

Showing what **good** looks like...



# Collective **Impact** Report

Sample Cross Section of **200 member organisations** (Period 2023-2025)

## **Introduction**

The following document is an overview of collective impacts. It does not reference individual organisations or examples and is based on collected quantitative data. The information presented is the estimated aggregate outcomes across 200 randomly selected organisations when measured against the four CSR-A pillars. The aim is to illustrate the collective impacts of participating organisations, with data drawn directly from processed CSR-A accreditation applications.

## **Executive Summary of Selected Organisations**

Environmental & Social Responsibility is embedded as a core element of governance, culture, and operational decision-making across the CSR-A membership. Collectively our membership demonstrate significant and measurable impact across environmental mitigation and sustainability, workplace practices and policy, community engagement, and philanthropic engagement. Participation at scale amplifies individual actions into substantial collective outcomes, resulting in meaningful environmental impacts, large-scale social value creation, and sustained investment in people and communities.

## Headline Collective Impacts

- **10,000 tonnes of CO<sub>2</sub>e** avoided or offset
- **Widespread adoption** of net zero targets and carbon reduction plans
- **120,000 hours** of volunteering and pro bono activity
- **£10 million** in charitable donations, fundraising, and in-kind support
- **Over 200,000** hours of training and professional development
- **Flexible and hybrid working** embedded in over 75% of workforces



# ENVIRONMENT PILLAR

Environmental Mitigation and Sustainability,  
Carbon Reduction, Energy Use Reduction & Climate Action.



## Environment Pillar

Environmental mitigation and sustainability, carbon reduction, energy use reduction & climate action

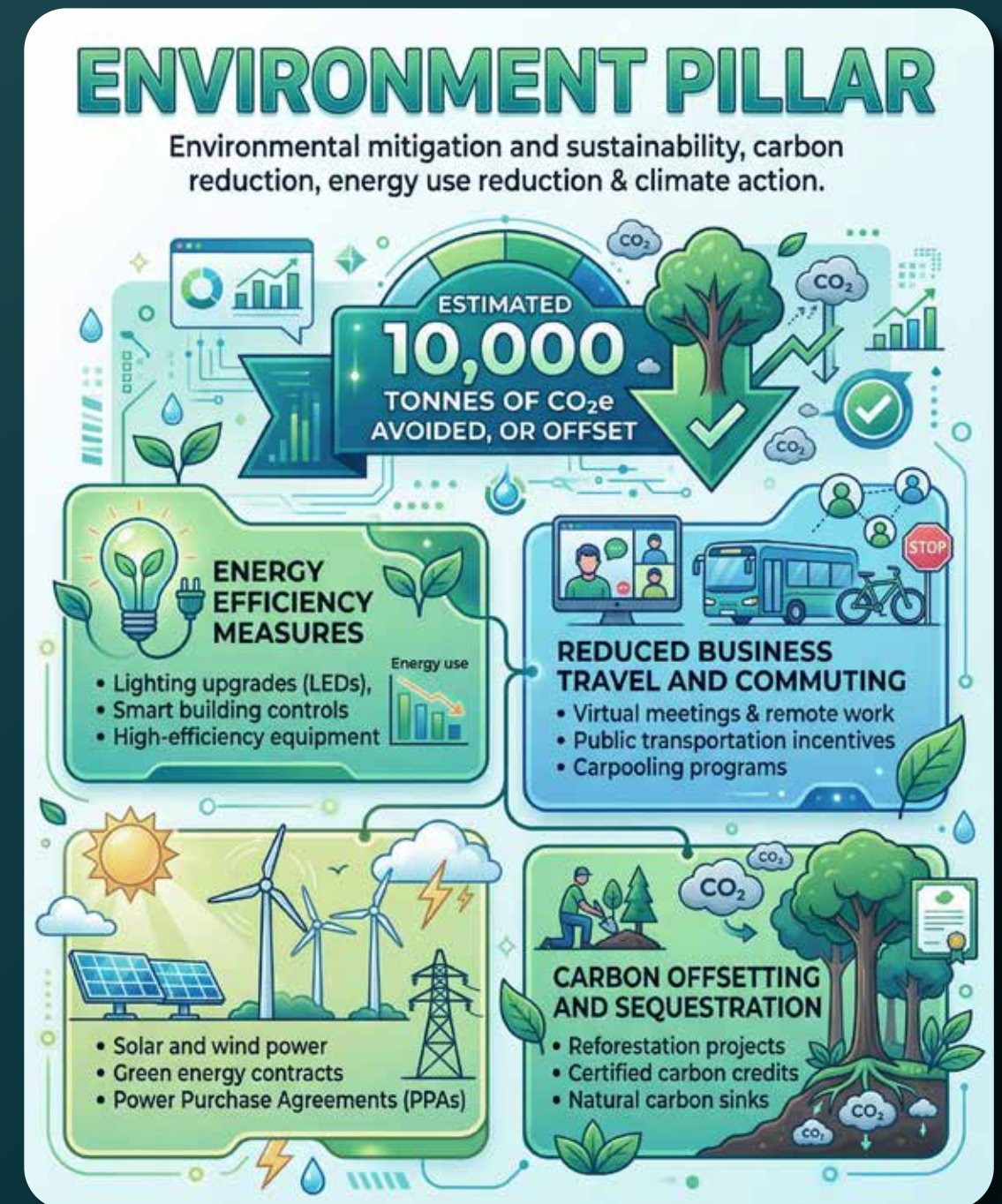
Estimated 10,000 tonnes of CO<sub>2</sub>e avoided, or offset

