Assurity Consulting

Independent workplace compliance

CORPORATE RESPONSIBILITY REPORT

July 2025 - June 2026

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Welcome to our Corporate Responsibility Report July 2025 - June 2026

We believe that whatever the size of an organisation, your business plans should focus on more than just making a profit. This is why our company takes time to invest in four key areas:

1 - Workplace
2 - Marketplace
3 - Environment
4 - Community

In each of these areas, we have set targets for our company to deliver and achieve. These include maintaining our nationally recognised accreditations and certifications, such as ISO 14001, ISO 9001, ISO 45001, and United Kingdom Accreditation Service (UKAS). This summary report has not been validated by an external organisation. However, some of the information within it has been validated through the general quality system that our company works within. We also carry out an internal review of our activity, compile it and promote all our good work to our employees within our 'Monthly Takeout' company newsletter throughout the year.

A new time frame for our yearly CR Report

This report marks our transition from a January-December reporting period to a July-June reporting period, aligning with the budget year of our group company, Celnor.

About Assurity Consulting

Assurity Consulting is the UK's leading independent consultancy for workplace health, safety, and environmental solutions. We have over forty years of experience in compliance management, giving impartial advice to organisations, offering a broad range of compliance guidance from inception to continual control and management.

We make sure that our customers achieve compliance in a cost-effective way, letting them focus on the core of their business. We do not offer remedial services, giving our Consultants the freedom to focus totally on finding the best solution for our customers. The impartial advice we give to our customers on their individual situation, delivers many opportunities for cost savings and the avoidance of unnecessary expenditure as well as potentially saving lives and supporting the wellbeing of their employees.



Overall leadership

At Assurity Consulting, we have recognised that to be a truly successful organisation we must also be a responsible business. Over the last forty years, our company has grown from a family run organisation to a medium sized enterprise employing over 90 people. We have achieved this success by incorporating Corporate Responsibility (CR) into the day to day running of our business. We believe that for a company to be socially and environmentally responsible, willingness needs to be driven from the top of the organisation. Any time and resource required in the management of our corporate responsibility must be properly budgeted for each year with key targets for specific individuals. This enables proper planning, record keeping, and regular review of the processes involved.

To continue Assurity Consulting's legacy, in 2022 all our Managers became shareholders in the business, with the goal of continuing the success and sustainability of the company, as it continues to grow alongside our commitment to our people and company.

In 2023, the company Directors explored options for the ongoing, long term development of our company. At the end of 2023, Assurity Consulting was successful in gaining investment from Celnor Group Limited, who purchased a majority share in the company. This new ownership is allowing for new investment in technology and training, giving us the opportunity to continue to innovate and anticipate our customers' needs. We remain autonomous and are able to give our employees opportunities for progression.

Celnor Group Limited is building a group of companies that will not influence our independence. This was one of the main reasons they were chosen as our new owners, as they could see the value of our service, the independent expertise and reliability we give to our customers, and the depth of knowledge that we have within our team. With this investment we continue our work to support our workplace, marketplace, environment, and community – with further reach and resources than ever before.

Aligning our business with the UN Sustainable Development Goals

For our July 2025 - June 2026 Corporate Responsibility report, we continue to reflect on the progress we have made towards the UN Sustainable Development Goals. The seventeen goals, as listed below, were adopted by all United Nations member states in 2015 and intend to provide a shared blueprint for peace and prosperity for people and the planet.

By breaking down our accomplishments in terms of the UN Sustainable Development Goals, we can highlight our achievements and strengths, revisit our accomplishments, and identify areas where we could develop even further. This allows us to continue putting our best foot forward and contribute to positive change in the world around us.



1 Our challenges and successes - Workplace

We have found several of our accomplishments for this area have helped us work towards UN Sustainable Development **Goal 3: 'Good Health and Wellbeing'**, **Goal 4: 'Quality Education'**, and **Goal 16: 'Peace, Justice and Strong Institutions'**.



Workplace Challenges for July 2025 - June 2026

- Continue to engage our employees through the organisation with internal events including, where possible, those suggested by employees in feedback and surveys.
- Hold several in person events for employees to attend to support their physical and mental wellbeing.
- Undertake an employee wellbeing survey.
- Carry out refresher training for mental health awareness, for our managers, so they can best support our employee's mental wellbeing.
- Increase the number of first aiders who are working in the office.
- Continue to look after and improve our building, by making changes to the external render to keep the building looking presentable.

Continue to engage our employees through the organisation of internal events. Hold several in person events for employees to attend to support their physical and mental wellbeing.

In July 2025 - June 2026, we continued to hold activities to suit our employees. Events ranged from local catering companies visiting our office to serve our employees food, drinks, and ice-creams, to a companywide lunch after our business plan update, a golf challenge open to all employees, and events like mini-golf and a pub quiz night.









Workplace successes for July 2025 - June 2026





We also took notice of the suggestions in the wellbeing survey we carried out in July 2025 to help us determine what our employees would like from our workplace wellbeing activities in July 2026 - June 2027. This included our summer party, and further wellbeing walks.

Throughout the year we organised some wellbeing walks led by Consultancy Services Manager, Mike Ayling. Walking through some of the best nature paths in Horsham, employees got the chance to spend their lunch break outside with other colleagues, taking a break from work. These events were in line with **Goal 3: 'Good Health and Well-being'.**



In August, the Marketing team Ciara, Suzanne, and Adam organised and ran our very own 'Assurity Consulting Sports Days', a fun and competitive series of games that took place every Friday at lunchtime for 3 weeks. Employees kindly donated games and sporting equipment, and the weather was kind to us and the sun shone most days. We had events such as an egg and spoon race, bean bag balance, target shooting, football, corn hole board, and ring toss. All the events boosted morale, gave people the opportunity to socialise, learn a new skill, and the events added some fun to the workday!

