



B-Corp Impact Report 2022



Our mission

MannionDaniels work for an equitable, inclusive, and sustainable world

We are a global development organisation specialising in health, social development, environmental sustainability and public financial management.

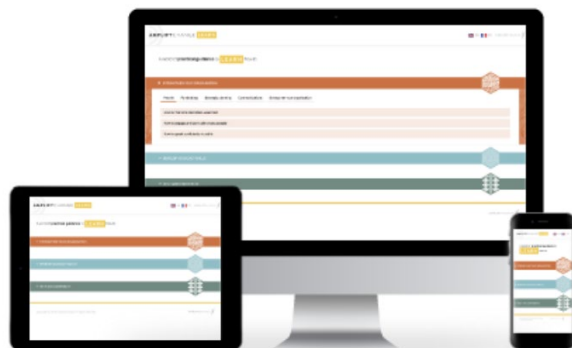
We build movements for change, focusing on the poorest and most vulnerable people.

We partner with governments, local communities and like-minded organisations to deliver effective solutions.

We develop sustainable solutions to safeguard the natural world for future generations.

Protecting the natural world in all we do

We work
across
6 Practice
Areas
&
63
countries



Digital Solutions



Health Systems and
Public Health



Gender & Social
Development



Environment, Biodiversity
& Sustainability



Fund Management



Public Financial & Fiduciary
Risk Management

A word from our MD, David Daniels



In 2022 we have experienced a range of challenges as a UK based company and working in many poor and marginalised areas around the world. The impact of climate change, the COVID-19 pandemic and economic uncertainties, exacerbated by the tragic war in Ukraine, has been felt by everyone. More than ever, we recognise the importance of ensuring we strive to improve our business as a force for social and environmental good. We are proud to continue our journey with B-Corp alongside many and varied businesses who have recognized that we must work with urgency to conserve our precious planet while also improving the wellbeing and safety of people around the world.

We have learned a great deal from B-Corp and we have discussed how to ensure we do more. In 2022 our Environmental Champions scheme was set up and this is proving to be the catalyst for change that we had hoped – helping the company to look at all aspects of what we do and how we do it.

We have maintained our company CarbonNeutral® certification and we have had our near term and net zero science-based targets validated. We are particularly proud to have developed and launched mdsustain - a new service to support other organisations to become more environmentally sustainable based on best practice and our own experience. This new service will further increase our contribution towards more positive impacts for people and the planet.

At our recent end of year staff meeting, we also agree to introduce volunteer days and promote working practices and opportunities to reduce our environmental footprint. In 2023 we will continue and expand our CSR work supporting vulnerable communities in Kenya in health, education, forest regeneration and biodiversity projects.

B-Corp has not only helped us to improve our visibility to partners and clients but has provided us with a practical way to learn and improve.

David Daniels

Founder and Managing Director

MannionDaniels

Our current assessment score

Score breakdown

Governance	12.2
Workers	28.3
Community	15.3
Environment	8.2
Customers	36.2



- 100.4 MannionDaniels Overall B Impact Score
- 80 Qualifies for B Corp Certification
- 50.9 Median Score for Ordinary Businesses

In 2023 we
will aim for a
B Impact
Score
of **above 110**

Our impacts

Through an initial materiality assessment, we have identified the following impacts related to our business model. Our goals, progress and plans detailed over the next pages outline our approach to tackling and improving these identified impacts. We will expand and test materiality assessment with stakeholders in 2023.



Carbon emissions from business travel contribute to climate change & pollution



Procurement decisions can lead to negative social & environmental impacts



CSR decisions and staff based in offices impact on local communities & resources



Hiring & promotion decisions impact on gender parity, diversity & inclusion



Business culture and policies impact on the health & wellbeing of staff



Business culture and HR strategy impact on staff engagement & staff retention



Business strategy and decisions impact on the creation of social value



Business innovation impacts on sustainability within the marketplace

Our Environmental Goals

Environmental sustainability is at the heart of everything we do as a company and we commit to continuously reducing our impacts on the planet



Reduce emissions by 50% by 2030 and achieve net zero before 2050



Attain and maintain carbon neutral company status



Promote a culture of resource efficiency



Ensure suppliers meet environmental standards



Support other organisations to improve their environmental sustainability

Our green credentials

We take our environmental
responsibility seriously.