Headline mitigation processes include:

- **Energy** efficiency measures
- **Reduced** business travel and commuting
- **Renewable** electricity procurement
- **Carbon offsetting** and sequestration

Net zero commitments adopted. Most organisations are:

- **Setting** formal reduction targets
- **Measuring** Scope 1 and 2 emissions
- **Beginning** to address Scope 3 impacts



## Environment Pillar

Environmental mitigation and sustainability, carbon reduction, energy use reduction & climate action.

### WIDE USE OF RENEWABLE OR LOW-CARBON ELECTRICITY FOR OFFICES AND OPERATIONAL PREMISES



### FORMAL POLICIES



**FORMAL POLICIES**  
Formal environmental and sustainability policies

### ANNUAL REPORTING



**ANNUAL REPORTING**  
Annual review and reporting

### LEADERSHIP ACCOUNTABILITY



**LEADERSHIP ACCOUNTABILITY**  
Senior leadership accountability

Renewable or low-carbon electricity widely used for offices and operational premises

Environmental action is typically supported by:

- **Formal** environmental and sustainability policies
- **Annual** review and reporting
- **Senior leadership** accountability

## Resources, Waste & Circular Economy

### Across the cohort organisations are:

- Typical recycling rates of 80–95%, with many organisations achieving zero or near-zero waste to landfill
- Significant reductions in paper use, driven by digital systems and cloud-based operations
- Reuse and refurbishment of equipment, extending asset life and reducing waste
- Responsible sourcing policies prioritising recycled, certified or lower-impact materials
- Collectively, these practices significantly reduce raw material consumption and landfill waste



## ENVIRONMENT PILLAR: TRAVEL & TRANSPORT

Environmental mitigation and sustainability, carbon reduction, energy use reduction & climate action.

### 1 WIDESPREAD REMOTE & HYBRID WORKING

Travel-related emissions are materially reduced.

Resulting in  
**3 MILLION MILES**  
of commuting and business  
travel avoided annually.

### 2 REDUCED BUSINESS TRAVEL



Virtual meetings  
now the default.



### 3 GROWING UPTAKE OF LOW & ZERO EMISSION VEHICLES

Including electric  
and hybrid fleets.



