



2024

Granger Reis Impact Report

We are a principles-led executive search firm with a mission

GRANGER REIS
INFLUENTIAL CHANGE



We want to influence change for the benefit of people and the planet. In 2017 Granger Reis reevaluated our reason ‘why’ and in doing so, we decided we wanted to become a more responsible business and influence positive change. In 2019 we first heard of the B Corp movement and in April 2022 we began our own journey to become one.

At Granger Reis, we specialise in providing Executive Search services to the Smart Infrastructure, Real Assets and Natural Resources markets placing their business leaders, globally. We are aware these markets are significant contributors to the carbon footprint and do not represent society in the percentage of diverse people they employ.

Our mission refers to our desire to help our customers find the leaders who will influence positive change in leading those organisations to deliver a sustainable future.

Additionally, we seek to inspire our clients to attract a more diverse workforce. With this being our mission, and aligned to B Corp’s own values, we want to become part of a community that will hold us to account and in turn hold our clients to account.

B Corp’s model of having businesses recertify every 3 years will ensure we govern and run our business which will keep us on a journey of continual improvement for our planet, workers and communities.

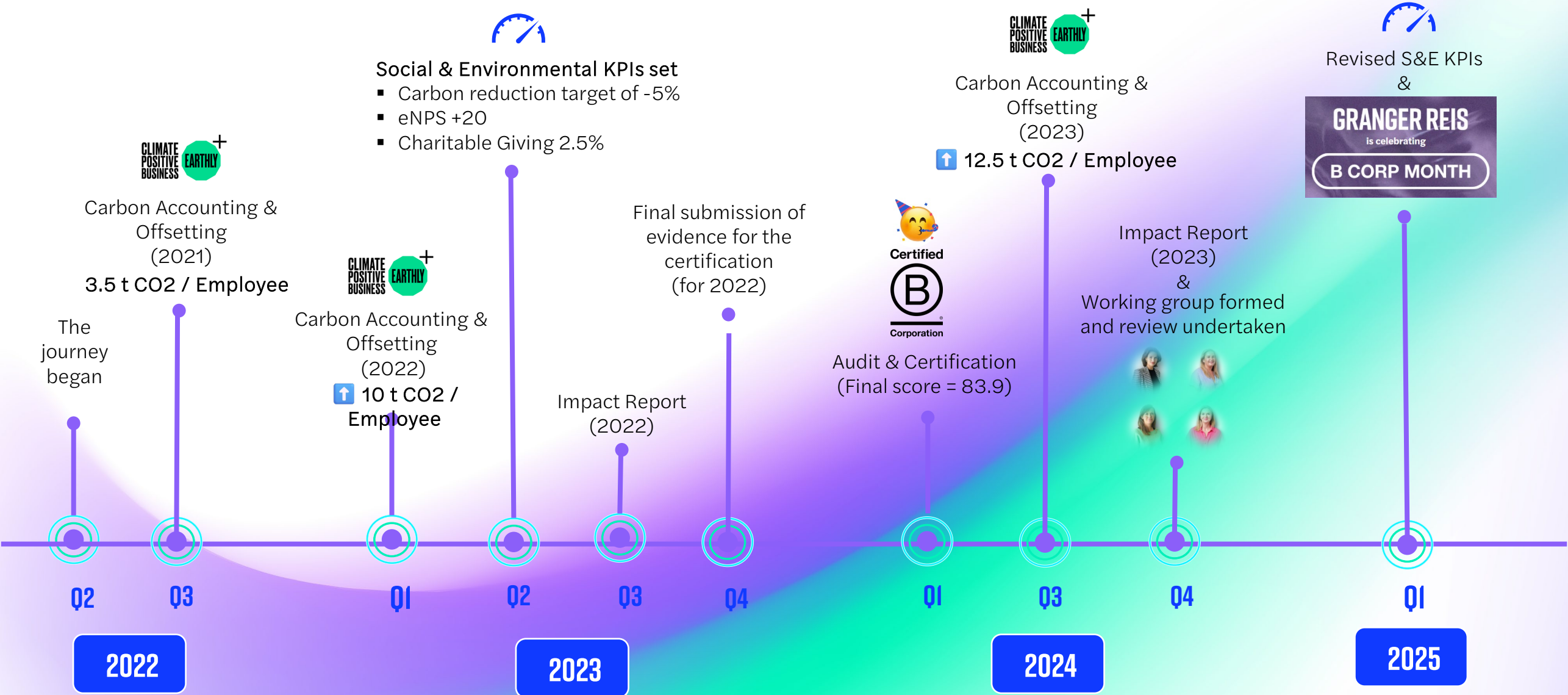
The changes we have made as a business, and the new behaviours we are adopting, are a testament to our intention, and a road map for Granger Reis becoming a truly purpose-led responsible business.

