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COMMUNITY



“Be the change you want to see in the world.”

THOUGHT LEADERS

As consultants, we see compliance not just as paperwork, but as a vital asset. We are thought leaders, leveraging our experience to help clients surpass goals, integrating into their teams and operations as our own.

CONTINUOUS LEARNING & INNOVATION

As thought leaders, we embrace our dynamic industry by staying open to new opportunities and championing innovation. Through continuous learning, collaboration, internal skill-sharing, and supporting personal development, we've created a psychologically safe space for experimentation and learning from failure.

WE'RE DEPENDABLE

We enjoy collaborating with our clients, assisting with key projects and bridging knowledge gaps. After delivering, we prioritise transferring skills so they can operate independently. Our ethos values empowering clients, avoiding prolonged consultant presence.

WE DO THINGS RIGHT

While it may seem obvious, it's ingrained in our approach. If we anticipate not meeting expectations or project timelines, we communicate this upfront. We don't rely on wishful thinking.

WE DO THE RIGHT THING

We prioritise doing the right thing over mere correctness, with profit not our sole motivator. This may lead us to decline work in certain sectors, countries, or with organisations not aligned with our values. We foster a culture of asking 'what is the right thing to do?', promoting creativity and collaboration in problem-solving.

WE'RE AN ETHICAL EMPLOYER

We offer typical benefits of a good employer, but our support isn't limited. When needed, we prioritise our team's well-being and ask, 'What's the right thing to do?' A strong team is our top priority, serving as a significant advantage for our clients. Additionally, a diverse team enhances risk awareness and management beyond traditional methods.

WE FOCUS ON COMMUNITY ENGAGEMENT AND SOCIAL IMPACT

We're dedicated to local communities beyond client work. Our consultants actively support causes they care about, finding purpose beyond their jobs. This engagement benefits communities, provides insights, and builds relationships, enhancing our reputation and fostering inclusivity.

WE VALUE DIVERSITY

Our inclusivity fosters innovation, creativity, and better decision-making, reflecting varied perspectives, enhancing adaptability, and strengthening employee engagement

- WORK/LIFE BALANCE
- TRAINING INVESTMENT
- 4 SICKNESS DAYS TAKEN IN 2023
- LIVING WAGE EMPLOYER
- GRADUATE SCHEME
- FLEXIBLE WORKING HOURS
- DIVERSE AND INCLUSIVE LEADERSHIP
- IN-HOUSE MENTAL HEALTH FIRST AIDER
- TRAINING (AVG. 99 HOURS PER PERSON)
- GIVING BACK - SUPPORTING LOCAL CHARITIES
- EQUAL OPPORTUNITIES EMPLOYER
- ARMED FORCES COVENANT
- FINANCIAL MANAGEMENT ADVICE
- ABOVE AVERAGE ANNUAL LEAVE BENEFIT
- MENTAL HEALTH SUPPORT SCHEME
- LGBTQIA+ REPRESENTATION
- WORK EXPERIENCE
- FREE GP SCHEME

OUR PEOPLE



AMY Joining Risk Evolves has offered some incredible benefits for career development and personal growth. I am continually challenged and encouraged in my creative thinking. My self and colleagues enjoy a collaborative and supportive culture, encouraging teamwork and knowledge sharing. The positive impact of working at Risk Evolves is apparent in the personal success stories of fellow staff members, many who have advanced rapidly in their careers.



DEBBIE Who would have thought that a chance encounter with an ex-colleague would lead to nearly 9 years as part of Team Risk. Being part of Team Risk means no two days are the same, but what do you expect when we are so diverse. Coming from backgrounds in catering, ice hockey coaching, army veterans, owner of a cleaning company, graduate, project manager, and a Mum returning to work. Such diversity brings a wealth of knowledge, opinions, viewpoints and importantly great humour.



Everyone brings joy to this office. Some when they enter, others when they leave.



KIRREN Returning to the world of work after being a stay-at-home mum was a daunting prospect, however joining the team at Risk Evolves has been a welcome change and the team has embraced me with open arms, which has made the transition relatively pain-free! Being people-centric, the flexible working means exactly that, and the understanding of family life has allowed me to ease myself back in successfully. Learning and development is actively encouraged, and we often remind each other there is 'no silly question'. Because of this, I feel like a valued and empowered member of the team.

Helen Barge, Managing Director



Time has raced by over the last 12 months as we celebrated our second year as a fully fledged BCorp.

As with all organisations, we continue to evolve and grow as a business. We've welcomed new members to the team who have embraced the Risk Evolves ethos, and others leave to step into the next phase of

their career journey. For our leavers, we know that they have left a remarkable legacy for the business and that their contribution has allowed the business to flourish.

The Service Leaver Mentoring programme that has been developed and launched in 2022 by the team continues to grow in strength and depth, and we received the silver award as part of the Armed Forces Covenant Employer Recognition Scheme. As a team, we're keen to promote the simplicity of this programme – providing a week of work experience to an Armed Forces leaver –

to more organisations and were delighted with the media promotion prior to Remembrance Sunday. The programme, other than time, costs absolutely nothing to the business but has demonstrated huge benefits to all involved. This year, we plan to continue the promotion of the scheme and to encourage others to join us.

