



Materiality Assessment 2024

Driving sustainable and inclusive progress

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Taking a focused approach

At Foot Anstey we believe in, and are committed to, operating as a responsible business. That's why we conducted a materiality assessment to shape a strategy that addresses our most significant risks, opportunities and impacts.

Materiality assessments help organisations identify and prioritise the environmental, social and governance (ESG) issues affected by their operations. A double materiality assessment, like the one we conducted, also looks at ESG issues that have the biggest impact on a business and its stakeholders. These issues could include climate change, inclusion, social issues, data privacy or issues like ethical sourcing.

Our assessment ensures we focus on what matters most – aligning our responsible business strategy with our growth ambitions, regulatory requirements, employee expectations and client priorities.

This report presents the findings of our 2024 double materiality assessment, highlighting the ESG issues most critical to our business and stakeholders.



Bola Gibson
**Executive Director of
Responsible Business**

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Undertaking the assessment

We conducted our assessment in partnership with sustainability consultancy Terrafiniti, using a comprehensive approach to identify the firm's most significant ESG issues. Applying a double materiality (DMA) lens, we examined both our firm's impact on these issues and the financial risks and opportunities they present to our business.

The assessment involved analysing industry trends and evaluating the potential impact of various sustainability issues on our long-term performance and resilience. In addition to engaging our colleagues, we consulted clients and considered the evolving needs of a broad range of stakeholders, including regulators, communities and other key external partners.

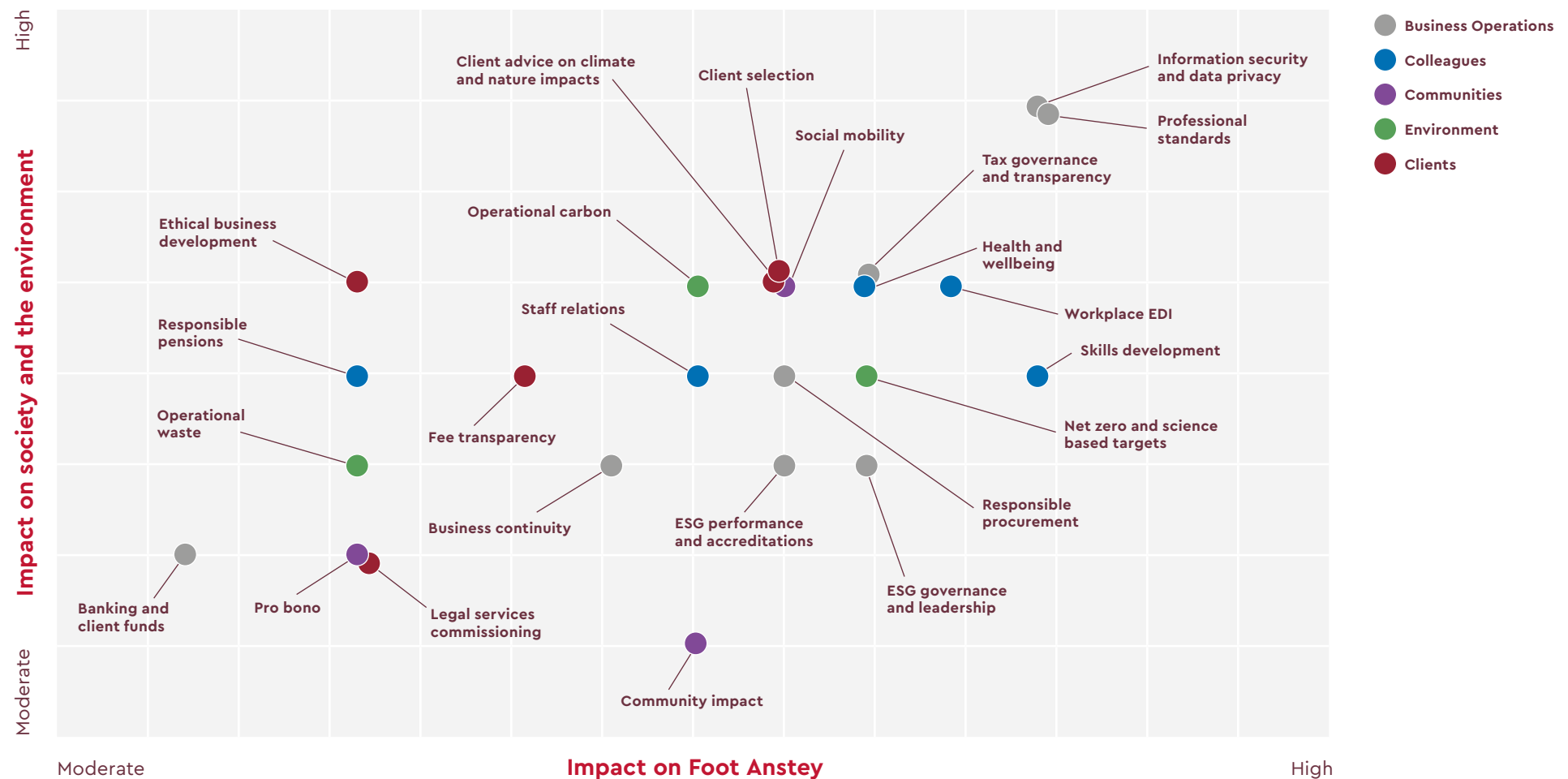


The assessment confirmed the strong commitment of our people and our clients to responsible business practices and helped us narrow our issues, risks and opportunities focus, plotting our most material issues in our materiality matrix.

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Our materiality matrix

The below graph shows the issues, risks and opportunities that are most likely to impact our firm and the society and environment we operate in.



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Turning insights into action

For each key issue identified in the materiality matrix, we conducted a gap analysis to assess it against our current performance. This led to the definition of our five core impact areas. By focusing on these impact areas, we can better direct our resources, improve transparency in reporting, and strengthen our relationships with all our stakeholders.

Our action plan, built around these five impact areas, will guide us in achieving sustainable and inclusive progress in everything we do.

	Impact areas	Ambition	Example action
	Our business	To be a well-run, responsible, commercial business committed to excellence and integrity in all that we do.	Embed ESG into change and procurement practices.
	Our clients	To have client relationships built on shared values and mutual benefit, and which have a positive impact on our environment and society.	Launch a new approach to choosing the right type of client.
	Our environment	To achieve net-zero before 2050 and zero waste to landfill through robust environmental management.	Achieve ISO14001 accreditation for environmental management.
	Our community	To provide opportunities that improve social mobility and fuel the ambitions of young people in our communities.	Develop a long-term charitable partnership that addresses social mobility in our communities
	Our people	To attract, recruit, retain and develop a diverse pool of talent and support them to achieve their career ambitions.	Delivering a data-driven inclusion action plan.

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Achieving sustainable and inclusive progress

Looking forward, we are excited to begin implementing our responsible business action plan in line with our five impact areas.

The materiality assessment process has helped us identify what truly matters to our people, our stakeholders and our business and will enable us to make meaningful change where we can have the most impact.

We will regularly review and refine our priorities to ensure we stay aligned with evolving expectations and deliver long-term value for all.

To find out more and keep up to date visit our website.

www.footanstey.com

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