RICHARD MILSON
CEO & FOUNDER

INFLUENTIAL CHANGE

We search our planet,
to find the people who will
change it for the better.

Our B Corp Journey

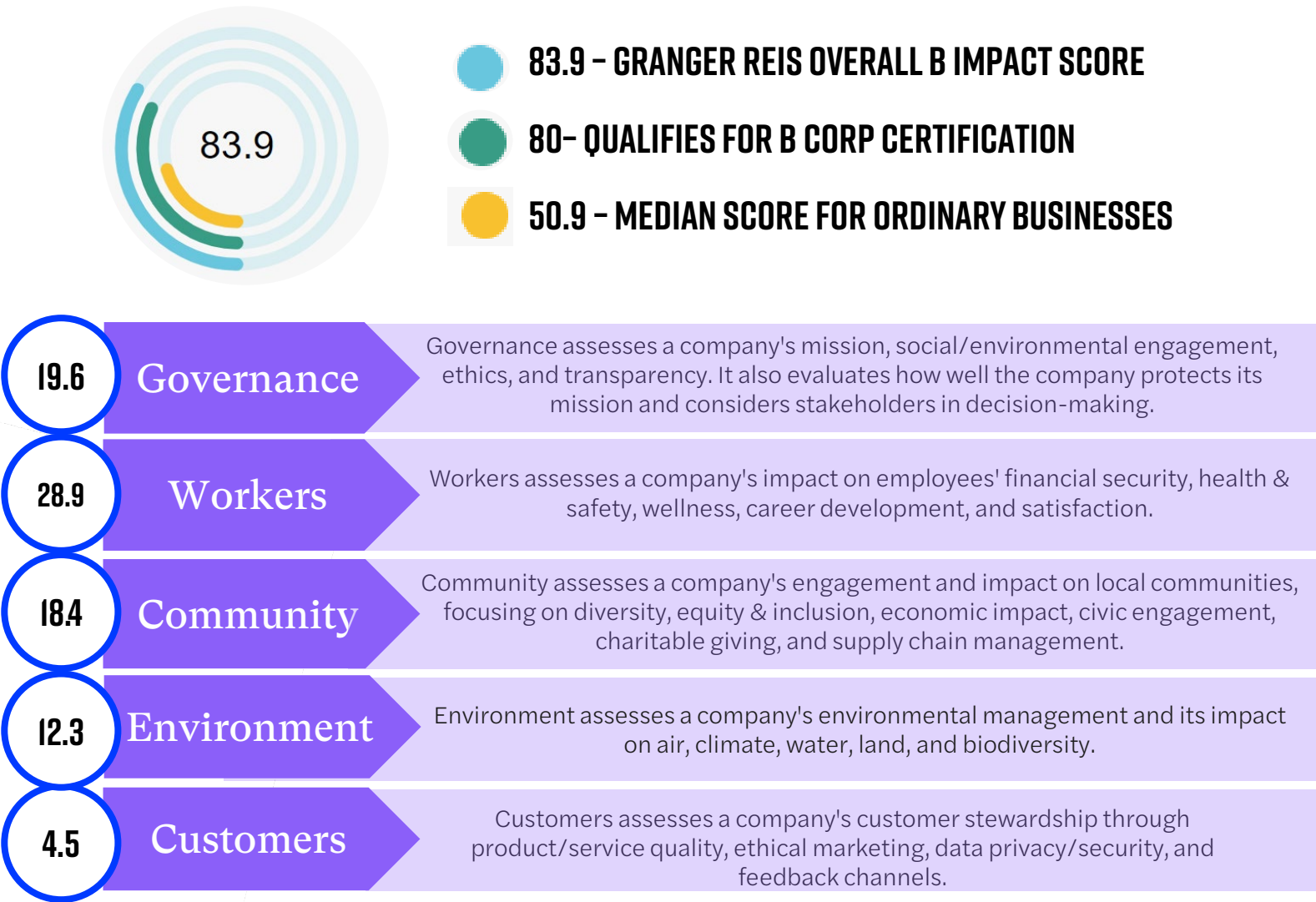


OUR B CORP SCORE

CERTIFICATION IN 2023

We are proud of our B Corp certification, a testament to our unwavering commitment to social and environmental performance, accountability and transparency.

Our B Corp score is a comprehensive evaluation of our impact across the business. The score highlights our current achievements but also acts as a roadmap for continuous improvement.



GOVERNANCE

We are committed to integrating our mission into governance practices, ensuring that impact considerations are a core part of the business's operations and decision-making processes.

DELIVERED IN 2024

SOCIAL AND ENVIRONMENTAL KPI REVIEW

Following a couple of years as a certified B Corp, we have refined our social and environmental KPIs to focus on the areas where we can have the greatest impact. Our experience has shown us the importance of aligning our measures with what is most relevant and meaningful, ensuring our efforts continue to drive positive change. More information on our chosen KPIs can be [found here](#).

PREVIOUSLY DELIVERED

MISSION LOCK

In January 2023 we amended our legal framework via our Articles of Association to balance people and planet alongside profit. This means all decisions need to be made with consideration of people and the planet being equally as important as profit.

POLICIES

Whilst we had many policies in existence before undertaking the B Impact Assessment, going through the assessment process highlighted areas for improvement and that's exactly what we've done. We're by no means the finished article, but we've made some positive changes.