"I really enjoy the sports day activities, it's a great way to bring the team together and have some fun in the sun. While my athletic ability may be questionable, the team spirit definitely is not! " Maysie, Consultancy Services Deputy Manager







Workplace successes for July 2025 - June 2026

In December, we held our company Christmas party at a local venue, the beautiful Hickstead Showground, complete with a two course dinner and dessert station, a free bar, disco, and a casino. We also held our companywide Christmas Charity Day – with a delicious Christmassy buffet from a local catering company Baked By Me, music, a Christmas quiz, Christmas jumper competition, and a charity raffle in aid of Springboard House which raised £403. Celnor doubled this amount raising £806.





"The food at Hickstead was incredible, featuring everything from turkey roulade to a full sweet treat station! A very enjoyable evening." – April, Consultancy Services Deputy Manager

"A huge thank you to the Marketing team for putting together another amazing Christmas party. The venue was beautiful, the food was delicious, and the little extras, like the sweet cart, made the night feel extra special. It's always a pleasure to celebrate another year with a great company." – Charlotte, Customer Administration Senior Coordinator and Project Lead

"The Christmas party was a fabulous event, it was great to see everyone in their glad rags. The venue was lovely, the food delicious and the tunes were banging. Amazing that this cost me nothing, too, a fantastic company benefit." – Anne, Customer Administration Coordinator

"The Christmas party is always such a nice way to end the year, thank you all very much!" – Ciara, Marketing Coordinator





Workplace successes for July 2025 - June 2026

Undertake an employee wellbeing survey

At Assurity Consulting, we take our duty of care for our employees very seriously. Our company ethos describes our commitment to providing:

- The best possible support for our people;
- Support for the whole person;
- Promoting wellbeing and being energised by work; and
- Creating a happy place to work.

In July 2025, we carried out our annual employee wellbeing survey. We have continued to use the Health and Safety Executive's survey designed specifically to obtain feedback on 'stress at work'. Employees were encouraged to take the 10-minute survey, and we received 50 completed replies, equalling 55% of our employees.

The survey responses are anonymous, so our employees feel comfortable answering the survey honestly. We will use this survey and future surveys to recognise trends and improve wellbeing among our employees.

Overall, the survey findings were very positive and indicated that our employees feel the company is managing wellbeing at work very well. In particular, the survey indicated that employees feel:

- They have a good understanding of their job role;
- They are trained well for their role;
- Their deadlines are achievable; and
- Well supported by their managers and their colleagues.

There are three specific areas that the survey indicates we can do better:

- Employees feel they are working intensively;
- Employees feel they are working quickly; and
- Employees sometimes feel they need to neglect lower priority tasks to complete others.

The survey result reflected that people felt they needed to work very intensively and very fast, which can mean that some tasks take priority over others. Despite this, employees provided a positive rating overall when it came to managing the risks associated with workplace stress. A few areas were identified that needed continual focus and they have been discussed between the management team to find solutions.

The survey in 2025 also helped us to determine what our employees would like from our workplace wellbeing activities in 2026. We examined additional questions around wellness initiatives and mental health to add to the survey, to give us more information on how to support our employees. We recognise that looking after our employees' wellbeing is an important factor of working at Assurity Consulting.

We believe these accomplishments have made progress towards **Goal 3: 'Good Health and Well-being'.**

Workplace successes for July 2025 - June 2026

Continue to look after and improve our building, by making changes to the external render to keep the building looking presentable.

This year, we replaced all existing single-glazed windows with modern double glazing. This upgrade has already contributed to better heat retention throughout the building. This improved insulation will help to reduce energy usage, keep monthly costs lower, and keep heat out during the summer months.



In June 2026, our Facilities Coordinator, Mark, delivered a number of improvements to our premises. One of our meeting rooms was rearranged to comfortably accommodate up to eight employees around the table, with convenient access to power via a centrally positioned pop-up outlet. Mark also carried out refurbishment work on the entrance porch roof, including cleaning, filling, and sanding the woodwork before repainting it, improving the overall appearance and providing important finishing touches to the building entrance area.





Workplace successes for July 2025 - June 2026

Increase the number of both general and mental health first aiders who are working in the office.

During July 2025 - June 2026, no new general or mental health first aid training was delivered. This was because we have a sufficient number of trained first aiders in place. We continue to monitor first aider coverage to make sure it meets workplace needs and will arrange further training when required. Celnor have set up group access to a new wellbeing and EAP app called Wisdom, to support the mental and physical health of our employees. This wellbeing app further complements our employee medical cash scheme and private healthcare options.

Further benefits to our employees

- We have continued our 'free' breakfast for employees that was launched in 2022. From July 2025 - June 2026, employees continued helping themselves to breakfast items, such as toast, porridge, crumpets, jam, and butter. The result of this initiative has been that many employees have been able to save both time and money by having their first meal of the day provided by our company.

- We once again partnered with DC Pensions and Investments to provide pension surgeries free of charge for our employees. Our people were all given the opportunity to meet with a pension advisor to discuss their pension and to support them in making the best decisions when it comes to their financial wellbeing.

- We continued to reward employees for their loyalty to our company using our Loyalty Benefit Scheme. Employees who have over five years service, have the option to enhance several of their existing benefits. They can increase the contribution our company makes to their pension or receive a sum of cash to donate to charity or spend on a membership to a learning, cultural, or wellbeing association.