We continue to maintain and expand
our environmental certifications and
participation in various campaigns
and initiatives.

Certified



As a certified B Corp, we
are an ethical business,
working not just for profit
but to benefit people and
the planet



Our Environmental
Management System is
ISO14001 certified by the
British Standards
Institution (BSI)

**CLIMATE
NEUTRAL
NOW**

Participants of UNFCCC's
Climate Neutral Now
Pledge. We measure,
reduce, contribute and
transparently report on our
climate actions and
achievements annually



Participants of Get Nature
Positive – demonstrating
the business community's
collective focus on
protecting nature and
restoring biodiversity loss



Our UK registered company
has achieved
CarbonNeutral®
certification. We are
committed to reducing,
replacing and offsetting
emissions



Our near-term carbon
reduction and net zero
science-based targets have
been validated by the
Science-based Targets
Initiative



Part of the SME Climate
Hub and the United
Nations 'Race to Zero'
campaign. We commit to
halving emissions by 2030,
reaching net-zero by 2050



We support and publicly
report annually on the United
Nations' ten principles of
respect to human rights,
labour, environment, and
anti-corruption



Reduce emissions by 50% by 2030 and achieve net zero before 2050

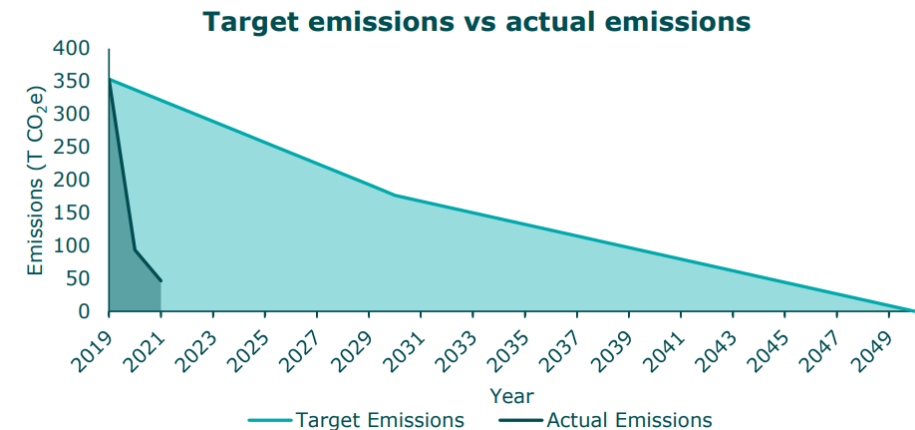
What we did in 2022

- We retrospectively calculated our 2019 footprint to establish a baseline year for setting net zero targets
- Our near-term carbon reduction and net zero targets were validated by the science-based targets initiative (SBTI)
- We developed a carbon reduction strategy to achieve our interim and net zero goals. The graph to the right shows our carbon reduction progress against targets to date. We are aware that 2020 and 2021 were years with artificially low emissions due to COVID-19 restrictions
- MannionDaniels committed to the Carbon Neutral Now pledge to measure, reduce, contribute and transparently report on our climate actions and achievements annually
- We started transparently sharing our annual carbon footprint and carbon reduction strategy through an external-facing carbon report on our website. The [2021 Carbon Report can be accessed here](#)

Looking ahead to 2023

- The 2022 Carbon Report will be available by the end of January 2023. We will also share this information publicly through our first annual Carbon Neutral Now report
- We will continue to implement and drive forward our carbon reduction strategy actions, including setting/tracking our annual carbon budget for business travel and identifying alternatives to using gas for office heating

In line with our participation in the SME Climate Hub and the UN's Race to Zero Campaign, we have committed to reduce our emissions by 50% by 2030 and achieve net zero before 2050.





