Review current practices and address any areas of weakness in our procedures in relation to current legislative, regulatory and associated good practice frameworks.
- Research and recommend positive action initiatives, so that we can work towards building a diverse workforce.
- Ensure new procedures reflect the organisational aims and objectives of developing a culture of equality.
- Work with local schools to encourage ethnic minorities, individuals from the local community and other disadvantaged groups to pursue careers through accountancy.

As part of our commitment to promoting a diverse and inclusive workforce, we have hosted webinars on the topic of equality, diversity, and inclusivity, most recently with pro-manchester where we discussed the practical implementation of improving diversity, equality and inclusion in the organisation's culture and strategy. We acknowledge and celebrate each of our employees culture and encourage learning and conversations between colleagues.



“Beever and Struthers have taken the bold step of placing environmental sustainability at the heart of their strategy and are driven by the belief that they have the responsibility to make a difference. Their Carbon Literacy courses, donation-driven lunch and learns, and commitment to helping Manchester Council succeed in its carbon reduction ambitions, showcase the firm’s passion and commitment for the community and staff engagement.”

Founder and CEO,
Planet Mark

Environmental Policy

Beever and Struthers is committed to becoming a truly sustainable business and to minimising any adverse effects our activities may have on both the local and wider environment. This means having the ability to continue providing our clients with high quality services in ways that enhance the environment.

We aim to:

- Reduce emissions to a level at which adverse impacts on the environment are minimised.
- Take resources from the environment at a level that is in balance with the expected rate of regeneration.
- Do all we can to comply with and, where possible, exceed statutory obligations.
- Conserve and protect the environment and, wherever possible, improve it through the services we provide.
- Operate in a socially responsible manner.
- Be fully prepared to cope with any operational emergencies that might affect the environment; and
- Lead by example in sustainable best practice within our region.

As a firm with its HQ in Manchester, we are a key supporter of the Greater Manchester Climate Change (GMCC) programme and are committed to tackling the global climate emergency. As a city a commitment has been made to reduce CO2 by at least 50% during 2020-2025 with that reducing to zero by 2038 at the very latest!



Planet Mark

The Planet Mark Business Certification is an internationally recognised sustainability certification for businesses acknowledging continuous progress, encouraging action and building an empowered and informed community of like-minded individuals.

Beever and Struthers has also achieved the Planet Mark certification by reporting a reduction in our carbon footprint, engaging our stakeholders and increasing our social value. In the past year we have reduced our carbon footprint by 0.6% and contributed over £1,310,725 in social value (measured in TOMs).

Through this certification, we are committed to strengthening our Environmental, Social and Governance (ESG) strategy and contribute to the United Nations Sustainable Development Goals also known as the Global Goals. By measuring and reducing our carbon footprint, we directly and measurably contribute to up to 9 SDGs.

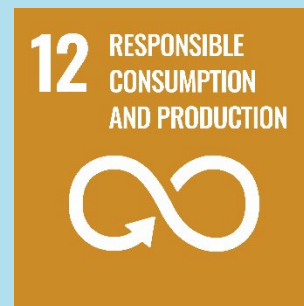
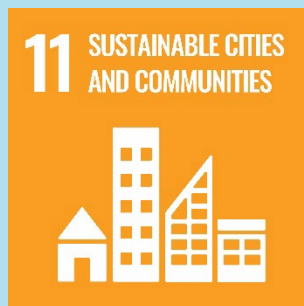
An aerial photograph of a vast, rolling landscape. The foreground is dominated by a dense forest of trees with autumn-colored foliage, reflected in a calm river. The middle ground shows a mix of green fields and forested areas, with a winding road visible. The background features more distant, hazy hills under a soft, overcast sky. The overall tone is warm and natural.

We are
quantifying our
contribution
to society

Our Environment Impact



Our 9 Sustainable Development Goals (SDGs)



Environmental Policy Continued



Groundwork Sustainable Business Membership

We are also proud to be part of The Groundwork Sustainable Business Membership, which helps organisations to champion sustainable business in the North West of England. The scheme enables our business to enhance and improve environmental performance.

Zellar

We are proud to have been awarded the 'First 50' badge by Zellar for becoming one of the first 50 businesses in Manchester to commit to a sustainability journey. Zellar is a platform which helps businesses take climate action by providing the tools and guidance to go green and save money while tracking their progress and sustainability journey. They provide personal plans to suit the organisation in order to achieve the best results.



Cycle to Work Scheme

As a firm our carbon footprint is very important to us and as part of our commitment to becoming a sustainable business, we have champions in each of our office locations.

We run a cycle to work scheme which is available to all staff and our offices are all environmentally smart and accessible to various public transport links encouraging our colleagues and clients to travel by public transport.



Environmental Policy Continued

Our offer to improve environmental sustainability:

- Using technology to enable virtual meetings where appropriate.
- Choose environmentally efficient travel options e.g. car sharing whenever possible.
- Donate/recycle redundant office furniture and electrical equipment.
- Reduce waste by recycling reusable materials throughout our offices.
- Where possible we try to source local suppliers for our business needs, in order to support the local economy in providing meaningful employment opportunities.

To achieve our aims we will:

- Apply strict quality controls in all we do.
- Seek to design, operate and maintain our offices to the highest practical standards in order to meet our environmental objectives.
- Continuously improve our environmental working practices; and
- Involve stakeholders in our environmental planning, liaising with local groups and individuals where changes to working practices or our office environment may affect them.
- To reduce our carbon footprint annually by 5% towards achieving and maintaining Planet Mark accreditation.

Our Values

We set ourselves high standards. We know that people are our greatest asset which is why creating an environment where everyone feels valued, respected, and able to fulfil their potential is so important to us. We nurture talent, celebrate our differences, promote continuous improvement, and thrive on team spirit.

Our culture is always evolving but some key elements have remained constant throughout our history – aiming for high standards, doing the right thing, and supporting each other. We pride ourselves on having an inclusive and collaborative culture. We care about diversity, equality, inclusion and physical and mental health and wellbeing.

We believe our firm has a responsibility to bring about positive change and support social value. We look at ways to minimise our environmental impact. We give back to our clients and the communities where we operate to help shape a sustainable future for generations to come. We have goals and the self-belief and determination to achieve them.

We have been meeting the needs of individuals and businesses in Manchester, Birmingham, and London for many years. Our roots and our Head Office are in Manchester, and we are proud to support and help drive Manchester's growing economy, and national and international profile.

Be authentic and show our character as individuals and as a firm.

This means we:

- Act with integrity, respecting others, working together to achieve better.
- Put our colleagues and clients at the heart of all we do.
- Are proud of what we do, yet always look to improve.
- Are innovative, embrace change and learn from experience.
- Consider our local communities and the wider environment in all our decision making.



Get in touch

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Manchester Birmingham London

INVESTORS IN PEOPLE
We invest in people Standard

HLB
WE ARE AN INDEPENDENT MEMBER OF
THE GLOBAL ADVISORY
AND ACCOUNTING NETWORK

Pareto
ALL MATTERS FINANCIAL

BEEVER
AND
STRUTHERS