HEAD OF GOVERNANCE

We recognise the importance of excellent governance and have therefore expanded the role of Senior Partner and Board member, Esmeé Vermolen, to include oversight of GR's governance.

*Esmeé Vermolen, Head of Business Operations,
Senior Partner & Board Director*



SOCIAL & ENVIRONMENTAL KPIS

We have set the following KPIs for 2025 to reflect social and environmental issues that are more relevant to our business operations, enabling us to be more impactful in the targeted areas.

IMPACT AREA	KPI	TARGET
ENVIRONMENT	Carbon Emissions	Complete 75% of our EMS Action Plan
	Environmental Management System	
WORKERS	eNPS	eNPS +20
	Employee engagement	80% completion rate
COMMUNITY	ESG Roles	100% of employees to use at least 1 volunteering/charity day
	Pro-Bono Appointments	
	Charity Days	
	Partnerships with LOCAL Social Impact Organisations	0.1% of revenue
	Revenue Donated	
	Workforce Diversity	
CUSTOMERS	NPS	Client + 80 Candidate +80
GOVERNANCE	Materiality Assessment	Complete a Materiality Assessment to understand our impact areas and to help inform future activity and KPIs

WORKERS

We are committed to creating a workplace that values & supports our employees ensuring their well-being, growth, and overall satisfaction.

DELIVERED IN 2024

COMPENSATION & PENSION CONTRIBUTIONS REVIEW

We conducted a review of our compensation framework, introducing updated schemes and enhancements to ensure competitiveness and consistency.

EXPANDED PRIVATE HEALTHCARE INSURANCE COVERAGE

We have expanded what is covered under our Private Healthcare insurance to include Dental & Optical cover.