Rooftop Solar Energy, East Africa

Enabling 75,000 households to switch from high-cost kerosene to affordable, safe, off-grid renewable solar power



MannionDaniels has been a certified CarbonNeutral® company since June 2021

STATUS:
ACHEIVED



Attain and maintain carbon neutral company status

What we did in 2022

- We renewed our CarbonNeutral® company certification with Climate Impact Partners
- This entailed third party verification of our 2021 carbon footprint through the Ecometrica carbon accounting platform
- We supported a [Rooftop Solar Energy](#) project in East Africa to offset our carbon emissions. The project is a verified Gold Standard carbon credit project and contributes to SDGs 1, 3, 7 & 13

Looking ahead to 2023

- Our 2022 carbon footprint will be third-party verified through the Ecometrica platform
- We will continue to support the Rooftop Solar Energy project in East Africa to maintain our CarbonNeutral® certification until December 2023

1 NO
POVERTY



3 GOOD HEALTH
AND WELL-BEING

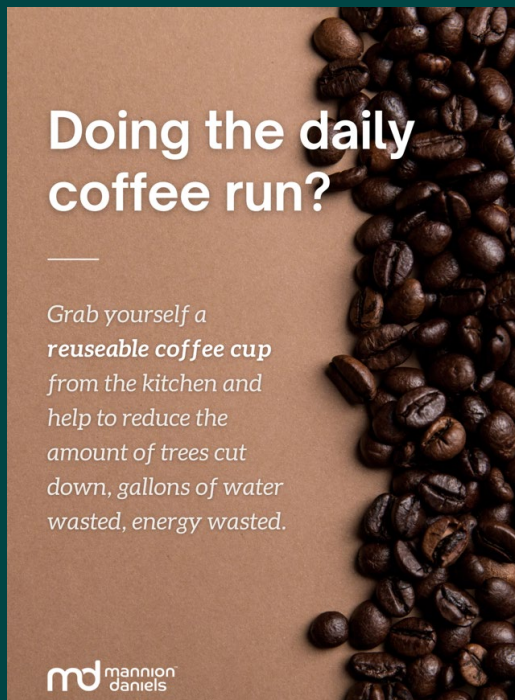


7 AFFORDABLE AND
CLEAN ENERGY



13 CLIMATE
ACTION





STATUS:
IN
ACTION



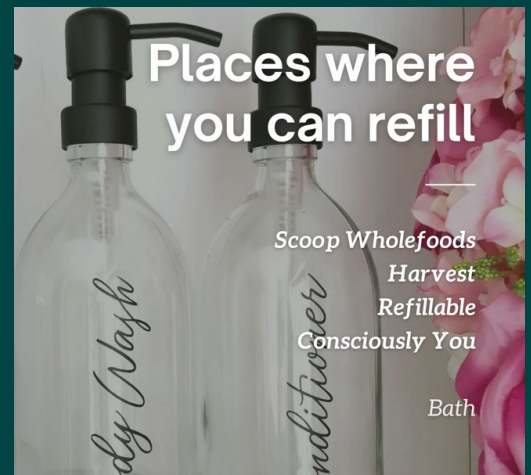
Promote a culture of resource efficiency

What we did in 2022

- Maintained our ISO14001 certificated Environmental Management System (EMS) through annual audit that identified zero non-conformities
- Established a voluntary staff Environmental Champions initiative with representation across key offices & departments
- Champions developed environmental posters, infographics, and research articles for wider staff
- Supplied reusable containers, bags and coffee cups for staff to use
- Surveyed all staff to seek feedback on champions work in 2022 and understand their environmental needs/interests for 2023

