

Impact *Report*

2022-2023

emberson

Welcome

Emberson is a group of creative agencies with expert thinkers, adept doers and disciplined leaders who believe positive and regenerative growth sustains success.

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Impact Report

Our promise is to always make a meaningful difference... to every person, organisation and community we interact with.

We measure our performance against three KPI categories of people, profit and planet.

We've set ourselves some ambitious, constantly evolving goals that we aim to achieve by 2030.

Clare Pratt



“

Part of our ethos is to have no withholds: to be open, honest and authentic at all times.”





4
BUSINESSES



REVENUE
£2.4m
2022-2023



50
SUPPLY PARTNERS



Emberson
at a glance


WORKING ACROSS
3 CONTINENTS

21
EMPLOYEES





43
CLIENTS



Our *impact*

We follow the framework of four of the UN’s Sustainable Development Goals, which are at the heart of the 2030 Agenda for Sustainable Development.



Profit

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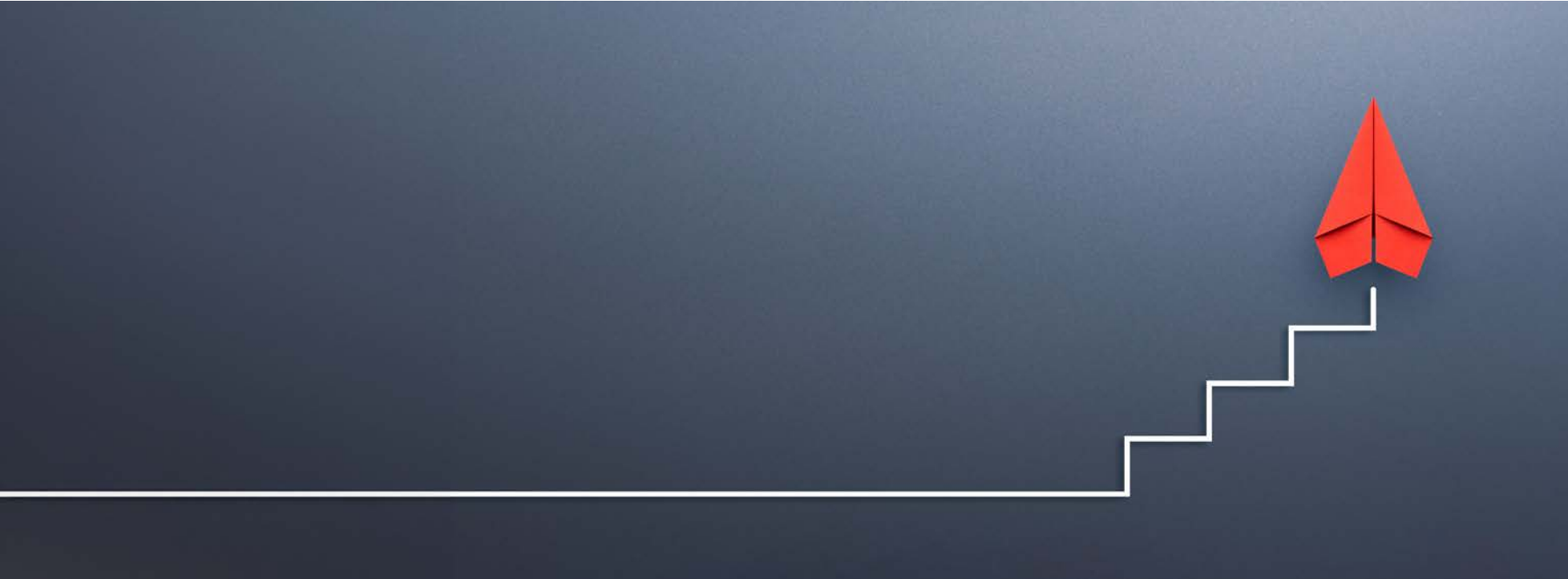
We recognise that we must ‘do well’ to be able to ‘do good’.

We make profit, sustainably, for
the long term, working with clients
who want to shape a better, more
secure and sustainable world.