These accomplishments have made progress towards **Goal 1: 'No Poverty'** and **Goal 2: 'Zero Hunger'**, and **Goal 3: 'Good Health and Well-being'.**



Workplace successes for July 2025 - June 2026

Further workplace accomplishments



- We continued to engage employees to give their feedback to the SHEQ steering group meetings, so any issues could be raised, discussed, and addressed.
- Our Anti-Slavery and Corporate Responsibility policies remain available on our website here, both being in line with **Goal 3: 'Good Health and Wellbeing'**, in addition to **Goal 16: 'Peace, Justice, and Strong Institutions'.**

IT and technology accomplishments

- We have continued to supply equipment and the means for our employees to work from home where appropriate, saving on time, energy, and fuel costs for our people.
- We have built a new laboratory database using the latest cloud technologies to allow the laboratory to continue to process samples in a fast and efficient manner.
- We have completed development work on our Assurity Plus 2.0 water management software with our development partner, including building new mobile applications for both Apple and Android devices.

Workplace challenges for July 2026 to June 2027

- Continue to engage our employees through the organisation with internal events including, where possible, those suggested by employees in feedback and surveys.
- Hold several in person events for employees to attend to support their physical and mental wellbeing.
- Undertake an employee wellbeing survey.
- Carry out refresher training for mental health awareness for our managers, so they can best support our employees' mental wellbeing.
- Increase the number of first aiders who are working in the office.
- Continue to look after and improve our building, by making changes to the external render to keep the building looking presentable.
- Invest in a new cloud platform Monday.com that will replace our aging CRM system, and improve the efficiency of all employees as we take advantage of the advanced AI capabilities the platform has to offer.



2 Our challenges and successes - Marketplace

There are several achievements we have made in July 2025 - June 2026 when it came to our marketplace and industry, that we feel have demonstrated positive progress towards the following UN Sustainable Development Goals:



In this section of our CR report, we will explain how we achieved our goals.

Marketplace challenges for July 2025 - June 2026

- Continue to hold further seminars, webinars, conferences, and workshops for our customers and contacts, providing up to date industry information and networking for our industry.
- Continue to provide up to date industry information on our website, via our whitepapers and insights.
- Continue to support our industry and partners with other likeminded organisations to help promote health, safety, environmental and workplace compliance.
- Complete development of our Assurity Plus 2.0 water management software and go live with our customers.
- Complete development of a mobile application to support the Assurity Plus 2.0 water management software.

Continue to hold further seminars, webinars, conferences, and workshops for our customers and contacts to provide up to date industry information and networking for our industry.

We have successfully continued the running of our CPD in-person seminars and workshops, delivering expert-led presentations from an independent viewpoint. We ran two in-person seminars in London, on fire safety management, and Legionella management. We also ran two workshops locally to our office in Horsham on health and safety and Legionella management.

In line with **Goal 17: 'Partnership for the Goals',** for one session we collaborated with a partner at Mishcon de Reya LLP and Gough Square Chambers to provide both a legal as well as practitioners' view. This enabled our seminars to provide further specialist knowledge when it comes to health and safety and the law in our industry.

Marketplace successes for July 2025 - June 2026









"I truly enjoyed the seminar yesterday and learned a lot from it."

"Thanks to the team for the event yesterday, it was really informative."

Assurity Consulting webinars

From July 2025 - June 2026, we ran four webinars to keep our customers and contacts up to date on information in our industry. Although these events do not have direct networking opportunity, they are more accessible for all our customers and prospects around the country and enable them to obtain new industry information, CPD, and expert advice without the need to travel. In total, four hundred and twenty-six delegates attended our webinars in July 2025 - June 2026.





Marketplace successes for July 2025 - June 2026

White papers and insights

We wrote twelve whitepapers covering topics such as fire legislation, health and safety management training, environment management, noise exposure and asbestos management plans. We published sixty eight insights on trending themes, issues, and government guidance. Links to our online resources were also emailed to customers and prospects, or positioned for free download on our website.

The combination of our in-person seminars and workshops, and our online webinars and resources, have made progress towards **Goal 9: 'Industry, Innovation, and Infrastructure', Goal 4: 'Quality Education', Goal 8: 'Decent Work and Economic Growth'**, and **Goal 3: 'Good Health and Well-Being'.**



Service leadership and education

As an independent consultancy, education is core to the services we deliver to our customers. We do not offer any remedial services and are, therefore, able to offer our customers unbiased advice, guidance, and education to help them manage their workplace compliance. This remains true across all our services, from our wide range of assessments, through to the training we deliver.

From July 2025 - June 2026, we invested a total of £28,500 into our teams' education, supporting several of our employees in gaining industry recognised qualifications to further their personal development and career with us. Celnor have also invested in leadership development for five of our directors, management development for four of our managers, LinkedIn training for our wider business, and sales training for three of our consultants.

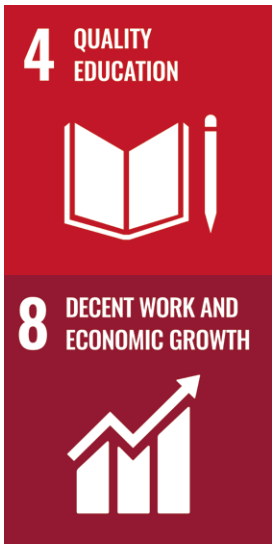
"The Fire Safety NEBOSH course gave me a whole new insight into both the nature of fire in buildings, as well as the importance of prevention and risk assessment. With fire safety being such a key point of conversation in recent times, this course has given me the confidence to open up discussions with customers on how they manage their fire safety." - Nick, Consultant



nebosh CELNOR GROUP MEMBER iosh

Marketplace successes for July 2025 - June 2026

We also ran a 'Plain English' training course internally, for Consultants and Customer Experience Support Coordinators, to make sure that our customer reports are easy to understand and free from technical jargon. We plan to continue to invest in the development and education of our people, both to deliver a high quality of service and contribute towards **Goal 8: 'Decent work and economic growth'**, and to have a positive impact for our employees, making sure we support them in their personal development and **Goal 4: 'Quality Education'.**



Continue to support our industry and partner with other like-minded organisations to help promote health, safety, environmental and workplace compliance.

