



# Environmental, Social and Governance Strategy

Newable's vision and commitment on ESG

March 2026



**Newable**

An employee-owned company

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# Our ESG Strategy Framework

## Our Purpose

To power business growth.

## Our Strategy

To help UK SMEs to power their business growth through access to our Growth Team.

## Our Priorities

1. Drive economic growth through all we do
2. Deliver sustainability for a better future
3. Operate transparently and responsibly

## Our Objectives

### Social



1. To drive inclusive economic growth.
2. To provide a great place to work for all employees.
3. To positively impact the communities around us.

### Environmental



1. Optimise our inputs.
2. Reduce our outputs.
3. Advocate for sustainability.

### Governance



1. Maintain transparency across our business.
2. Operate a fair, honest and responsible supply chain.
3. Manage responsibly future risks and opportunities.

## Result

Sustainable economic growth and prosperity

## Our Mission

**Our mission at Newable is to make sustainable profits by powering business growth. We work with leading UK businesses, helping them take the next steps by providing the investment they require, access to new opportunities and expertise within our Growth Team.**

For four decades, we've helped thousands of businesses start, sustain, and scale their operations. Our focus on sustainable growth drives every decision, from hiring to acquisitions. As a values-driven company, we align our actions with our five core values: Dream Big, Get Going, Grow Together, Always Improve, and Pass It On.

Our commitment to creating a positive impact and acting responsibility spans all our activities and markets. This Environmental, Social, and Governance (ESG) Strategy outlines our vision to:

- contribute to economic development,
- deliver sustainability for a better future; and,
- operate transparently and responsibly in all that we do.

In early 2023, Newable became employee-owned, united by a shared culture and ESG goals. Our influence on UK SMEs and our unique ownership model allow us to lead by example and enhance our positive impact. We understand both the opportunities and challenges ahead, which is why we've set measurable targets to meet our commitments.

Learn more about our commitments at [newable.co.uk/our-commitment-to-esg](https://newable.co.uk/our-commitment-to-esg) or contact us at [ESG@newable.co.uk](mailto:ESG@newable.co.uk).



**Chris Manson, Newable CEO**





# Social

## Our commitment

**To support our people and contribute to inclusive economic growth**

At Newable, we help people start and scale businesses. We support people to access new markets and finance, develop new products and access workspace, which all contribute to the UN goal of **prosperity** for all. Newable is an employee-owned, people-centred company, with a strong social focus. Therefore, we start our ESG strategy with our Social goals and impact.

In order to maximise our social impact, we are focusing on the following four United Nations Sustainable Development Goals (SDGs) where we are confident we can make the greatest contribution:



Each year, Newable helps SMEs across the UK to unleash their potential, to build resilience and to thrive. We support SMEs throughout every stage of business development, and throughout the numerous socio-economic challenges they face, by providing them with a range of support such as mentoring, the commercialisation of ideas, accelerating growth, investment readiness, internationalisation and supplier-readiness. We want to continue to amplify our impact, and have developed three key objectives to ensure that we are best positioned to do this.

MONICA WHITEFIELD,  
CHIEF PEOPLE OFFICER,  
LEAD ON SOCIAL





## Our Objectives

1. To drive inclusive economic growth.
2. To provide a great place to work for all employees.
3. To positively impact the communities around us.

In the following section, we describe how we plan to deliver on our objectives and the goals we are committing ourselves to. For more information, please visit [newable.co.uk/our-commitment-to-esg](https://newable.co.uk/our-commitment-to-esg)

## Delivering on our Objectives

### 1. Drive inclusive economic growth

In our contribution to the SDG of **Decent Work and Economic Growth**, we are supporting sustained and inclusive economic growth that drives progress and creates decent jobs. Each year, our business supports 20,000+ businesses at the heart of the UK economy, focusing on small and medium-sized enterprises (SMEs) which represent 99% of all businesses and account for 53% of private sector turnover.

We will expand our offer through growing existing products, developing new ones and expanding our national footprint, delivering to a wider SME client base.

### 2. Provide a great place to work for all our people

In our commitment to **Decent Work and Economic Growth**, we are continually striving to ensure that Newable is a great place to work, where our people demonstrate our values in everything they do and where their contributions are welcomed and recognised. Since 2023, Newable is an employee-owned business, united by a culture that puts people first. Employee-ownership means that employees are rewarded for their contribution and commitment to Newable. We focus our recruitment policies on finding the best people, and we offer training and development opportunities to provide satisfying and fulfilling careers at Newable.

We also want to be rated as a Top 1% UK employer by 2030. At Newable Partnership Limited (NPL), we have been recognised as a One-Star rated company in the Best Companies employee engagement surveys, demonstrating our progress against this target.