### 4 SUPPORT FOR ACTIVE AND PUBLIC TRANSPORT



Encouraging healthier,  
cleaner modes.  
Improving  
infrastructure.



DRIVING ENVIRONMENTAL SUSTAINABILITY

## Travel & Transport

Travel-related emissions have been materially reduced through:

- **Widespread remote and hybrid working**, resulting in 3 million miles of commuting and business travel avoided annually
- **Reduced business travel**, with virtual meetings now the default
- **Growing uptake of low and zero emission vehicles**, including electric and hybrid fleets
- **Support for** active and public transport

# Workplace Pillar

The importance of employee well-being and inclusion and fair policies across the 200 organisations demonstrates a people-first approach by senior teams

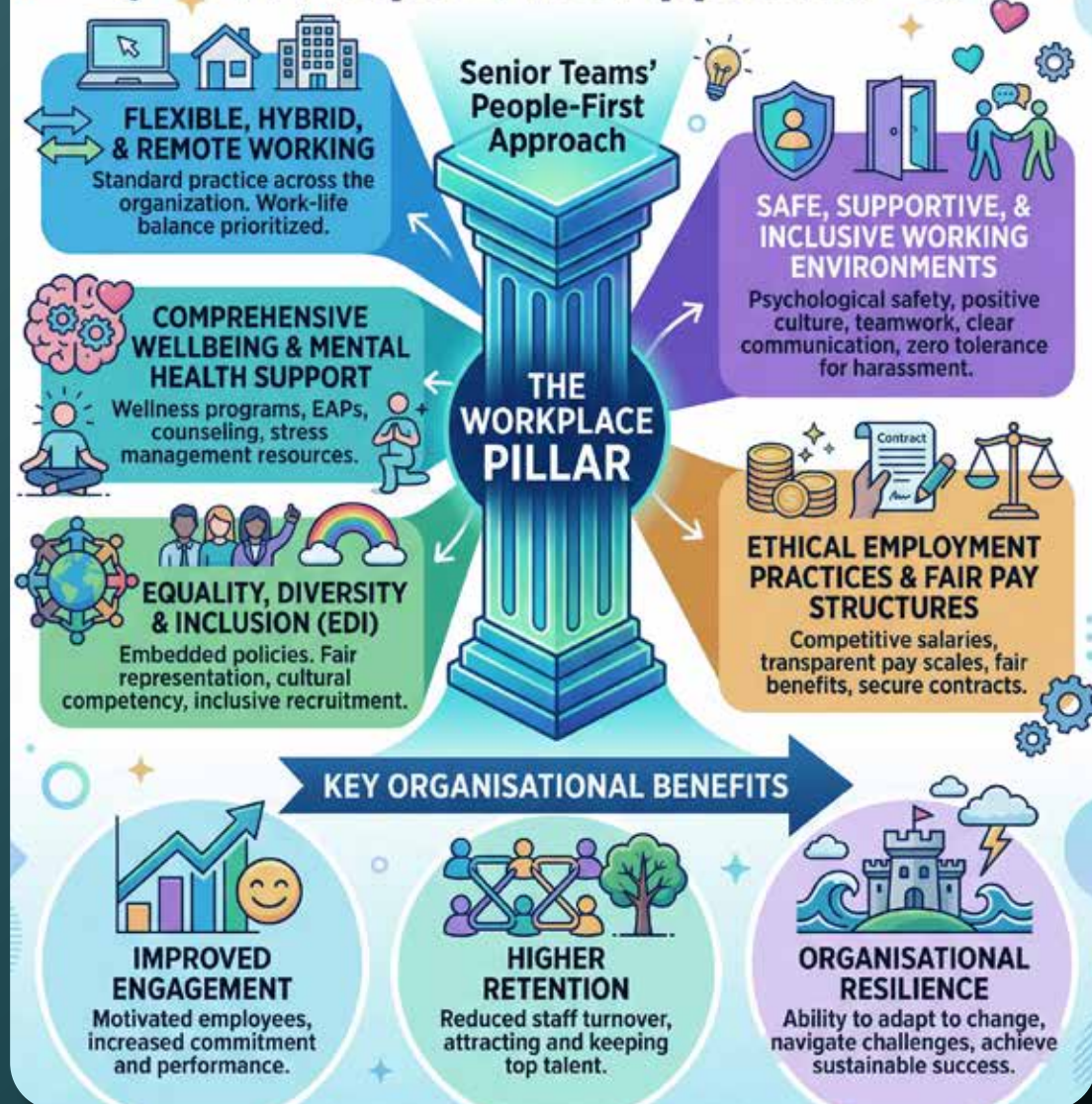
Headline characteristics include:

- **Flexible, hybrid, and remote working** as standard practice
- **Comprehensive** well-being and mental health support
- **Equality, diversity and inclusion** policies embedded
- **Ethical** employment practices and fair pay structures
- **Safe, supportive, and inclusive** working environments



INSIGHTS FROM 200 ORGANISATIONS

## WORKPLACE PILLAR: A People-First Approach



Investment in training, skills and development is a defining feature across the cohort. Training investment is typically treated as a long-term strategic priority

Aggregated impact proves regular investment in:

- **Technical and professional skills**
- **Leadership and management development**
- **Health, safety and well-being training**
- **Equality and inclusion awareness**
- **Apprenticeships, placements, mentoring and work experience offered at scale**
- **Hundreds of thousands of hours of training and CPD delivered annually**

Positive governance and strong ethical practice is embedded into leadership, decision-making and risk management

Collectively, organisations demonstrate:

- Formal CSR strategies aligned to the four pillars
- Clear governance and accountability for responsible business practices
- Compliance with legal, regulatory and ethical standards
- Transparent reporting and continuous improvement





## Community Pillar

Support for volunteering and providing paid volunteering time, actively encourages employee participation. Community engagement represents one of the most substantial areas of collective impact

120,000 hours of volunteering and pro bono support including:

- **Skills-based** volunteering
- **Mentoring** and education support
- **Governance** and trustee roles
- **Community** events and initiatives

Increased social value and increased investment in the community delivers well beyond financial measures

Activity across the cohort provides:

- **Long-term engagement with education**, increased employability and skills development
- **Support for local communities**, charities and social enterprises
- **Contribution** to local economic resilience and social inclusion
- **Knowledge-sharing and leadership** within sectors and regions



## PHILANTHROPY PILLAR

- Charitable giving, fundraising is both substantial and sustained.
- Aggregated financial impact to the value of **£10 million** includes:



## Philanthropy Pillar

Charitable giving, fundraising is both substantial and sustained

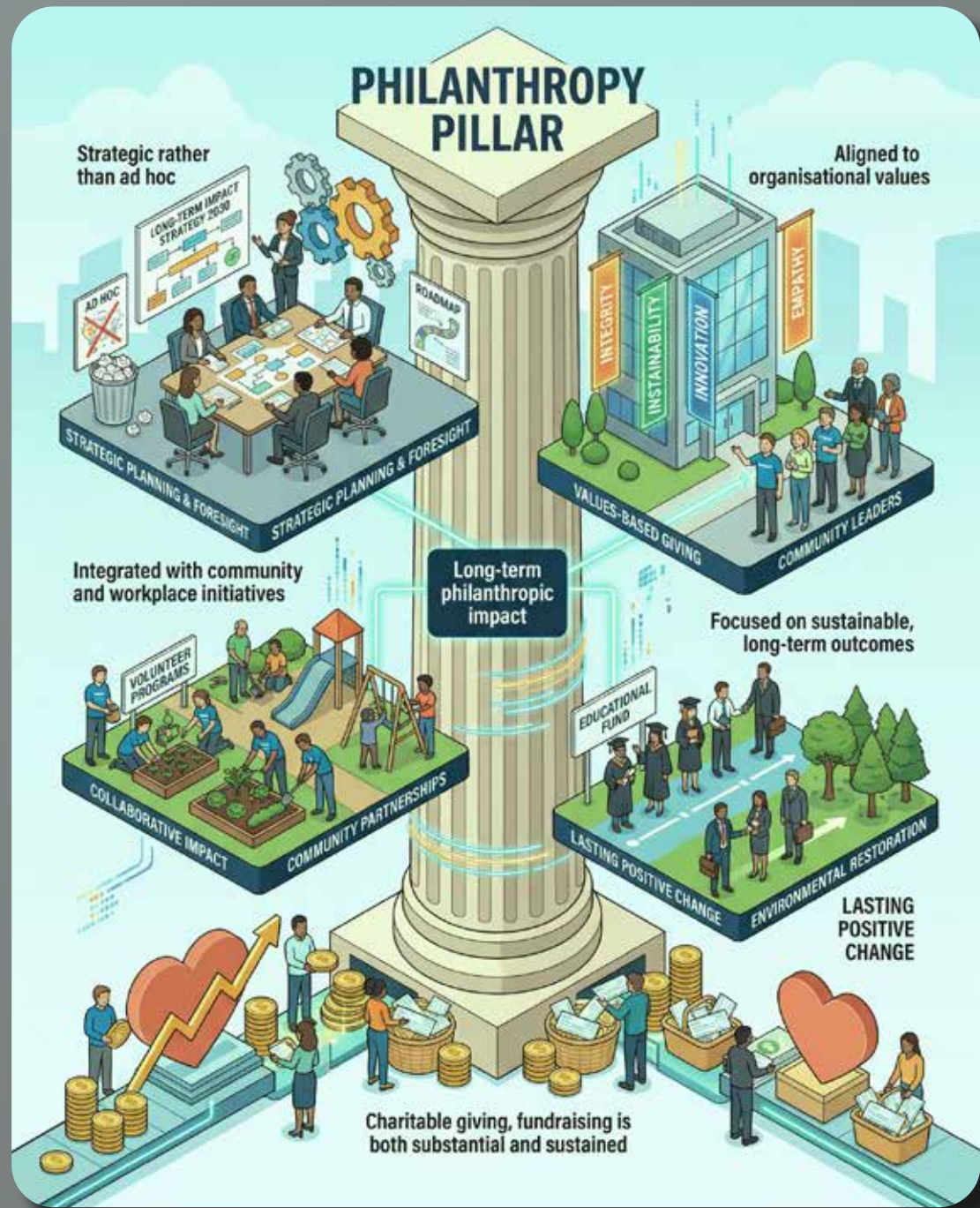
Aggregated charitable giving and fundraising to the value of £10 million includes:

- Charitable donations
- Fundraising
- Sponsorship
- Gifts in kind
- Fee-free or reduced-fee professional services

Many organisations show strong employee-led fundraising participation and commit to:

- Fixed annual donations
- A percentage of profits
- Multi-year charity partnerships





Long-term philanthropic impact across the cohort is shown to be:

- **Strategic** rather than ad hoc
- **Aligned** to organisational values
- **Integrated** with community and workplace initiatives
- **Focused** on sustainable, long-term outcomes

## Conclusion

The collective impact of 200 organisations demonstrates impact at scale. Together organisations represent a powerful collective force for positive continuous improvement

- **Meaningful environmental impact**, with thousands of tonnes of CO<sub>2</sub>e reduced or offset
- **Strong investment** in people, skills, wellbeing and inclusive workplaces
- **Extensive community engagement**, contributing tens of thousands of volunteer hours
- **Significant philanthropic investment**, delivering millions of pounds in social value



To become an accredited organisation and **contribute** to the **positive impacts** currently being achieved, please get in touch.

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