As we look forward to 2024 / 2025, we know that the next 12 months will once again hold many new opportunities and no doubt a few challenges. In a world where the geopolitical climate continues to be increasingly complex, with 50 countries electing new leaders, with greater focus on supply chains, ongoing economic challenges, a plethora of new regulations in Europe and exciting technology developments our role as Risk Managers continues to be crucial for our clients.

We're told that 'Change is the only constant in life'. For team Risk Evolves, it's important that we continue to 'be the change that we want to see'. This year's report highlights the progress that we continue to make as...

“we strive to be a force for good”

JOURNEY TO BECOMING B CORP



We chose to become a B Corp because we believe in the power of business to drive positive change in the world.



112 hours of education, training and CPD per person

Our journey to B Corp certification began two years prior, sparked by our organisational growth and a deepening commitment to integrating sustainable practices into our operations.



Being a B Corp is a state of mind in motion





WHAT'S NEXT?

IN 2024, we are due to undergo the re-submission and renewal process. Key to this submission is our commitment to enhancing our governance practices. Our primary focus will be on expanding our Carbon Neutrality initiatives, aiming to surpass mere carbon emission offsetting by implementing measures to reduce emissions at the source. This includes optimising energy efficiency within our operations and promoting sustainable transportation options for our employees. Additionally, we will prioritise Shareholder Engagement and Accountability, fostering open and constructive dialogue with both internal and external stakeholders to address their concerns and priorities. We are dedicated to ensuring that everyone feels heard and valued, regardless of their role.

Furthermore, our attention in 2024 will extend to enhancing our Workers initiatives. We plan to invest in Leadership Development programmes to cultivate the next generation of leaders within our organisation and provide mentoring opportunities for high-potential employees. Additionally, we will focus on promoting knowledge sharing and collaboration among teams and offering clear career advancement pathways with mentoring and coaching programmes.

Regarding our customers, we are committed to providing an Enhanced Customer Experience by maintaining our feedback-driven improvements across all touch-points and fostering long-term relationships through Customer Retention and Loyalty initiatives. This involves implementing personalised communication strategies and empowering our team to proactively manage customer accounts.

OUR TARGET FOR RE-CERTIFICATION IS **130 OR ABOVE**

PLANET

TOTAL EMISSIONS FOR 2023
17.30t

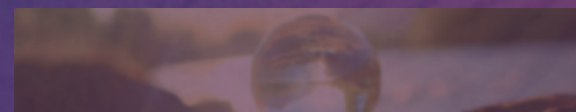
TOTAL OPERATIONAL EMISSIONS
28%

72%
TOTAL TRAVELLING EMISSIONS



EMISSIONS PER FTE
1.73t

TOTAL OFFSET EMISSIONS FOR 2023
20t



PEOPLE

990 HRS
FORMAL TRAINING

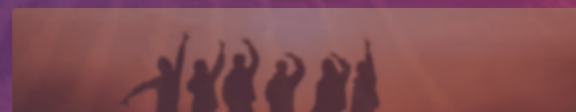
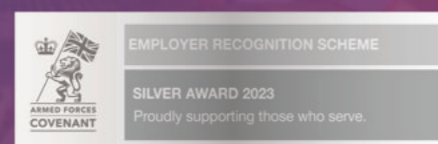
AVG. OF
99 HRS
PER PERSON



0
ACCIDENTS

12 DAYS
HEALTH & SAFETY TRAINING ON AVG.

<1%
SICKNESS ABSENCE RATE



GOVERNANCE



66%
OF SLT IDENTIFY AS FEMALE

73%
OF ESG GOALS SET IN 2023 WERE ACHIEVED



“Making Compliance Simple”



IN 2023 WE SET OUT TO:

- Maintain our ISO Certificates
- Adopt the NEW ISO 27001:2022 information security standard and associated best practices
- Continue to offset our carbon emissions through verified schemes

IN 2023 WE:

- Maintained all of our certifications and gained some new ones
- Successfully adopted the new ISO 27001 information security standard
- We have offset our emissions

IN 2024 WE WILL FOCUS ON:

Expanding Carbon Neutrality Initiatives: Going beyond carbon emission offsetting by implementing measures to reduce emissions at the source. Our focus areas will be optimising energy efficiency within operations, and promoting sustainable transportation options for employees

Shareholder Engagement and Accountability: As our team expands, we aim to nurture open and constructive dialogue with both internal and external stakeholders. Our goal is to address their concerns and priorities, ensuring that everyone feels heard and valued, regardless of their role

Supply Chain Governance: Continue collaborating with our supply chain partners, supporting them in adopting best practices and enhancing their social responsibility initiatives. We strive to foster a culture of mutual support and improvement throughout our supply chain network

GOVERNANCE

PROGRESS

OUR GOVERNANCE FRAMEWORK

We recognise that strong governance forms the bedrock of our operations, guiding our decisions and actions toward ethical, responsible and sustainable outcomes. We live this belief on a daily basis by encompassing a range of practices that uphold transparency, accountability and integrity throughout the organisation.