PREVIOUSLY DELIVERED

EMPLOYEE SATISFACTION (E-NPS)

We conduct an eNPS (Employee Net Promoter Score) survey annual I to gauge employee engagement, satisfaction, and loyalty. This feedback helps us identify areas for improvement, strengthen our workplace culture, and ensure we continue to support and empower our team effectively.

SABBATICAL LEAVE

We have amended our Absence & Leave policy to enable long-serving colleagues to apply for sabbatical leave.

INCREASED PATERNITY/SECONDARY LEAVE

We have increased our paternity/secondary leave from 2 weeks to 4 weeks of full pay.

CHARITY DAYS

Employees can take 2 days of paid leave (in addition to their annual leave allowance) to volunteer at a charity of their choice.

MYNDUP

In 2023 we introduced a new employee benefit which provides mental health support, completely free and is utilised by nearly 50% of employees.

COMMUNITY

We are committed to helping our community through charitable giving, fundraising events and support via pro-bono work.

DELIVERED SO FAR

9 PRO-BONO APPOINTMENTS

We have worked with the below charitable partners to carry out pro-bono work and appointments.

£28K IN CASH DONATIONS

We have donated over £28,000 in cash to Social Impact Organisations as part of our commitment to donate 0.1% of revenue.

£11K+ RAISED

We have raised over £11,000 for charitable causes through participation in fundraising and sponsorship events.

510 HOURS VOLUNTEERING

As part of our employee charity / volunteering day allowance, we have spent 510 hours volunteering time for charitable causes.



Our Pro-Bono appointment partners

COMMUNITY

Here are some highlights of our activity in the community during 2024.

THE LEGACY PROJECT

The Legacy Project 2024 explores the stories and experiences of more than 170 women in senior roles across the UK Real Estate sector with the aim of driving change in the Real Estate sector for the next generation of female leadership. In partnership with [Real Estate Balance](#), Granger Reis gathered their thoughts over 18 months on the realities of gender balance, career progression, and the impact of workplace culture. More information can be [found here](#).

STANHOPE FOUNDATION CHARITY DAY

Around 5 members of Granger Reis participated in a football tournament hosted by the [Stanhope Foundation](#), a charity whose work helps people find hope and pride through meaningful employment

B CORP COMMUNITY

We attended the Bristol & Bath B Local annual PurposeFest to spend some time with our fellow local B Corp community and listen to a range of thought provoking discussions on how B Corps can contribute to the business as a force for good movement.

The Legacy Project 2024

Engendering change in Real Estate for the next generation of leadership.
Analysis from interviews with 170+ female leaders.

IN PARTNERSHIP WITH

RE/
ESTATE
BALANCE



LOCAL IMPACT

PENNY BROHN UK CHARITY DAY

[Penny Brohn UK](#) is a cancer and wellbeing charity based less than 10 miles away from our Head Office in Bristol. They charity offers a comprehensive range of services to support people living with cancer, focusing on both physical and emotional wellbeing. Their weekly programme includes:

- Nutrition advice and support
- Exercise sessions (including yoga, Pilates, and dance)
- Relaxation and mindfulness sessions
- Healing therapies and hypnotherapy

Granger Reis in January 2024 by helping paint and refurbish the reception area where they offer their services.



BRISTOL BEARS WOMEN'S RUGBY



Bristol Bears Women (BBW) is a top-flight women's rugby club that competes in the Allianz Premiership Women's Rugby, with a vision to "Inspire Our Community Through Rugby Success" and an ambition of winning the league title.

Bristol Bears Women strives to nurture and develop the wealth of rugby talent across the South-West through strong partnerships with the University of Bristol, Richard Huish College, SGS College and Weston College.

We committed to supporting BBW as match day sponsors across the 23/24 season, offering them both financial support and a presence across our social media.



ENVIRONMENT

We are committed to minimising our environmental footprint, promoting sustainability, and contributing to the preservation and improvement of the natural world.