Upholding and further developing partnerships was also achieved as we actively continued our support for industry bodies and events with our roles/relationships with:

- IWFM (Institute of Workplace and Facilities Management);
- BCO (British Council for Offices);
- IoD (Institute of Directors);
- ISBA (Independent Schools Bursars Association);
- IIRSM (International Institute of Risk and Safety Management) committees;
- The London Health and Safety Group.

Keith, Managing Director, continued to be part of the committee and support the IWFM International Special Interest Group. We continued to operate as a member of the IoD Expert Advisory Panel on employment and skills, contributing to government consultations and IoD output on work and workplace.

ISBA INDEPENDENT SCHOOLS' BURSARS ASSOCIATION

iwfm Institute of Workplace and Facilities Management

IoD

BCO



Marketplace successes for July 2025 - June 2026

This has helped us to contribute towards **Goal 11: 'Sustainable Cities and Communities'** within our industry, by providing **Goal 9: 'Industry, Innovation and Infrastructure'** and **Goal 13: 'Climate Action'** by supporting the development of a sustainability action plan for our industry.

By partnering with organisations, bodies and other members of our industry who attended these events and provided their knowledge we have contributed to **Goal 17: 'Partnerships for the Goals'** and **Goal 4: 'Quality Education'.**



Other market successes

In 2025, we were able to continue to and be involved in developing knowledge in our industry through active involvement in attending stakeholder groups, conferences, and other events, including:

- Data Centre World
- IWFM Awards Dinner
- PFM Awards Dinner
- Facilities and Estates Management Live
- Global Series Events

Greg, Director of Market Development, also continued to be active in supporting and promoting the sharing of information and knowledge within the industry including:

- Supporting the London Health and Safety Group;
- As a member of the Department for Business and Trade, Primary Authority Business User Group, helping to develop the Primary Authority Scheme
- As a member of the Institute of Directors, Future of the Workplace, Expert Advisory Group.

Attending these events enabled us to provide expert insight to professionals and organisations in our industry.

Marketplace successes for July 2025 - June 2026

Continue with our journey to become ISO 27001 certified

We have continued our journey to become ISO 27001 certified, to demonstrate that we have the systems in place to protect corporate information and data and provide further reassurance for our customers. The project includes our integrated Business Management System manual and we have a working group to focus on gaining the certification.

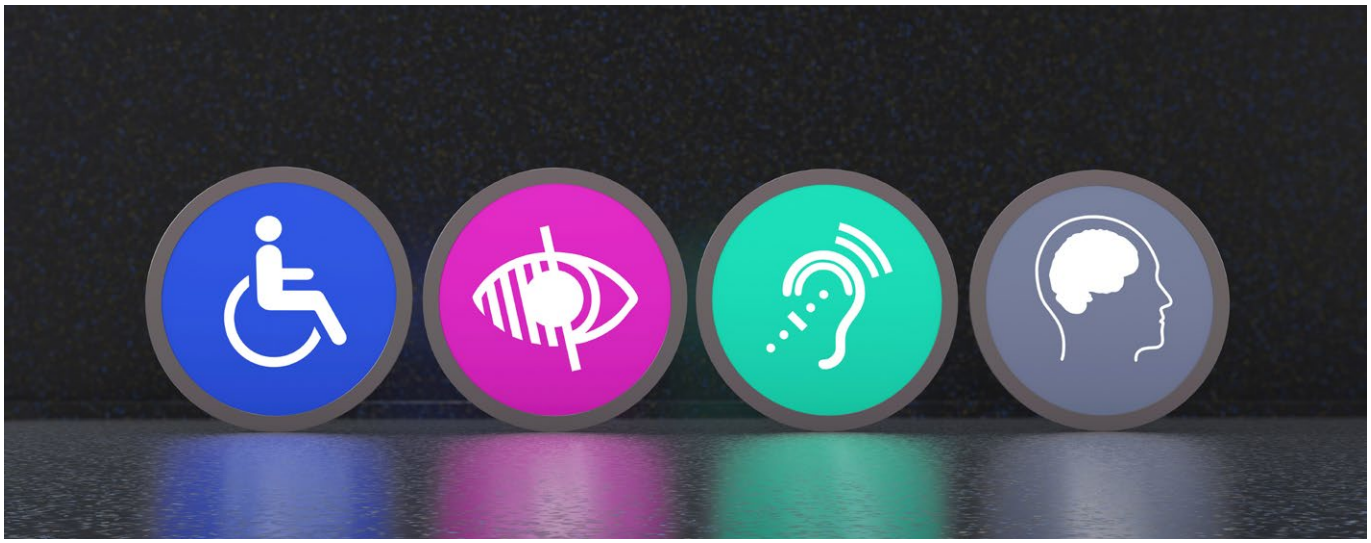
Renew our accreditation with BAFE SP205 life safety fire certification, to demonstrate the high quality of our fire risk assessments.