We will meet this ambitious target through the following initiatives:

#### Advocating equality, diversity and inclusion

In developing the workplace for our people, we focus on equality, diversity and inclusion policies and our on-going commitment to reduce gaps in gender or ethnic pay. This ensures we contribute to the Gender Equality and Reduced Inequalities SDGs, helps us to hire the best people for any role, and provides us with the ability to reward performance in a fair, transparent and consistent way.



We also have Social Values Team and Employee Resource Groups (ERGs) focusing on Women in the Workplace, Mental Health and celebrating different cultures and ethnicities, all led by employees sharing similar interests and values.

### Promoting Career Growth

We encourage everyone in the business to take responsibility for their own learning and development. We fuel our staff's ambitions through Continuous Professional Development Programmes (CPD) including training courses and mentoring where possible and relevant. We invest in employee career growth through upskilling our staff to give them an opportunity to grow within our business.

Our successful **apprenticeship schemes across the Group** encourages young people at the early stages of their professional career so we can provide them with an interesting and comprehensive on-the-job learning experience across all aspects of our fast-paced environment. This is also helping us to create a legacy of employees who can pass on our expertise to the next generations.

### Promoting health and well-being

In our contribution to the Good Health and Well-being SDG, we promote and encourage a healthier and happier workplace through our Health and Well-being Programmes. These programmes provide financial, physical and mental health and well-being support to all of our people. These include:

- Mental Health First-Aider Training to promote health and wellbeing across our businesses.
- Encourage a healthy and supportive work culture by organising frequent team activities.
- Employee well-being workshops and other training initiatives.
- Health and Safety training for staff to ensure they work safely.

## 3. Positively impacting our communities

We provide fundraising support and volunteer our time to a number of charities and good causes in our local communities. We encourage people to support charities close to their hearts.

We also organise group volunteering days directed to a variety of causes, for example, improving the environment on local housing estates or in young people's facilities, encouraging young people on their career paths, clean-ups of beaches, and other support for charities in our communities.

### Social Summary

We inspire, engage and challenge UK businesses to help them reach the next stage of business growth. Our support is amplified across the UK through our people, particularly our network of business advisers and consultants who contribute to economic development each and every day. Internally, we improve this impact by ensuring our people are motivated, supported and healthy, ensuring they can deliver on our external objectives. For more information, please visit [newable.co.uk/our-commitment-to-esg](https://newable.co.uk/our-commitment-to-esg)



# Environmental

**Our commitment**  
To deliver sustainability for a better future

We need to limit our impact on the environment and address climate change for our clients, our company, and the planet. Everyone must play their part in this and, as a trusted adviser to companies, it is our responsibility to ensure the growth that we deliver is sustainable.

Under our commitment to the United Nations Sustainable Development Goals, we have identified three SDGs through which we can make the greatest contribution on the environment:



We are also committed to the Paris Agreement and its aim of limiting the increase in the global average temperature to below two degrees Celsius.

JUSTINE FINANCE-ELZOKM,  
ESG AND SUSTAINABILITY MANAGER, NEWABLE,  
LEAD ON ENVIRONMENTAL





## Our Objectives

To deliver on our commitment to these goals, we have developed a comprehensive package of programmes so that we can:

1. **optimise our inputs;**
2. **reduce our outputs; and,**
3. **advocate for sustainability.**

We have set ambitious targets to reduce our environmental footprint and we rigorously examine our policies and practices to ensure consistency across all parts of our group. For more information, please visit [newable.co.uk/esg/environmental](https://newable.co.uk/esg/environmental).

## Delivering on our Objectives

### 1. Optimise our inputs

**Energy:** Newable pledges to reduce its energy consumption to a minimum, and to use 100% of renewable electricity by 2035, by building on measures already in place and introducing new ones.

**Legislation:** Newable pledges to comply with, or exceed, all relevant environmental legislation, regulations, and codes.

**Certification:** We intend to achieve appropriate environmental certification at all Newable locations.

### 2. Reduce our outputs

**Carbon emissions:** Newable aims to reach Net Zero by 2035 in its Scope 1 and Scope 2 CO<sub>2</sub> emissions to help limit the rise of global average temperature.

**Reporting:** Our Environmental Management System (EMS), which we introduced in 2021, allows us to deliver comprehensive required and voluntary reporting (such as Streamlined Energy and Carbon Reporting (SECR) and Energy Savings Opportunity Scheme (ESOS)) of our environmental performance and helps us embed continuous improvement practices across our offices nationwide.