20%

In 2024 we balanced 20% more greenhouse gas emissions than we produced.

DELIVERED IN 2024

ENVIRONMENTAL MANAGEMENT SYSTEM (EMS)

We work with [Green Small Business](#) to implement an audited EMS which help drives step changes and improvements, examples of things delivered in 2024 include:

- Electric Vehicle Salary Sacrifice
- Adoption of an Environmentally Preferable Purchasing Policy
- Screening of new suppliers and audit of principal suppliers to ensure they align with our policies.



PREVIOUSLY DELIVERED

CARBON ACCOUNTING & CARBON REMOVAL

We have completed carbon accounting since 2022 so we can ascertain the emissions associated with our business activities.

We work with [Earthly](#), (who are B Corp Certified) to identify carbon removal projects to balance our emissions and make positive impact on nature and socio-economic projects. More information on the projects supported can be found [here](#).

Additionally, for every new starter, we have committed to planting 5 trees.

EARTHLy

CARBON EMISSIONS OVERVIEW - 2024



SCOPE 1
Direct emissions from sources that are owned or controlled by the company



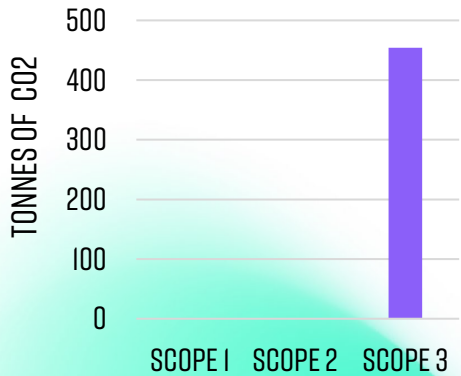
SCOPE 2
Indirect emissions from purchased sources of energy that we don't control e.g. electricity



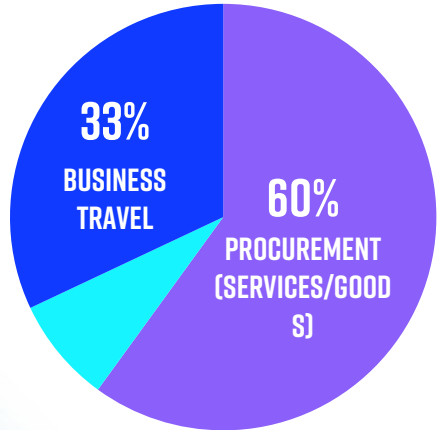
SCOPE 3
All other indirect emissions - e.g. procurement & travel

= 455
Tonnes of CO₂ 2024
500 tonnes in 2022 (9% decrease)