RISK MANAGEMENT

PEOPLE FOCUSED

BUYING LOCAL

PSYCHOLOGICAL SAFE SPACE

TRAINING & EDUCATION

BUSINESS CONTINUITY PLANNING

SUPPORTING FELLOW B CORPS

ETHICAL SOURCING IN OUR SUPPLY CHAIN

GDPR COMPLIANCE

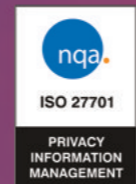
DIVERSITY, EQUITY & INCLUSION

YOU EMPOWERMENT

THREAT MONITORING

OFFSET CO2 EMISSIONS

WORKING WITH TRUSTED PARTNERS





RISK EVOLVES WAS FEATURED ON THE COUTTS WINDOW

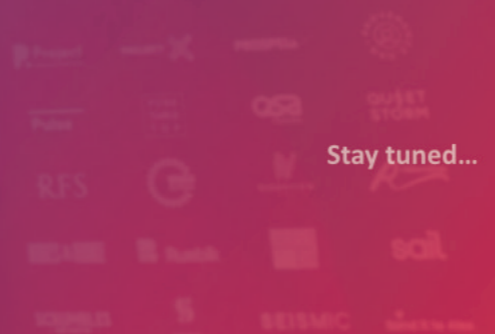


Recognised Living Wage Employer

B Corp - Best in the World: Workers
Armed Forces ERS: Bronze
Service Excellence Award: Company of the Year
EcoVadis: Gold

IIRSM Risk Excellence
EcoVadis: Gold
Armed Forces ERS: Silver
NCSC Cyber Assured Provider

2021
2022
2023
2024



IN 2023 WE SET OUT TO:

- Maintain a diverse, inclusive, and representative workforce
- Support and facilitate a healthy work-life balance for our employees
- Expand our staff benefit package
- Engage our employees to share their interests, passions or initiatives and propose opportunities for us to support them
- Continue to work with staff in ensuring they are pursuing a career path and education that is aligned to their own ambitions and goals

IN 2023 WE:

- Expanded our workforce, while remaining diverse, inclusive and representative
- Held awareness sessions to educate employees on our diverse perks, leading to boosted utilisation of flexible work hours
- Expanded the diversity of our benefit package to include access to legal and financial advice
- Engaged our employees to share their interests and ensured that time is made available to pursue them beyond work
- Formalised our career path planning and adopted a more structured approach to training and development

WORKERS PROGRESS

IN 2024 WE WILL FOCUS ON:

Leadership Development: Invest in leadership development programs to cultivate the next generation of leaders within our organisation and enhance their leadership capabilities

Knowledge Sharing and Collaboration: Promote knowledge sharing and collaboration among teams by facilitating cross-pollination of skills

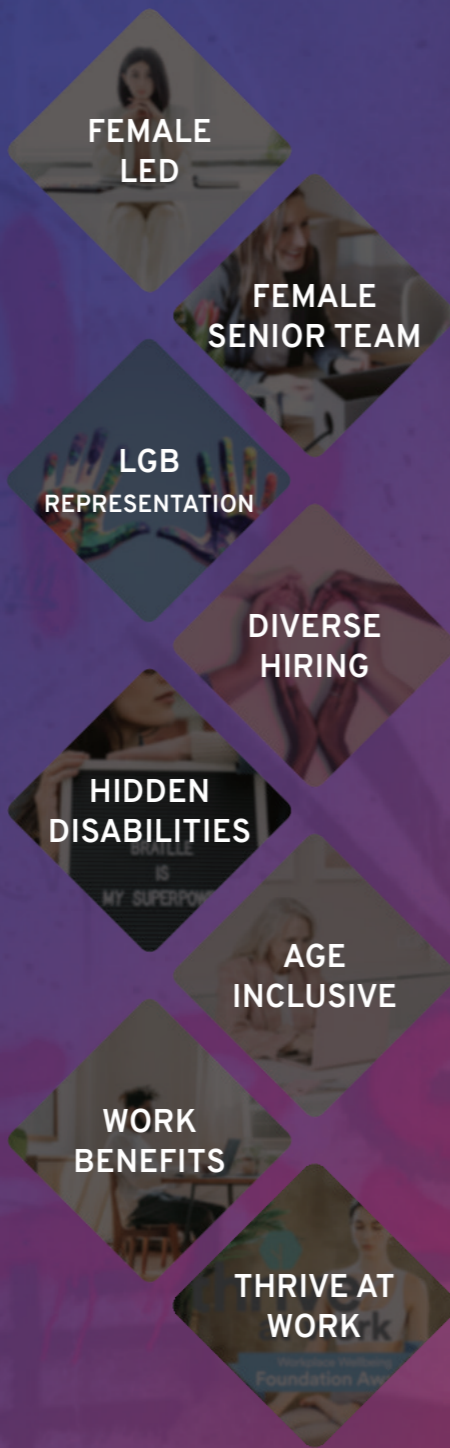
Career Paths and Development: Building on the foundations set in 2023, we will provide a clear pathway for career advancement, by offering mentoring and coaching programs

INCLUSIVE AND DIVERSE WORK ENVIRONMENT

As a female-led organisation, we are committed to promoting gender equality and diversity in all aspects of our business. We understand the unique challenges that women face in male-dominated industries, and we are dedicated to creating a supportive and inclusive workplace culture that empowers women to succeed. We believe that a diverse workforce and inclusive workplace culture are essential for achieving our business goals and delivering the best possible outcomes for our clients. We are dedicated to providing equal opportunities and a supportive work environment for all our employees, regardless of gender, race, ethnicity, or any other characteristic. We recognise the value of different perspectives and experiences, and we strive to create a workplace where everyone feels valued, respected, and empowered to contribute their best work.