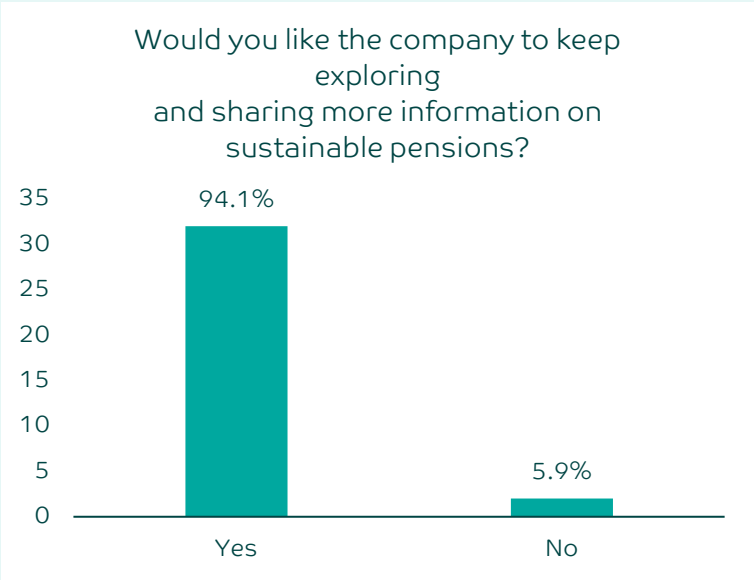
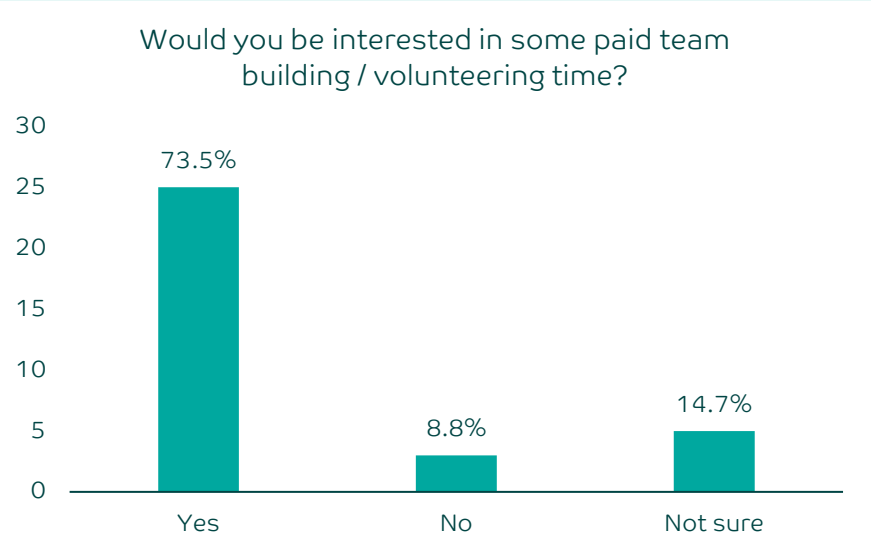
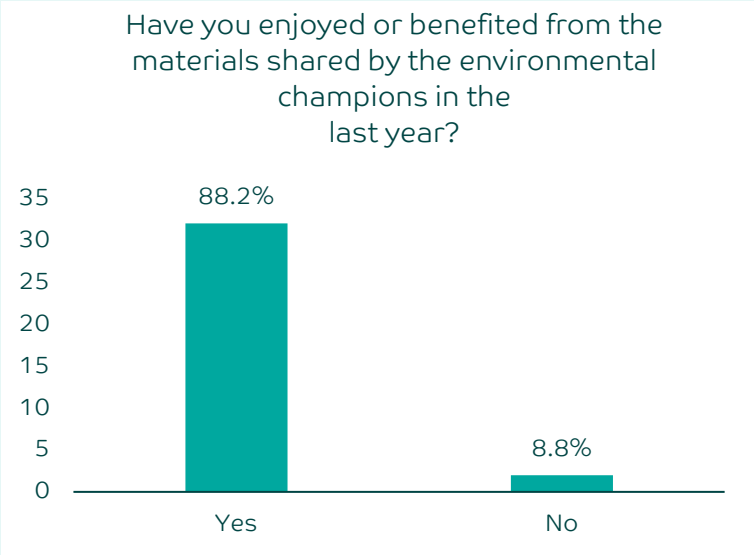
Looking ahead to 2023