2024 EMISSIONS

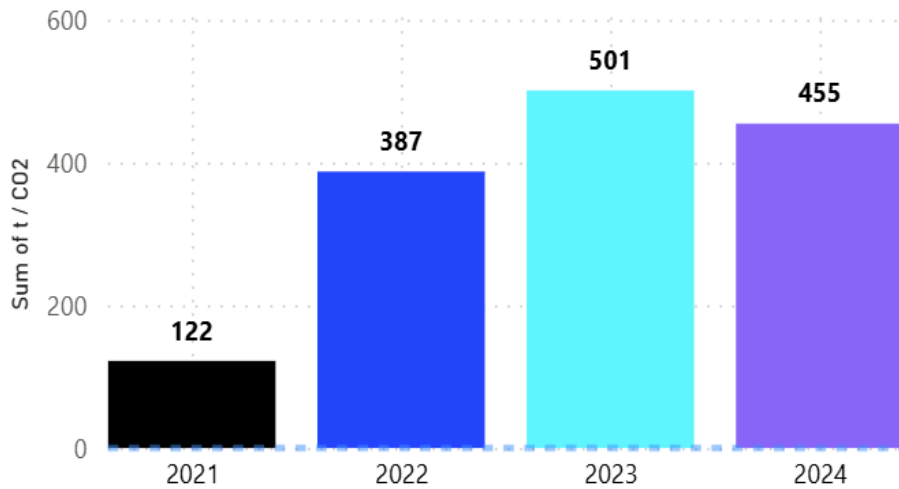


SCOPE 3 EMISSIONS



OUR EMISSIONS OVER TIME

t / CO₂ Year



In 2024, we **REDUCED OUR CO₂ EMISSIONS** per Million (£) of revenue **BY**

15%

Over 99% of our carbon emissions are from Scope 3 emissions

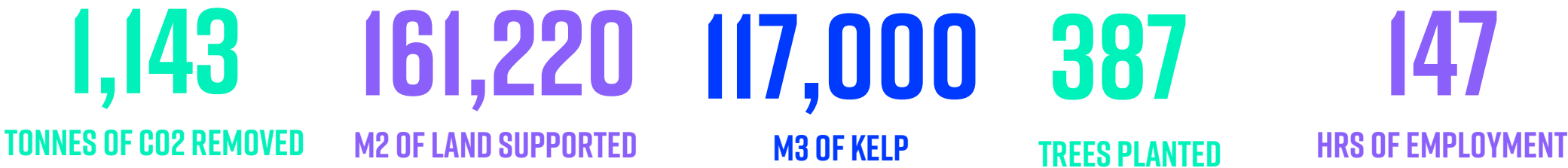
BALANCING OUR CARBON IMPACT

Earthly helps businesses support high-quality nature-based projects that remove carbon, restore biodiversity and improve livelihoods.

This is done through purchasing biodiversity and carbon credits, automated nature contributions, or investing in early-stage project origination. A couple of examples of the projects we invest in are on the slides to follow.



CUMULATIVE TOTALS OF GR POSITIVE IMPACT (2022-2024):



	CO2 REMOVED	M2 OF LAND SUPPORTED	M3 OF KELP	TREES	EMPLOYMENT
2024	738	3,290	0	103	29 HRS
2023	245	45,080	0	184	63 HRS
2022	157	116,140	117,000	100	55 HRS

PROJECTS WE HAVE SUPPORTED IN 2024

AGROFORESTRY, KENYA

The Project

The International Small Group & Tree Planting Program (TIST) project in Kenya is working at the heart of the nation’s biodiversity conservation and sustainable development. Local farmers are trained to integrate tree planting with their farmed lands, which protects their crops from extreme weather events like drought, increases biodiversity, and provides more sustainable income. So far, 5438 Ha of forest area has increased, benefiting over 68400 farmers.



Alignment with Sustainable Development Goals
The project is aligned with the following SDGs.



Positive for people
The project empowers local farmers—particularly women—by making them central to its management and benefits, providing direct carbon finance payments, comprehensive training in climate-resilient agriculture and life skills, and fostering a supportive network, thereby improving livelihoods, promoting sustainability, and reducing gender inequality..



Good for Earth
TIST combats climate change and biodiversity loss by training farmers to plant native trees, which store carbon, restore ecosystems, and increase resilience to extreme weather.

More information on this project can be [found here](#).

PROJECTS WE HAVE SUPPORTED IN 2024

PEATLAND PROTECTION, BORNEO

The Project

The Rimba Raya Biodiversity Reserve project is protecting one of the most highly endangered ecosystems in the world. Without this project, the carbon-rich, peatland forest of Rimba Raya would have been turned into palm oil estates, emitting over 100 million tonnes of carbon into the atmosphere. Instead, the project is protecting the land and working with local communities to achieve all 17 of the Sustainable Development Goals.