KEY OUTCOMES

Risk Evolves aspired to showcase its dedication to employee welfare, influencing other organisations to follow suit. Our key outcome was a happy, healthy workforce and new initiatives to understand, meet, and improve employee health and wellbeing needs wherever possible.



THRIVE AT WORK BRONZE FOUNDATION AWARD

The Thrive at Work Health and Wellbeing Awards set the West Midlands standard for workplace health and wellbeing, acting as a quality mark. The program was funded by Coventry County Council who guide organisations of five or more to first achieve the Foundation Level, and then unlock the opportunity to progress to Bronze, Silver, and Gold Levels.

Risk Evolves registered for Thrive at Work to reinforce its commitment in prioritising the health and wellbeing of its team. Risk Evolves has always approached its people from the perspective that "a happy team is a productive team".

CERTIFICATION - DID WE ACHIEVE OUR GOALS?

Upon achieving the Foundation Level accreditation in December 2023, Risk Evolves emphasised the significance of understanding its employees and their wellbeing needs. Anonymous surveys unveiled challenges and ideas, sparking positive changes in HR policies, increased Mental Health First Aiders, enhanced team communication on health challenges and expanded our employee benefits.

We have also started new team bonding initiatives like the Conqueror Challenges that allow us to work together on something that is fun and also good for our health. These are no pressure, and non-mandatory, but still count as a whole-team-effort when we complete a challenge. We believe that if one person is taking part in a Park Run, there is another who is working hard for a client to allow this to happen – We are all doing our bit!

While proud of the accomplishments at the Foundation Level, We at Risk Evolves acknowledge this as a starting point and we value the learning experience. We are committed to continuing the Thrive journey and are excited for the future.

HEALTH & SAFETY

The very nature of our service is to help implement management systems. We must ask our consultants to travel to clients all over the country, solo, and visit sites that may not have their own Health & Safety systems in place. This is why Health & Safety is taken seriously at Risk Evolves. Our consultants must have the confidence to visit client sites unaccompanied in the knowledge that they have the right tools to enter the potential unknown. It is paramount that our team have sufficient, current, and regular training and know they have immediate support just a phone call away. We have also been involved in the creation of a new iRSM Health & Safety Management initiative to great success. This year we introduced Health & Safety Bitesize. We found that long presentations on Health & Safety can be daunting for some, and interest can be difficult to maintain. Bitesize as the name suggests is more of a 'little and lots' approach to Health & Safety training. This avoids the burnout of non-Health & Safety focused audiences and ensures information is taken in. We look forward to the teams feedback!

TRAINING & DEVELOPMENT

12 DAYS HEALTH & SAFETY TRAINING ON AVG.	0 ACCIDENTS
<1% SICKNESS ABSENCE RATE	NEW BUILDING EVACUATION RECORD

240 HRS
CPD ACROSS THE TEAM WITH AVG. OF **24 HRS** PER PERSON

990 HRS
FORMAL SKILLS DEVELOPMENT & TRAINING ACROSS THE TEAM WITH AVG. OF **99 HRS** PER PERSON

Driven by a wealth of diverse expertise and passions, our team breathes life into our in-house mentoring programs. We offer a range of mentoring styles, from structured approaches to informal guidance, with the goal of supporting both junior members and facilitating peer-to-peer connections among colleagues at similar levels of responsibility.

Our mentors bring a broad spectrum of skills and insights, encompassing professional expertise, life experience, soft skills, and cross-industry knowledge. This empowers our teams to cultivate a comprehensive understanding of the organisation, professionalism, and personal growth.

NEW STARTERS
SPENT TIME SHADOWING DIFFERENT DEPARTMENTS

10%
INCREASE IN TRAINING HOURS PER PERSON OVERALL

We prioritise a holistic work culture defined by open communication, collaboration, and mutual respect. Flexible work arrangements and a strong commitment to health and safety highlight our dedication to employee well-being. Through fostering inclusivity and engagement, our goal is to create a sense of belonging that fuels success for both our team and clients.



CONQUEROR CHALLENGES

At Risk Evolves, we are always eager to find opportunities for our team to connect socially beyond project work. One initiative we have started actively participating in is 'the Conqueror Challenges'.

The Conqueror Challenges offer a virtual running route that individuals can contribute to. Whether it's walking, running, cycling, doing household chores, climbing stairs, or engaging in any other physical activity, each step moves us closer to completing the virtual course. These routes are inspired by real challenges like 'Walking Route 66' or fictional journeys like 'The Journey to Mordor'.

One of the fantastic aspects of the Conqueror Challenges is their focus on environmental sustainability. At significant milestones along the virtual routes, participants receive tangible environmental rewards. The challenge host supports environmental initiatives such as tree planting and activities to prevent plastic pollution in oceans. These efforts are verified in collaboration with third-party partners Veritree and PlasticBank.