And we continue to grow.

8 DECENT WORK AND
ECONOMIC GROWTH





01

PROFIT

Goal:

To increase our revenues year in, year out

Target:

Achieve minimum of 10% increase in revenue every year

Progress:

2% increase from 2021-2022

REVENUE

£2.328m

2022-2023

2%

Increase compared to 2021-2022



02

PROFIT

Goal:

To constantly
create long-term
customer
partnerships

Target:

50% of our revenues are from clients that have
been working with us for 3 years or more

Progress:

30%

03

PROFIT

Goal:

To retain
a strong
balance sheet

Target:

Minimum 20% of revenue as
cash in the Group at all times

Progress:

19%



People

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Our *people* are our company

Our mission is to continually create an open culture that puts people first.

This way we can attract – and retain – people who share our values. And by treating everyone with respect, we create an environment that encourages people to stay for the long-term, who are empowered and want to make a meaningful difference through their work, enabling us to build long-lasting relationships with our clients.

3 GOOD HEALTH
AND WELL-BEING



01

PEOPLE

Goal:

Ensure our people are engaged and happy, so, they are able to do their very best work

Target:

100% employee satisfaction score

Progress:

80% achieved (from employee survey)



02

PEOPLE

Goal:

To achieve a
strong Employee
Net Promoter Score
(eNPS between 0 & 10)

Target:

Average 9 eNPS

Progress:

10 (from employee survey)





03

PEOPLE

Goal:

Invest in the sustainable encouragement and development of our people

Target:

10% of revenues re-invested back into our employees through dividends, performance related bonuses, team building events, training, Vitality health insurance, wellbeing fund and the Emberson Sustainability Fund

Progress:

10.4%

INVESTMENT IN OUR PEOPLE

£249,140

Planet & communities

 emberson

Maximise our positive impact on the planet and within our communities

We are resolutely focused on shaping a more positive world, helping our customers launch energy efficient and new energy technologies.

And we are dedicated to ensuring that Emberson's operations not only achieve but consistently maintain a net-zero carbon impact on the global environment.

7 AFFORDABLE AND
CLEAN ENERGY



13 CLIMATE
ACTION





01

PLANET

Goal:

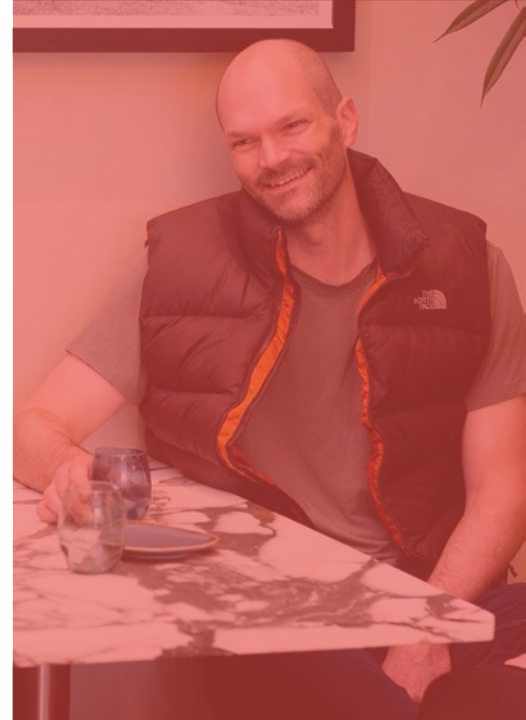
To continue to measure and reduce the carbon footprint from our operations

Target:

Aim for a 5% reduction per person every year, compared with the previous year

Progress:

Increase of 65% per person (average)
(NB: previous year was in the pandemic)





02

PLANET

Goal:

Increase the proportion of our revenues from traditional to new energy technologies and services

Target:

15% of revenue from new energy technology companies

Progress:

18% of annual revenue





03

PLANET

Goal:

Invest in the sustainable encouragement and development of our people

Target:

4 days per person each year
(80 days)

Progress:

31% (24.6 days)



Proud to be working with...





IMPACT REPORT – 2022-2023