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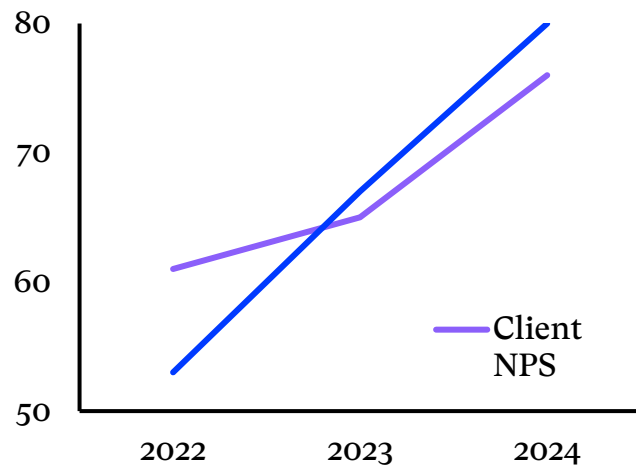
Good for Earth

The project uses funds to support local villages through programmes aligned with the Sustainable Development Goals, delivering initiatives in education, employment, health, clean energy, and women’s empowerment, while fostering entrepreneurship, providing vital resources, and promoting community accountability.

CUSTOMERS

We are committed to ethical business practices and a customer-centric approach. We deliver value to customers while considering their well-being, satisfaction and the impact our service has on them.

OUR NPS OVER TIME



NET PROMOTER SCORE

For a long time, we have valued our customer's feedback. Every client and candidate we interview is invited to complete a feedback survey where we capture data to calculate NPS along with qualitative feedback to capture things like improvement suggestions.

Keep talking, keep learning with regular feedback. With regular reviews, open dialogue and transparent measurement by NPS, we stay accountable for our actions and commit to getting better, every day.

CUSTOMER SELECTION

We want to work with customers who align with our values. There is still work to do but we have started conversations around a customer selection process.

+76

Client NPS

+80

Candidate NPS

As of December 2024

CLIENT QUOTES



First class service - aligned on values, integrity.
Understanding and alignment with who we are and
what we need to be the force for good and change agent
that we aspire to be. Kept informed, kept on track, did
what you said you would do and more

REAL ASSETS
PROMOTER



The Granger team was very engaged in the process and took great care to thoroughly
understand the very specific requirement. The candidates they presented had the right
profile, and the interview and candidate refinement process were also very positive.

NATURAL RESOURCES
PROMOTER



Excellent team to work with - highly professional and
with an excellent understanding of the sectors and
specialisms they work in.

REAL ASSETS
PROMOTER



CLIENT QUOTES



Super advice and service They have the IQ and more importantly the EQ to understand what we needed and took so much care and attention to the entire process - authentic ambassadors for our organisation

REAL ASSETS
PROMOTER



The team did a great job of engaging with us to understand the requirements and the culture. The diligence in candidate reviews and providing detailed candidate summaries is very good. The communication and follow up is also quite good. Alex and team do a great job.

NATURAL RESOURCES
PROMOTER



Very consistent with their delivery, offer flexibility where other firms do not, highly responsive and engaging.

NATURAL RESOURCES
PROMOTER



CANDIDATE QUOTES



A very good level of professionalism, concerned and very empathetic, timely and clear in the information, excellent!!!

NATURAL RESOURCES
PROMOTER



Danielle Hatton was my main contact, she was supportive, professional yet friendly, clear, responsive, made a connection, helped me prepare for the interview and feel positive and confident throughout the process. She stayed in touch with frequent updates and really seemed to understand the mining industry. It was always pleased to connect with her. Other team members I interacted with were equally satisfactory. I am very impressed with the whole team.

NATURAL RESOURCES
PROMOTER



Sam has been very professional and friendly over the whole process, giving immediate feedback and updates as well as engaging in balancing interest between parties for a successful outcome.

REAL ASSETS
PROMOTER



I have been in the industry over 35 years. I am the one normally employing. When I look at the vigour they have been through with myself when seeking a position. I feel pretty confident when they recommend somebody, that they will not be wasting my time. Very professional, they know the market, good briefing, reference checks and qualifications.

REAL ASSETS
PROMOTER



Everyone I worked with was very friendly, had a lot of knowledge on the business they were hiring for, and could answer questions thoroughly.

NATURAL RESOURCES
PROMOTER





GRANGER REIS
INFLUENTIAL CHANGE