In 2025, we successfully renewed our certification with the BAFE SP205 Life Safety Fire Risk Assessment Scheme for another year. The auditor commented in their report:

"The firm is delivering well documented and controlled fire risk assessments using the quality management requirements of BAFE SP205. The firm is well placed to control and monitor the systems of control going forward. The Auditor considered the existing control measures in place and knowledge and experience of the firm's Fire Risk Assessors and Validators. The Auditor was satisfied that a revisit was NOT required, and an Annual Surveillance Audit will be booked in 2025"

Equality in the marketplace

Goal 10: 'Reduced Inequalities' is not just one of our goals for our own workplace, but also how we aim to have a positive effect within our industry. From July 2025 to June 2026, we continued to see success in this area, via the uptake of our access services. We successfully delivered 19 access audits, 3 access management reviews, 2 access supporting sessions and 3 sessions of disability awareness training. Reducing inequalities is a vital part of one of our core services, that we carry out throughout the UK.



Marketplace successes for July 2025 - June 2026

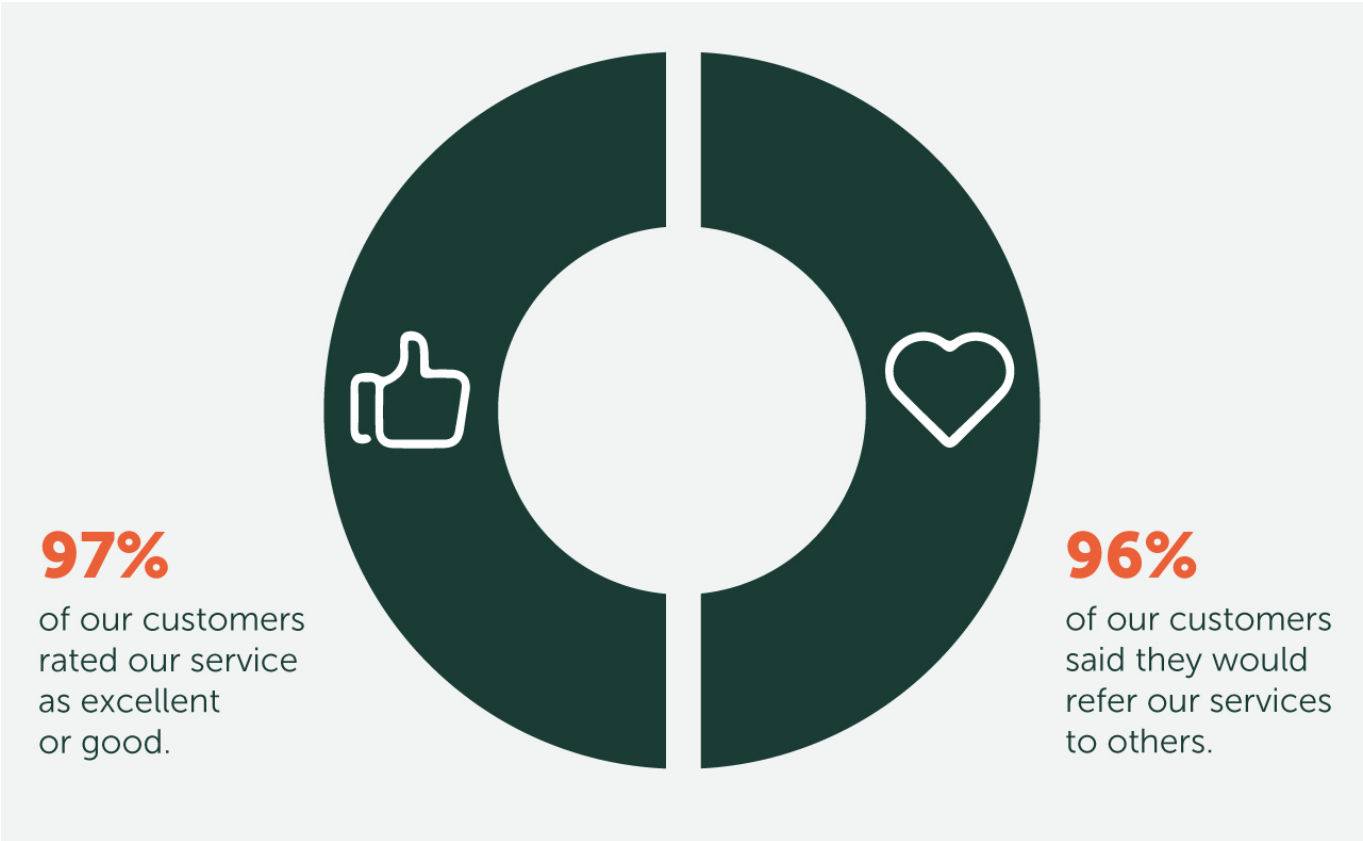
Our customer satisfaction survey

Every year we send out a survey to our customers, to measure their satisfaction with our service, gain valuable insight and feedback and highlight success as well as find areas for improvement.

For our customer satisfaction survey 2026, we are proud to say that 97% of our customers rated our service excellent or good and 96% of our customers also said they would recommend our service to others.