- Continue to maintain an effective Environmental Management System in line with the ISO14001 standards
- Develop and implement Environmental Champions workplan for 2023 based on staff feedback and requests



Results from our 2022 Environmental Champions survey

The feedback received from colleagues will inform the types of environmental materials and support the Environmental Champions focus on in 2023



Please specify which topics you would like information or support on from the environmental champions in 2023 (sample of responses provided below)
Grants/initiatives/support to make my home more sustainable (e.g. solar panels etc.)
I'd like to understand more about effective disposal and waste management in the office
Tips and resources on how individuals can be more environmentally friendly
New advancements in environment and sustainability
Sustainable diets would be interesting, eating locally, examining the carbon footprint of your dietary choices



STATUS:
IN
ACTION



Ensure suppliers meet environmental standards

What we did in 2022

- Identified and purchased local, ethical, sustainable and organic goods for staff as much as possible (e.g. stationery, coffee etc.)
- Maintained our green cleaning services and renewable energy supplier contracts for the UK offices
- Conducted due diligence on all new suppliers and partners, which includes a question focusing on environmental policy

Looking ahead to 2023

- Expand environmental assessment section in due diligence process
- Engage top five suppliers by annual spend around their carbon emissions and/or environmental sustainability by end of Q1

STATUS:
IN
ACTION



Support other organisations
to improve their
environmental sustainability

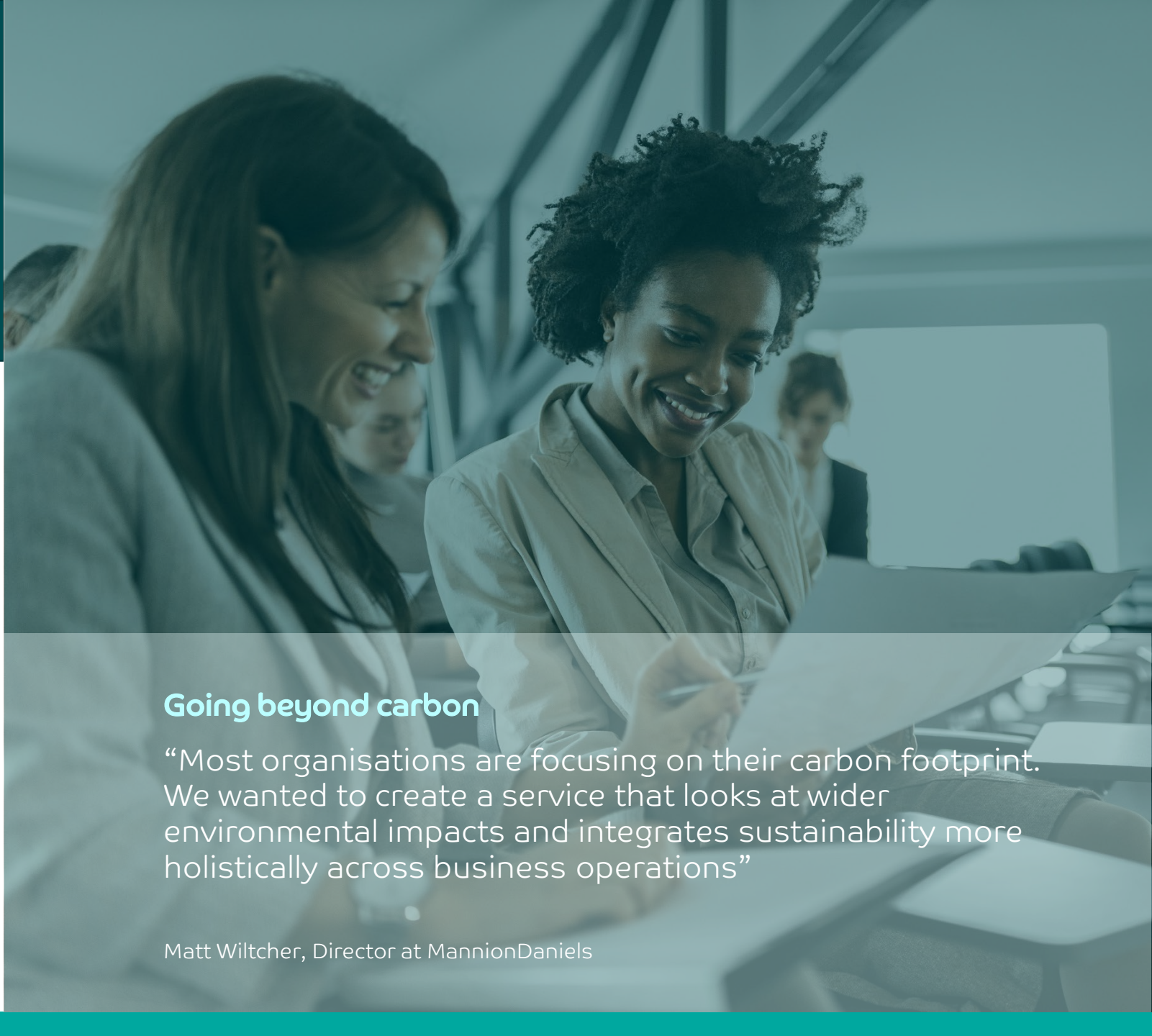
mdsustainTM

In 2022 we launched a new
sustainability service supporting
organisations to reduce their
impact on the planet

Going beyond carbon

“Most organisations are focusing on their carbon footprint. We wanted to create a service that looks at wider environmental impacts and integrates sustainability more holistically across business operations”

Matt Wiltcher, Director at MannionDaniels



We have evolved our business model beyond a primary focus on social development in global settings towards achieving greater environmental sustainability for local and global charities and businesses

We have received overwhelmingly positive testimonials from our first clients, who feel they have benefited greatly from our service