Our goal is to promote healthy living and foster team spirit while acknowledging our collective achievements. Collaborating to reach milestones and unlock environmental rewards strengthens bonds, improves communication, and nurtures a culture of encouragement and support within our organisation. Additionally, it raises awareness about biodiversity conservation, reducing carbon footprints, and preventing marine pollution, leaving a meaningful legacy of positive change.



IN 2023 WE SET OUT TO:

- Continuously engage with our valued clients through proactive communication channels and feedback mechanisms to gather insights and suggestions for enhancing the quality and effectiveness of our services
- Sustain and broaden our client portfolio by actively seeking opportunities to establish and nurture relationships with key partners
- Continue to uphold our values by maintaining our stance on entering into partnerships or engagements with entities or operating within specific industries that do not align with our ethical standards
- Foster transparent and mutually beneficial relationships with our clients by establishing clear and equitable expectations

IN 2023 WE:

- Actively engaged with our valued clients through proactive communication channels and feedback mechanisms, gathering valuable insights to improve our services
- Sustained and expanded our client portfolio by meeting customer requirements, and demonstrating that Risk Evolves is more than just about delivering compliance
- Maintained our commitment to ethical values by consistently refraining from partnerships or engagements with entities in industries that do not align with our ethical standards
- Built transparent client relationships through clear expectations and open dialogue, fostering understanding and collaboration in our engagements

CUSTOMERS PROGRESS

IN 2024 WE WILL FOCUS ON:

Enhanced Customer Experience: Continue to improve the overall customer experience by implementing and maintaining our feedback-driven improvements across all touchpoints

Customer Retention and Loyalty: Building long-term customer relationships and fostering loyalty by implementing personalised communication strategies, empowering our team to proactively provide account management

Our clients are of utmost importance to us, and we take great pride in ensuring their requirements are met to the best of our ability. However, we understand that maintaining a clear understanding of the industries, organisations, and people we choose not to work with is just as crucial as meeting customer expectations. This is because we are committed to upholding our principles of Social Responsibilities in everything we do.

By being selective about whom we work with, we can avoid partnerships whose values may be incompatible with ours.

Every year, we work with an impartial market research agency to survey our clients and assess our performance. This is an essential component of our ISO 9001 quality management system and is also essential to comprehending our client experience. Good or bad, we look forward to the responses and feed it back to our teams as a way of motivating, as well as adopting new and better strategies of meeting our clients expectations.

The work they are doing with the ex-military especially as our work is for people in an underrepresented and neurodivergent group.

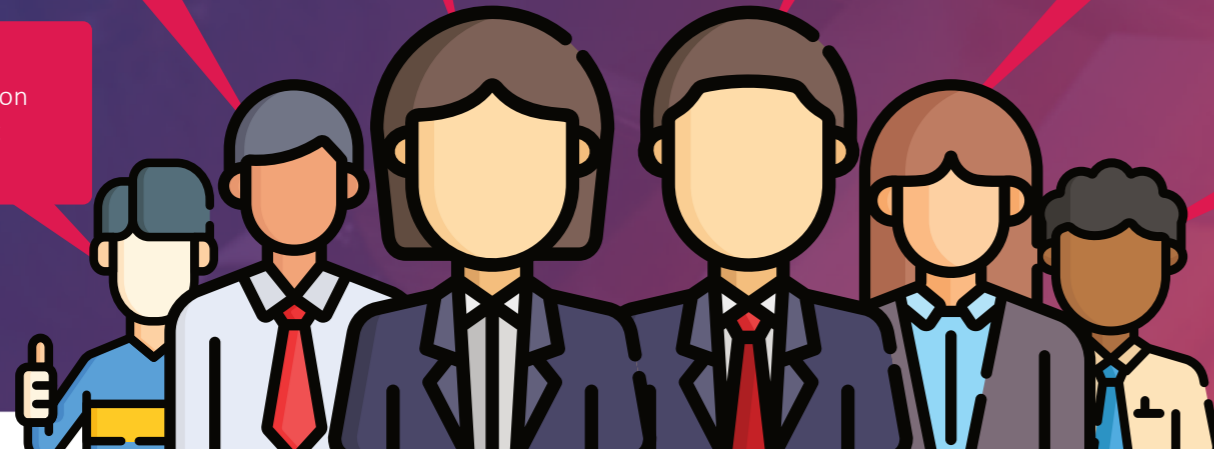
Taking the time to understand how our business operates and then tailoring their service offering to meet that need. Excellent.

I have always felt heard... and I know that if I'm stuck on something that all I have to do is send an email and someone will get back to me as soon as they can.

I've been delighted with the service, have been delighted with professionalism, over the last four or five years.

Risk Evolves are always really very orientated to their clients, they understand small businesses.

They have given us the confidence and appreciation that this isn't actually that difficult.