"Delivering an exceptional customer experience remains at the centre of everything we do, and I'm delighted to share another year of outstanding satisfaction results. This achievement reflects the dedication and hard work of every team across our business - true collaboration in action. A sincere thank you to our loyal customers for your ongoing trust and support. We're incredibly grateful and remain committed to delivering the service you expect and deserve." Kim, Director of Customer Experience, Assurity Consulting





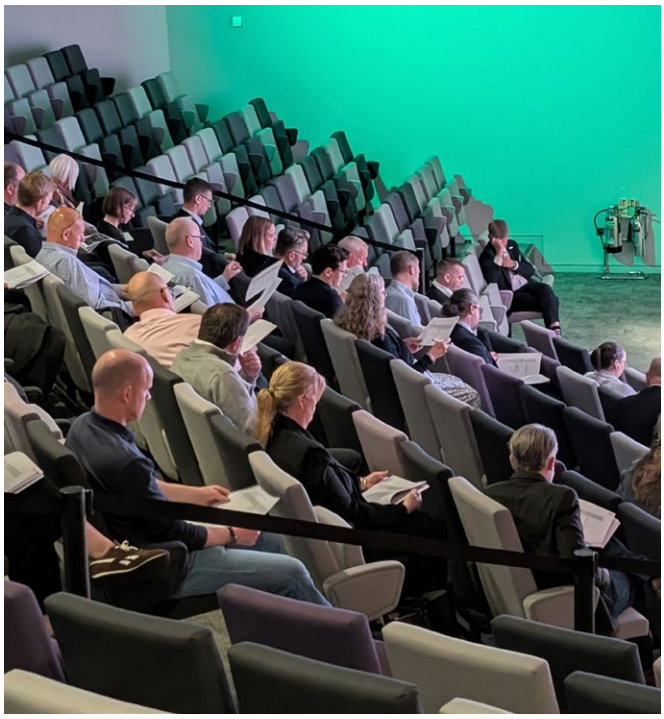
Our incredible customer feedback reflects the pioneering level of service we provide in our industry, achieving when it comes to **Goal 9: 'Industry, Innovation, and Infrastructure'.**



Marketplace challenges for July 2026 to June 2027

- Continue to hold further seminars, webinars, conferences, and workshops for our customers and contacts, providing up to date industry information and networking for our industry.
- Continue to provide up to date industry information on our website, via our whitepapers and insights.
- Continue to support our industry and partners with other likeminded organisations to help promote health, safety, environmental and workplace compliance.
- Continue to develop and improve our Assurity Plus 2.0 water management software.









3 Our challenges and successes - Environment

Environment challenges for July 2025 - June 2026

- Keep gas, electricity, water, and paper usage within our predicted targets.
- Continue to form our roadmap for achieving net zero by 2050.
- Continue to maintain our ISO 14001 accreditation.
- Continue to support our customers with improving and maintaining their sustainability and clean water in their buildings.
- Hold another team 'Make a Difference Day' to improve the local environment, that our employees can get involved in.
- The environmental meeting group continue to meet and to discuss the future direction of Assurity Consulting's environmental targets and methods of reporting.

Environment successes for July 2025 - June 2026

Keep gas, electricity, water, and paper usage within our predicted targets

- Gas - The average usage for July 2025 - June 2026 was below the monthly target of 340m3 at 178.41m3 per month. We believe this was due to a very mild year, therefore, we propose reducing the monthly usage to 250m3 for July 2026 to June 2027.
- Electricity - The average usage for July 2025 - June 2026 was below the monthly target of 5,400kwh at 5,053kwh per month. We decrease the usage at 5250kwh per month for July 2026 to June 2027.
- Water - The average usage for July 2025 - June 2026 was in line with the monthly target of 25m3 at 24.5m3 per month. We are still increasing the number of employees, but water usage has remained consistent over the last two years. Based on average data, it was proposed to keep the water target for July 2026 - June 2027 at 25m3.
- Paper - The average usage for July 2025 - June 2026 was below the monthly target of 19,000 sides at 15,645 sides per month. Therefore, it was proposed to drop the target to 16,000 sides per month for July 2026 to June 2027.

We received several new PHEVs delivered in July 2025 - June 2026, which has seen a reduction in CO_2/km down to 62.5g/km from 85.5g/km.

These achievements have made great progress toward **Goal 12: 'Responsible Consumption and Production'**, **Goal 13: 'Climate Action'**, and by extension **Goals 14: 'Life Below Water'** and **15: 'Life on Land'**.



Environment successes for July 2025 - June 2026

Continue to form our roadmap for achieving net zero by 2050

Our internal environmental management long term planning group meets regularly and we continue towards our commitment of net zero by 2050.



Continue to maintain our ISO 14001 accreditation.

We are proud to say we have successfully completed a recertification audit for our ISO 14001 certification.

"I'm pleased to say that we have successfully completed a recertification audit for our ISO 14001 certification, continuing our success in maintaining the standard. This was an Assurity Consulting team effort in maintaining the management system. Thank you to all involved."
Yvonne, SHEQ Coordinator

Our suppliers

From July 2025 - June 2026, we have also continued working with suppliers who we feel have a positive impact on the environment and are conscious of how they work sustainably. For example, this includes asking our catering suppliers how they source their food, whether they use disposable packaging, and how their waste is disposed of.

Wherever possible we also worked with suppliers who were local to our office in Horsham, rather than suppliers who would need to travel long distances and use unnecessary fuel. In line with **Goal 17: 'Partnerships for the Goals'** this effort has also had the effect of contributing to **Goal 11: 'Sustainable Cities and Communities'.**

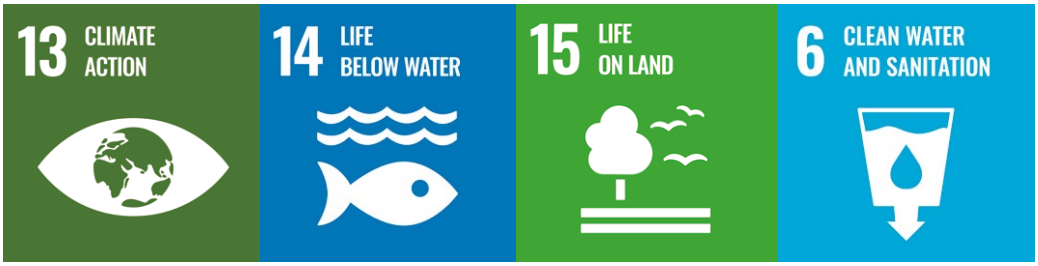


Environment successes for July 2025 - June 2026

Continue to support our customers with improving and maintaining their sustainability and clean water in their buildings

We believe that as a business we have a responsibility towards the environment and sustainability. This is reflected in how we contribute to knowledge within our industry, who we work with, and how we work. From July 2025 - June 2026, we made various achievements (listed below) towards **Goal 13: 'Climate Action'**, which in turn will have a positive effect towards **Goals 14: 'Life Below Water'** and **15: 'Life on Land'**.