This required and voluntary reporting also helps us understand what our carbon footprint is. It also allowed us to develop a Carbon Roadmap which guides our efforts to achieve Net Zero through the implementation of energy-efficient and low-carbon solutions and carbon-offsetting projects.

**Direct waste:** Newable is helping to decrease waste by ensuring that the majority of its output forms part of a circular economy and it is committed to sending No Waste to Landfill by 2030.

We will achieve this by aligning our business with the principles of Refuse, Reduce, Reuse, Repurpose and Recycle but also by introducing new technology that offers us alternatives to paper and delivers increases in efficiency.



### 3. Advocate for sustainability

**Clients and partners:** Newable's aim is to help businesses address the many challenges they face and, to do this, it provides the tools, capital, and advice they need at critical points in their lifecycle.

Our unique position in the market means that we are ideally placed to influence and support businesses in making sure that their growth is sustainable, and this extends to the partners with whom we collaborate.

**Investments:** Newable has integrated **climate change risk management procedures** into the due diligence work conducted by the Newable Investment Committee.

## Environmental Summary

We believe that sustainability should be an important consideration in all our business decisions so we communicate our environmental aims clearly and encourage and support our people to align with them.

Newable embraces the challenge and is committed to achieving green growth through the delivery of products and services.

Newable also embraces the opportunity to be a sustainable business leader by demonstrating to our clients, suppliers and stakeholders that a strong environmental proposition can create business value, reduce enterprise risk and ensure long-term success.

For more information, please visit [newable.co.uk/our-commitment-to-esg](https://newable.co.uk/our-commitment-to-esg)



# Governance

## Our commitment

To operate transparently and responsibly in all that we do

Newable is an employee-owned business so everyone working at Newable Partnership Ltd is invested in the future and growth of our business. The Newable Partnership is a company limited by share capital and is owned by senior management and staff.

Our Group Board is responsible for ensuring that we have the structure, strategy and people to deliver corporate governance that is effective, visible and transparent. Our approach supports our performance, ensuring longevity and helping deliver more value to our customers. This brings benefits including:

- Aligning us with our values of Dream Big, Get Going, Grow Together, Always Improve, and Pass It On. It encourages the same positive behaviour from employees across all of our businesses.
- A clear and demonstrable link between organisational governance and rapid decision-making for improved performance.
- Reinforcing our business integrity by striving to improve the service that we provide, making responsible and ethical decisions in how we manage the business, and actively managing the social and environmental impacts of what we do to help individuals, communities, businesses and economies so they progress and grow.
- By being proactive about risk management, we are prepared for the unexpected by mitigating or minimising the impacts of risk even before it occurs, acting proactively rather than reactively.

KETEVAN MOSESHVILI  
CHIEF ESG OFFICER, NEWABLE,  
LEAD ON GOVERNANCE





## Our Objectives

Our corporate governance framework has defined our objectives, which are defined into three key areas:

1. **Maintain transparency across our business**
2. **Operate a fair, honest and responsible supply chain**
3. **Manage responsibly future risks and opportunities**

## Delivering on our Objectives

### 1. Maintain transparency across our business

To support our commitment to the ESG as a whole, and through our aim of being transparent and accountable, we report annually on:

- Annual report & Financial Statement
- Carbon reporting (Streamlined Energy and Carbon Reporting)
- Diversity & inclusion reporting (Workforce Diversity, Gender & Ethnic Pay gaps)
- Looking forward: UK Sustainability Reporting Standards (SRS)

We take financial crime extremely seriously and therefore have rigorous anti-money laundering processes in place and regular staff training – all fully compliant with the UK Bribery Act.

In addition, Newable's regulated activities are fully compliant with the Financial Conduct Authority (FCA) to maintain effective systems and controls including whistleblowing to counter the wider risk of financial crime, such as but not limited to bribery, corruption, terrorist financing and fraud.

### 2. Operate a fair, honest and responsible supply chain

Our goal is to drive excellence throughout our own organisation, and to support and influence positively our supply chain. Newable will always require that our suppliers comply with all applicable laws, regulations and standards where they operate.

Our procurement is based on objective criteria reflecting the principles of non-discrimination, equal treatment, transparency, procedural fairness, mutual recognition, proportionality and business efficiency.

To support this, we have an enhanced supplier code of conduct which builds on our third-party assurance process. This code requires all significant suppliers and partners to confirm their approach and policies in relation to key standards, including environmental management, workforce and human rights, diversity and inclusion, community, health and safety and whistleblowing.



We carry out due diligence on prospective partners and suppliers and we expect them to confirm they will comply with our supplier code of conduct and provide their services in accordance with all applicable laws and regulations.