In 2023, we will continue to reduce environmental impacts and improve sustainability through our mdsustain clients

Trusted by industry



"I can't speak highly enough of the mdsustain team and the service and support that we received. As an organisation we have always considered sustainability within the programmes we deliver, but have neglected sustainability within our own operations. We were keen to improve our sustainability, but we lacked the knowledge and expertise, and did not know where to start. When mdsustain outlined the steps involved in the **sustainplus+ package** it felt quite daunting, but we are really pleased we went ahead. mdsustain helped to guide us through the process in a very clear way and we are delighted with the policies, plans and frameworks we have developed. We were particularly pleased with the carbon footprint report that mdsustain produced for us, and the trackers and tools that they produced to help us to manage and monitor our own sustainability journey going forward."

Ben Margetts, CEO, On Call Africa



"The **sustainplus+ package** was just what we needed to support us as we dive deeper into our sustainability journey. The 4 step process really helped us to breakdown all the different elements into manageable tasks and to engage relevant staff at the right points along the way. Each session has given us the knowledge and confidence to clearly assess the environmental impacts we are having as an organisation and develop targets and actions we can take to constantly improve our ways of working."

Fiona Hill, Programmes Executive and Environmental Scientist, Ripple Effect (previously Send a Cow)

Our Community & People Goals

We take our corporate social responsibility seriously and work towards a brighter future for our staff, clients, communities and stakeholders



Improve our B-Corp score over 110



Support community programmes every year



Improve staff benefits & engagement



Prioritise work that delivers the greatest social value



Transparently report on environmental, social and corporate governance



STATUS:
IN
ACTION



Improve our B-Corp score

In 2022, we continued to act as a force for social and environmental good through our international development work and environmental sustainability achievements. We are confident that our B-Corp score will be higher at our next recertification assessment given that people and planet continue to be at the heart of our business model. However, we also see an opportunity to improve our scores across the domains of governance, workers and customers into 2023 and beyond.