We continued to deliver our environmental management services, giving our customers expert advice on how to properly manage their buildings, so that they have a more positive impact on the environment. Our services in relation to water hygiene also continued to have a positive effect, to make sure there is a clean supply of water and sustainable systems in our customers' buildings, also contributing to **Goal 6: 'Clean Water and Sanitation'**. From July 2025 - June 2026, we collected and tested 21,352 water samples, and 5,915 air samples which also test for the sanitation of the environment tested.





Environment successes for July 2025 - June 2026

Hold a team 'Make a Difference Day' to improve the local environment, that our employees can get involved in.

At Assurity Consulting, our employees each receive a 'Make a Difference Day' - one day per annum that they can use to support the local community. In July 2025, we held an environmental 'Make a Difference Day', at Huxley's Birds of Prey Centre, in Horsham.

In collaboration with Huxley's, a team of our employees were able to spend their working hours digging to lay some new pipework to further extend their irrigation system. On the day they also got to watch bird displays and hold some of the birds too!

This team 'Make a Difference Day' has been able to make progress towards **Goal 3: 'Good Health and Wellbeing',** by listening to employee feedback and delivering a requested volunteer day. We focused on their passion for supporting the local environment and provided a great team building exercise.









Our challenges - Environment



Review our brand collateral items, to evaluate whether we can use materials that are more sustainable.

In a review of our brand collateral items, we were able to identify areas where we could reduce unnecessary landfill. We continue to reduce our environmental impact by printing our literature using biodegradable ink, and we are printing less, making progress when it comes to **Goal 12: 'Responsible Consumption and Production', Goal 13: 'Climate Action',** and by extension towards **Goal 14: 'Life Below Water'** and **Goal 15: 'Life on Land'.**

We will continue to review our branded items and consider where they can be adapted, whilst maintaining the necessary quality, to be reusable and, therefore, more sustainable.

Create a new environmental meeting group to discuss the future direction of Assurity Consulting's environmental targets and methods of reporting.

A new long term environmental management planning group is in place and they have been sharing knowledge to develop the team's understanding of the environment and are making sure that we are keeping to our environmental targets.



Further environmental successes

- We continued to raise awareness of ways that employees can help to reduce their carbon footprint, such as sending out reminders to turn off switches and monitors at the end of the working day in our monthly newsletter.
- We kept employees up to date on our targets for gas, electricity, water, and paper usage, and also our usage each month.

Environment challenges for July 2026 to June 2027

- Keep gas, electricity, water, and paper usage within our predicted targets.
- Continue to maintain our ISO 14001 accreditation.
- Continue to support our customers with improving and maintaining their sustainability and clean water in their buildings.
- Hold another team 'Make a Difference Day' to improve the local environment, that our employees can get involved in.
- The long term environmental management planning group will continue to further understand the needs of the business so that we can continue to work towards net zero.



4 Our challenges and successes - Community

We believe that to be successful, we cannot be indifferent to the society in which we operate. We believe that community engagement benefits both parties and, where we can, will look to align the goals of the business to the priorities of the local community.

Community challenges for July 2025 - June 2026

- Continue to attend in person university careers fairs, and local careers fairs to share our knowledge and expertise and to strengthen the relationship, and widen our pool of recruitment candidates.
- Run an in-person workshop in partnership with a local university, delivering insight on our specialist knowledge to students and broadening their horizons on their career options following their degree.
- Engage with our employees by holding in person events and attending external events and charity fundraising activities, with a fundraising goal of £4,250 for local charity partners.
- Continue to promote our 'Make A Difference Days' to our employees, organising group events our employees can get involved with and attend.

Community successes for July 2025 - June 2026

Continue to attend in-person university careers fairs, and local careers fairs and deliver a presentation or workshop to a local university. Share our expertise, strengthen the relationship, and continue to widen our pool of recruitment candidates.



In July 2025 - June 2026, we supported various local education establishments such as The College of Richard Collyer, Therfield School and Tanbridge House School attending careers fairs for younger students to help them to understand what their employment options are after education.

We attended careers fairs at universities, such as the University of Brighton, the University of Sussex and the University of Surrey to discuss their options after university, and to promote our careers to students there. In addition, we attended local careers fairs/apprenticeship fairs to engage and promote our careers opportunities to the local community. This has made progress towards **Goal 4: 'Quality Education'.**







Community successes for July 2025 - June 2026

Julie, Financial Controller used her 'Make a Difference Day' to support a mock interview day at Tanbridge House School, to give the students guidance on how to gain success in an employer interview.

"We watched very quiet and nervous children enter the room and then leave with huge grins of pride on their faces. The conversations heard around the room were both constructive, kind, and full of advice for next steps. The contribution of local businesses like Assurity Consulting could have a lasting impact on the lives of many young people within our school community. We thank you wholeheartedly for volunteering with us this year." - Sandra, Careers Coordinator, Tanbridge House School

Kimberly, Director of Customer Experience used her 'Make a Difference Day' to support The College of Richard Collyer at their 'Challenge of Management' event, acting as a business advisor for the students to help broaden their horizons.