IN 2023 WE SET OUT TO:

- Maintain energy-saving practices, reducing usage through regular equipment and infrastructure maintenance
- Adopt car-pooling and prioritise public transport as we return to working onsite with more clients
- Continue to adopt a hybrid and flexi-working model
- Expand our webinar series to engage current and potential customers, offering valuable insights on SME sustainability initiatives

IN 2023 WE:

- Reduced our overall energy consumption from 2022 to 2023
- Continued to operate a hybrid and flexi-working model which reduced emissions from commuting
- Adopted car pooling, where possible. However a general increase for the requirement to be onsite with clients has pushed up our overall Business Travel Emissions in 2023
- Unfortunately, we had to take a break from holding our webinar series

ENVIRONMENTAL PROGRESS

IN 2024 WE WILL FOCUS ON:

Transportation Optimisation: Strengthen efforts to reduce commuting and travel emissions by encouraging car-pooling and prioritising public transportation. Utilise remote collaboration tools such as MS Teams to minimise the need for travel

Webinar Series Enhancement: Reinvigorate the webinar series and expand its focus to engage a wider audience

Environmental Stewardship: Invest and explore programs such as rewilding and reforestation projects with an interest in fostering a sense of ownership and community investment. This involves supporting programmes that teach and empower both the team and local community to actively participate in environmental stewardship campaigns

TOTAL EMISSIONS FOR 2023
17.30t

EMISSIONS PER FTE
1.73t

WORK FROM HOME
71%
OF TOTAL
OPERATIONAL
EMISSION



TOTAL OPERATIONAL EMISSIONS
28%

20t
OFFSET
VIA

- AVOIDANCE PROJECTS
- REPAIRING WATER BOREHOLES IN ERITREA
- SOLAR ELECTRICITY GENERATION IN INDONESIA
- PREVENTING DEFORESTATION IN DRC
- HIGH-EFFICIENCY COOK-STOVES IN TANZANIA

TOTAL TRAVELLING EMISSIONS
72%

GENERAL & RECYCLED WASTE EMISSIONS
5.6%

	2021	2022	2023
Emissions			
Scope 1	1.64	4.86	10.27
Scope 2	3.6	3.37	4.57
Scope 3	0.019	0.96	2.47
Total Emissions	5.27	9.19	17.30
Total tCO_{2e} per FTE	1.05	1.02	1.73

In 2023, our carbon emissions amounted to 17.3 tonnes of CO2 equivalent, with operational activities contributing 28% and travel-related emissions making up 72%.

This figure represented a notable increase from the 9.19 tonnes recorded in 2022 and the 5.27 tonnes in 2021.

The uptick in emissions can be primarily attributed to the expansion of our team and the subsequent increase in onsite client engagements as we transitioned through the post-pandemic recovery phase, which also led to the evolution of our operations and carbon footprint, prompting a re-evaluation of our sustainability strategies and a renewed commitment to mitigating environmental impact.

MD, Helen demonstrates her commitment to sustainability through her actions. Choosing an electric car and recycling actively, she sets an environmental example. Prioritising eco-friendly products, she emphasises the impact of small actions. In discussions, she inspires positive environmental stewardship.

Anna, our GDPR Jedi, and her partner embrace sustainability with homegrown herbs, veggies, and fruit. They collect rainwater and compost for their garden, minimising waste and food miles.

Muneebah lives sustainability daily. She separates waste, composts for her garden, uses eco-friendly cleaning products, and conserves water. She shops locally, avoiding excessive packaging and fast fashion for timeless pieces.

John's family is actively reducing their environmental impact. They segregate waste, use homemade cleaning products, and support local farmers. Through sustainable practices like batch cooking and home-growing essentials, they're setting a green example.

As a team committed to sustainability, we understand the power and impact of individual actions. Here is a snapshot into our unique choices as we unite to make a significant environmental difference together.

Our associates embrace sustainable practices to reduce environmental impact. They recycle, use energy-efficient measures, and choose eco-friendly options daily. Advocating sustainable transport and supporting local suppliers, they foster an environmentally conscious culture of collective action.

Debbie prioritises holistic sustainability, advocating for common actions like recycling, energy conservation, and using eco-friendly products. She also backs local businesses, reduces food miles, avoids single-use plastic, and embraces up-cycling.

Kirren's family prioritises recycling and opts for reusable bags. They choose wooden toys for their kids, promoting sustainability. Instead of gifts, they enjoy days out, creating lasting memories with loved ones.

Phill and his wife go green with solar panels and battery storage, reducing grid demand. They opt for walking over driving, promote sustainability with friends, buy local produce, and use reusable bottles and cups, even at festivals.



In our commitment to eco-friendly office practices, we have implemented various initiatives to reduce our environmental footprint. This includes upgrading lighting systems for energy efficiency, ensuring monitors are turned off when not in use, and adopting mindful water consumption practices such as boiling only what is necessary.

Embracing remote work for at least three days a week, not only reduces emissions from commuting but also promotes a flexible and sustainable work culture.

We opt for eco-friendly detergents for cleaning purposes and strive towards a paperless environment, with over 90% of our operations conducted digitally.

Additionally, we actively manage dark data to minimise unnecessary resource consumption and enhance efficiency in our operations. These collective efforts underscore our dedication to sustainability and environmental stewardship in the workplace.

As an organisation, we recognise that the need to address environmental issues is more pressing than ever, and we are committed to playing a proactive role in advocating for sustainable practices and raising awareness about the urgency of the climate crisis. In line with this commitment, we have prioritised environmental advocacy as a key aspect of our operations and have undertaken various initiatives to promote this cause.