STATUS:
IN
ACTION



Support community programmes every year

Projects supported in 2022



In 2022, MannionDaniels continued to support Community Health Initiative Group (CHIG) deliver Jiggers prevention and control work in Kenya through our Corporate Social Responsibility programme



To further compensate for our carbon emissions, we granted funds to CHIG to expand their community tree nursery project and teaching school children about the importance of the forest conservation in the Kakamega Rainforest in Kenya

abundance.

Funds were added to our Abundance account ready to invest in green energy projects. We kept checking for investment opportunities and eventually put the decision to staff vote.



We provided digital and technical support to the Menstrual Cup Coalition, a not-for-profit promoting the clear environmental and social benefits of menstrual cups.



Carbon plantations
across various UK sites
through Abundance



Kakamega Rainforest
tree nursery project in
Kenya



Looking ahead to 2023

Staff were invited to vote on how MannionDaniels should invest the funds in the Abundance account. Based on their response, we will support these three community projects in 2023

We also plan to formalise a standard annual contribution to community projects which mirrors our financial contribution to carbon offsets each year



Solar installation at
schools through Bath &
West Community Energy

Improve staff benefits & engagement

**STATUS:
IN ACTION**



MannionDaniels cycle to work scheme

MannionDaniels' Cycle to Work Benefit is a great way to improve your fitness whether you cycle to work or for pleasure. The UK government backed scheme covers both bikes and accessories. You can get your new bike from a specialist shop, a big national retailer, or online. It includes road bikes, mountain bikes and hybrids, electric bikes and folding bikes and other specialist cycles plus accessories such as all-weather gear, safety equipment and tools.

"I was getting the train every day from Bristol to Bath, costing me £150 a month in fares, so after speaking to a friend who loves cycling, I decided to take up the MD cycle to work scheme. Using my bike saves me so much money, from a mental standpoint it makes me feel better and I've discovered a love for cycling", said Ben Anderson (Deputy Communications Manager).



Ben with his friends on a recent cycling trip through Northern France

If you already have a bike, you can just buy accessories. MannionDaniels pays the full cost up front, which is recouped from your gross salary over 12 or 18 months. This means staff save tax and national insurance on the value of their bikes and accessories.

What we did in 2022

- Continued to run and remind staff of company benefits on offer such as: free online yoga for staff, Perk Box discounts and wellbeing hub, cycle to work scheme, salary sacrifice for season rail tickets etc.
- Several team members received paid training for professional skills development
- Through the environmental champions survey, it was established that 74% of staff would like to have some dedicated volunteer time each year

Looking ahead to 2023

- 100% of staff will be offered a paid volunteer day each year, and proposals for additional days will be accepted and reviewed
- A wider staff benefits and engagement survey will be shared to identify other areas that could improve staff retention and satisfaction
- Staff will be reminded and encouraged to make use of the available skills training budget
- More working groups will be set up for staff to engage in other extracurricular topics of interest. For example, a working group on social impact investing will be established in 2023



STATUS:
ACHIEVED



Prioritise work that delivers the greatest social value

In 2022, 100% of MannionDaniels revenue from products and services is designed to deliver specific social benefits or address specific sustainability challenges

Looking ahead to 2023

- We will establish a more systematic assessment of social value criteria for deciding which contracts to bid for and what new services to develop
- We will also strengthen the measurement and evaluation of social value criteria to assess potential and current suppliers
- These benchmarks and assessments will help us to more clearly demonstrate positive impacts from our work

STATUS:
IN ACTION



Transparently report on environmental, social and corporate governance

What we did in 2022

- Submitted our annual Communication on Progress through the UN Global Compact, reporting against the UN's ten principles of respect to human rights, labour, environment, and anti-corruption
- Built team capacity in global sustainability reporting frameworks and disclosures
- Started our materiality impact assessment

Looking ahead to 2023

- Finalise materiality assessment and test impacts with stakeholders in order to formalise sustainability strategy
- Put processes to collect ESG disclosure data systematically, including staff ethnicity & disability, gender parity ratios, and workplace safety & data security incidents
- Map our impacts and strategy against the Sustainable Development Goals