These initiatives have helped make progress towards **Goal 11: 'Sustainable Cities and Communities'**, and **4: 'Quality Education'**. Working alongside organisations such as universities, schools, and careers fair exhibitors has also contributed to **Goal 17: 'Partnerships for the Goals'**.



Community successes for July 2025- June 2026

Engage with our employees by holding in person events and fundraising activities, and attending external charity fundraising events, with a fundraising goal of £4,250 for local charity partners.

From July 2025 - June 2026, we smashed our fundraising goal of £4,250 and raised an incredible £7,329 for charity!

We did this by hosting several different fundraising events such as an office brunch for The Olive Tree, a bake sale for World Mental Health Day, and our Christmas fundraising such as our Christmas raffle and Christmas jumper competition.













Community successes for July 2025 - June 2026

We also participated in external charity events, sponsoring our employees to take part in Movember. By promoting these events both internally and on our social media, we raised a total of £2,086 for men's mental health. We also attended two of the St Catherine's Hospice Golf Society Golf Days alongside other organisations and partners of the charity. These golf days raised £60,000 for the Hospice overall. In addition to this, for one of our 'Make a Difference Days', a team of our employees participated in the St Catherine's Hospice Christmas wrapping fundraising – wrapping gifts in exchange for a donation at Crawley Country Mall. Alongside other businesses during the Christmas period, we helped to raise £3,939.75 for the hospice.

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ST CATHERINE'S HOSPICE





For our main fundraising activities, the major investor in our company Celnor, kindly doubled some of our fundraising efforts – thank you Celnor on behalf of all our local charities. These accomplishments and partnerships in line with **Goal 17: 'Partnerships for the Goals'** have enabled us to contribute to **Goal 3: 'Good Health and Well-being'**, **Goal 11: 'Sustainable Cities and Communities'.**

CELNOR GROUP MEMBER



Community successes for July 2025 - June 2026

Continue to promote our 'Make A Difference Days' to our employees, organising group events our employees can get involved with.



From July 2025 - June 2026, we continued to hold our employee 'Make a Difference Days' - one paid day our employees receive per annum to be spent giving back to the local community. Our employees can use their day to support any charity of their choice, or they can join our team 'Make a Difference Days' - which we organise together with local charities. Collaborating with local charities, in line with **Goal 17: "Partnerships for the Goals"**, has helped us make progress towards **Goal 11: "Sustainable Cities and Communities"** and **Goal 3: 'Good Health and Well-being'**.

This year we were able to hold four team 'Make a Difference Days', with Springboard, Olive Tree Cancer Support, Huxley's and St Catherine's Hospice. For Olive Tree Cancer Support, we tidied up gardens, planted summer baskets and borders and took waste to the tip to make their premises more welcoming for their employees and visitors. At Springboard, we installed new insulation boards into a large storage cupboard.









Community successes for July 2025 - June 2026

"Assurity Consulting's support has been invaluable for Springboard for many years now. They have offered their expertise in health and safety and risk assessment which has saved us from spending valuable funds on outsourcing consultants. They have also helped with corporate volunteering days, supporting us with maintenance tasks, and on top of everything else, they fundraise for us in their office. We value their support and expertise hugely and are so grateful for their time."– Hannah, Volunteer Coordinator, Springboard

In addition to participating in team 'Make a Difference Days', our employees could use their day for a cause of their choosing. This ranged from volunteering at local schools, to volunteering for other local charities. One of our employees, Bhavini, volunteered for local charity Forget Me Nots.

"I had such a lovely time at my Make A Difference Day helping out at Forget Me Nots – a charity that supports those caring for a loved one with dementia. Every Friday Forget Me Nots welcomes carers and sometimes also those they care for, to the Tilgate Community Centre. There is some form of entertainment such as a singer or a story teller. Refreshments and lunch are served, around which there are many activities and games. The theme on the day I was asked to help out was The Beach.

It's organised chaos from beginning to end, and such great fun. My favourite part of helping out is talking to the carers and their loved ones as they've all led such full and interesting lives" - Bhavini, Customer Experience Support Senior Coordinator





Community successes for July 2025 - June 2026

Further community successes

- We contributed to and promoted our team, customer, and supplier fundraising activities, that include MIND, Macmillan, YMCA Downslink Group, and Kings College Hospital.
- Our employees continued engagement with personal fundraising activities throughout the year, which we got involved with by sponsoring them or paying for their entries for events such as Run Barns Green event that four of our employees took part in.
- We sponsored the players' shirts at Village FC, the football club of one of our Senior Consultants.
- We donated over 70 bags full of items to Chestnut Tree House, worth in the region of £2,000 for their charity shops.







Community challenges for July 2026 to June 2027

- Continue to attend in person university careers fairs, and local careers fairs. Share our expertise, strengthen the relationship, and widen our pool of recruitment candidates.
- Run an in-person workshop in partnership with a local university, delivering insight on our specialist knowledge to students and broadening their horizons on their career options following their degree.
- Engage with our employees by holding in person events and attending external events and charity fundraising activities, with a fundraising goal of £4,500 for local charity partners.
- Continue to promote our 'Make A Difference Days' to our employees, organising group events our employees can get involved with and attend.

Thank you for reading



If you would like to discuss any aspect of this report, please email info@assurityconsulting.co.uk or visit our website www.assurityconsulting.co.uk

Assurity Consulting

Independent workplace compliance



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