In 2022, we began a series of webinars designed to provide practical guidance and support to companies looking to adopt environmental conscious frameworks like B Corp or Ecovadis, and to help them understand the benefits of doing so.

In 2023, we channelled our focus inward, and sought to educate and enable our team on sustainable practices that they can use at home or share within their local communities and families.

We understand that for many organisations, taking the first steps towards sustainability can be a daunting prospect, and that navigating the complex landscape of environmental management can be overwhelming. This is why we place a strong emphasis on providing practical guidance and support to help companies overcome these challenges. Our webinars are just one example of the many resources and tools we provide to help companies embark on their sustainability journey.

We firmly believe that businesses have a crucial role to play in addressing the challenges of climate change and building a more sustainable future. By promoting the adoption of environmental management systems and sharing best practices, we hope to inspire more companies to take action and join us in this critical effort.



IN 2023 WE SET OUT TO:

- Maintain community engagement via service leaver mentoring and partner event participation
- Achieve Gold under the Armed Forces Employer Recognition Scheme
- Proactively engage our suppliers to do more in the sphere of ESG
- Implement a systematic approach to assess our social value, impacts, and community engagement
- Provide each staff member with one paid volunteer day annually and invite proposals for extra days after review
- Establish formal KPIs and objectives for our leadership team to host free webinars in their specialist areas, contributing to community engagement

IN 2023 WE:

- Hosted 2 service leavers, both of whom left positive reviews of their experience and the process
- Achieved ERS Silver under the Armed Forces Employer Recognition Scheme
- Took the opportunity and time to volunteer within local initiatives
- Set formal social impacts objectives for our Senior Leadership Team

COMMUNITY PROGRESS

IN 2024 WE WILL FOCUS ON:

Achieving ERS Gold: Continuing to support service leavers through their journey of resettlement and increase and diversity the methods of support

Strengthening Local Community Partnerships: Embracing partnerships within the local community and encourage more businesses to get involved with the Risk Evolves veterans mentoring scheme

Offering Skills-Based Volunteering: Offer skills-based volunteering opportunities where employees can utilise their professional expertise to support local organisations and community projects

WE KEEP IT LOCAL

WE GIVE BACK THROUGH A NUMBER OF INITIATIVES AND PARTNERSHIPS

MD HELEN BARGE IS THE WEST MIDLANDS CYBER

CRIME REPRESENTATIVE FOR THE FEDERATION OF SMALL BUSINESSES

MEMBERS AS TRUSTEES AND REPRESENTATIVES

COMMITMENT TO PERSONAL CHARITIES & COMMUNITY CAUSES



The Armed Forces Covenant is the UK's commitment to those who serve or who have served in the armed forces, and their families. The pledge demonstrates an understanding that members of the armed forces community should be treated with fairness and respect in the communities, economy and society they served with their lives. The ERS is designed primarily to recognise private sector support to UK Defence Veterans.

The Ministry of Defence (MOD) in the UK offer two distinct pathways for businesses and communities to demonstrate their support for the armed forces veterans. The first involves signing the Armed Forces Covenant, while the second entails demonstrating actions taken to support the community, which is recognised by an award through the Employer Recognition Scheme (ERS).

In 2022, Risk Evolves signed the Armed Forces Covenant and achieved the ERS Bronze Award. In 2023, Risk Evolves then achieved the ERS Silver Award. Continuing to demonstrate its commitment, Risk Evolves also employed three veteran members of the armed forces community.

Alongside our 2022 achievements, we participated in an initiative supporting armed forces members in their transition to civilian life. By offering shadowing opportunities, we provided valuable experience, helping them identify transferable skills, gain industry exposure, and understand their continued value beyond the military.

In 2022, our organisation recruited its first armed forces veteran. Inspired by his experience of the transition process, he proposed we initiate an internal program, join the Defence Recognition Scheme and extend an invitation to ex-services personnel to participate in a week-long shadowing program with our team, where they can observe our day-to-day operations.

This programme empowers Service Leavers to apply their skills to live projects in new ways. Mentees engage in diverse tasks like client meetings, webinars, and partnering with organisations, boosting confidence and addressing imposter syndrome.

In 2023, Risk Evolves has been able to mentor 2 service leavers in addition to the 6 service leavers in 2022. While we do not proactively measure the impact of this program on its participants, we are always humbled and inspired by the feedback we receive.

Chloe was one of the mentees to visit us in 2023 This was some of her feedback:

“ I think spending a week like this at Risk Evolves is a valuable experience for anyone like myself going through resettlement and I would highly recommend it to any other service leavers looking to go into this field. It's definitely helped dispel some of the 'imposter syndrome' and given me more confidence in the skills/experience I have to offer when I join 'civvy street'.

Chloe, 2023



In the summer we were delighted to be able to sponsor local charity Molly Ollys with their 186 mile sponsored cycle ride from York Minster to our base location in Warwick. The charity was founded by mum and dad team, Rachel and Tim Ollerenshaw in memory of their daughter Molly. Molly lost her battle to cancer 10 years ago, however in the intervening time, Rachel, Tim and team have worked tirelessly to help children like her. They provide practical advice and guidance to those who are faced with every parents nightmare, a child suffering a life threatening illness. Their support ranges from books and toys to help children understand the process that they will be undergoing, to the granting of gifts for the child and recently the funding of paediatric nursing care.