### 3. Manage future risks and opportunities

The identification, reporting and management of Newable risks is of increasing importance to the Group Board given Newable's ambitious growth agenda. It is imperative that we manage risks effectively - both internally and throughout the acquisition and growth process

Our culture promotes open and honest conversations around risk and opportunities, and we have built our framework to ensure that risks are identified and managed effectively.

Newable's risk processes are supported by a proactive approach to raising and maintaining awareness of risks. This ensures that we encourage our people to express any concerns they have and we maintain processes to elevate such concerns to the appropriate level promptly.

Newable maintains a robust fraud-prevention framework designed to safeguard assets, uphold ethical conduct, and reinforce stakeholder trust. Oversight is anchored in clear governance structures, including board-level accountability, regular risk assessments, clear and transparent communication to staff and strong internal controls. Mandatory training, transparent reporting channels, and continuous monitoring help ensure that potential misconduct is identified early and addressed decisively.

The Audit & Risk Committee leads on the formal regular reviews of Newable's risk policies, risk appetite and risk management framework, reviews and approves key governance policies and makes appropriate recommendations to the Board. This Committee also oversees the work of Newable's Cyber Security Team, The Health & Safety Team, and Newable's Crisis Management Team.

## Governance Summary

We believe that operating transparently and responsibly in all that we can do is the only way to run a successful business. Our approach to governance is at the very core of who we are as a business.

Extending beyond us, we embrace the challenge of positively impacting those around us and we have big ambitions for our supplier due-diligence programme. By working with companies who also deploy a high standard of governance, and whose values therefore align with ours, we will play a larger part towards reporting transparently and accurately as well as positively impacting the environment and our communities.

For more information, please visit [newable.co.uk/our-commitment-to-esg](https://newable.co.uk/our-commitment-to-esg)

## ESG Strategy Summary

We're committed to enhancing our positive impact through the development of a robust, clear and concise ESG strategy. Within each area, we've outlined clear objectives which aim to focus our efforts and which ensure that we are able to maximise our impact by focusing on the key areas where we can engage and influence our stakeholders. Our objectives are thought through, aligned to our company values, and aligned to the UN SDGs, so we can best position our skills and experience to work towards building prosperity for all.

We believe we are strongly placed to **deliver real change** both within our organisation but also within the thousands of businesses we work with each year, therefore amplifying our positive impact. We have a clear roadmap ahead of us, and a lot of work to do. We look forward to delivering on our commitments to support prosperity for all.

Please visit [newable.co.uk/our-commitment-to-esg](https://newable.co.uk/our-commitment-to-esg) for more information.



NEWABLE'S CHARITY ROWING TEAM, OCTOBER 2023

# Our Road Map to ESG Goals



Social

## To support our people and contribute to inclusive economic growth

	FY25-26	FY26-27	FY28-29	FY29-30
Overall NPL Best Companies Index score with accreditation by 2028 (Three star rating - score threshold 738)	680 1 star rating	700 2 star rating	720 2 star rating	638 3 star rating
Best Companies well-being factor score for NPL (maximum 7)	5.2	5.3	5.4	5.5
Exceed 19.3% employed from an ethnic minorities background across the Group (Equivalent to UK population rate) (Target may change in line with census results)	14%	16%	18%	19.3%
Less than (<) 20% median pay gap for gender by 2028	27%	24%	22%	20%
Maintain no median pay gap for ethnic minorities by 2028	Yes	Yes	Yes	Yes



Environmental

## Deliver sustainability for a better future

	FY25-26	FY26-27	FY28-29	FY29-30
Net Zero of greenhouse gas emissions per employee by 2035	5 tones Co2e per capita	4.5 tones Co2e per capita	4 tones Co2e per capita	3.5 tones Co2e per capita
100% renewable electricity by 2035	65% renewable	70% renewable	75% renewable	80% renewable
% of offices with an Environmental Management System in place	70%	80%	90%	95%
Reduction in single use plastic consumption and waste sent to landfill (to reach zero for both by 2030)	-	-	-	-



Governance

## Operate transparently and responsibly in all that we do

	FY25-26	FY26-27	FY28-29	FY29-30
Report against UK SRS	Yes	Yes	Yes	Yes
Report against Streamlined Energy and Carbon Reporting	Yes	Yes	Yes	Yes
Enhanced Supplier Assurance Process in Place – all suppliers follow our supplier code of conduct	Yes	Yes	Yes	Yes
% of staff completing relevant compliance training (including Health & Safety, Data Protection, FCA regulation where applicable) *non-exhaustive list	100%	100%	100%	100%

# **Newable**

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An employee-owned company