Visit mollyollys.co.uk to find out more!



In 2022, Barri-Jon Graham joined our team following a devastating loss in 2021 when his daughter, Stevie, passed away unexpectedly. In response to their own heartbreak, Barri and his wife Naomi founded Stevie Stones, a charity dedicated to providing headstones for children's graves.

Stevie Stones strives to ease the financial burden on grieving parents by ensuring they have access to funding for a headstone, allowing them to honour their child's memory with dignity. Team Risk wholeheartedly supports Stevie Stones, raising awareness and funds through unique challenges during our webinars.



Visit steviestones.co.uk to find out more!



In 2023, Risk Evolves extended a donation to the Royal Regiment of the Fusiliers. It was through this considerably small contribution that we were introduced to the profound impact of small actions.

A donation as modest as £30 can yield substantial outcomes. Organisations like the Beacon in Catterick Garrison, dedicated to supporting veterans' sheltered housing needs, rely on such contributions to sustain their vital services.

£30 to the RRF would provide a Fusilier veteran with benefits such as, access to a room, cooking facilities, food, career advisors for a full week. Collectively, as donations accumulate, their impact grows exponentially, creating a larger and more significant effect

At Risk Evolves, we believe in the inherent power of small cumulative actions, understanding that when we come together, our combined efforts can create transformative change and make a meaningful difference in the lives of others.

INFORMATION SECURITY

As we navigate further into the digital age, the technological landscape continues to evolve. Our philosophy has always been to anticipate and lead the curve of cyber resilience in small businesses.

Among our strategies, in 2023, we began actively conducting threat intelligence analysis to address emerging risks – sharing knowledge with clients and partners.

The rapid expansion of Artificial Intelligence (AI) in 2023 is just one example of exhilarating yet potentially risky developments.

We incorporate emerging technologies responsibly, especially when considering Information Security and social impacts.

In 2023, we continued to boost our approach to information security, safeguarding data confidentiality, integrity, and availability.

DATA PRIVACY

At Risk Evolves, Data Privacy is integral to our ethos, reflecting our commitment to leading by example. We maintain robust policies, ensuring alignment with clients' expectations. Our GDPR team, made up of GDPR Jedi's, facilitate knowledge sharing and training sessions to stay updated with the latest developments in the field of Data Privacy.

Data usage is strictly restricted to secure systems, ensuring utmost confidentiality and integrity.

Collaborating closely across all departments, we consistently deliver top-notch services, backed by a deep understanding of privacy principles and regulations. By steadfastly adhering to our protocols and actively fostering cyber-security awareness among our staff, we continue to uphold a strong posture in data protection, thereby safeguarding the trust and confidence of our valued clients and partners.

RISK MANAGEMENT

As a risk management consultancy, our adopted approach to risk management, prioritising strategies that proactively identify, assess, and mitigate potential risks across all areas of our operations. Principle to our philosophy is thorough understanding of the unique risk landscape we and each client face, allowing us to act and advise in meaningful ways.

We emphasis a people-centric approach within our own operations, recognising that people are our first and last line of defence. We foster a culture of collaboration and support, ensuring that our team members feel valued and empowered to contribute their expertise.

We strive to foster an inclusive environment which enables us to harness the collective knowledge and experience of our team for a holistic a approach to risk management, and seek new, creative and innovative solutions and responses in an ever evolving world.

BUSINESS CONTINUITY

We place a great deal of importance on business resilience, recognising it as a cornerstone of our organisational ethos. We understand that navigating unforeseen challenges is an inevitable part of maintaining an organisation, which is why we have taken measures to fortify our resilience. We have taken a holistic approach that includes risk management, crisis preparedness, and strategic planning and regular testing of our strategies.

Central to our approach to business resilience is our people. Cross-pollination of skills is key to our mantra of 'we deliver a service', where at any time, another team member can step in and delivery a project for a client. We have in place a robust business continuity plan. This plan is not just a document but a living framework that we regularly exercise and refine.

WE CHOOSE OUR PARTNERS CAREFULLY

As a small business, we recognise that we are part of a larger ecosystem, and that collaboration and partnerships are essential to achieving our goals. We understand that we cannot do everything alone, and that building a strong network of partners and allies is critical to our success.

When it comes to choosing our partners, we take great care to ensure that they share our values and are aligned with our mission and vision as an organisation. We believe that partnering with like-minded individuals and organisations is essential to achieving our objectives, and we seek out partners who are committed to making a positive impact in the world.

One of the key criteria we use when selecting partners is their commitment to the idea of 'do no harm'. We believe that businesses have a responsibility to act in a sustainable and socially responsible manner, and we expect our partners to share this commitment. We carefully evaluate each potential partner's approach to environmental sustainability, social responsibility, and ethical business practices to ensure that we are working with partners who share our values.

By working with partners who bring complementary expertise, resources, and networks to the table, we can expand our reach and capabilities and take on larger and more complex projects.

It is in building these strong networks of partners and allies, that we believe we can make a meaningful difference in the world and contribute to a more sustainable and equitable future.



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It's not just about doing it right but...

DOING THE RIGHT THING.