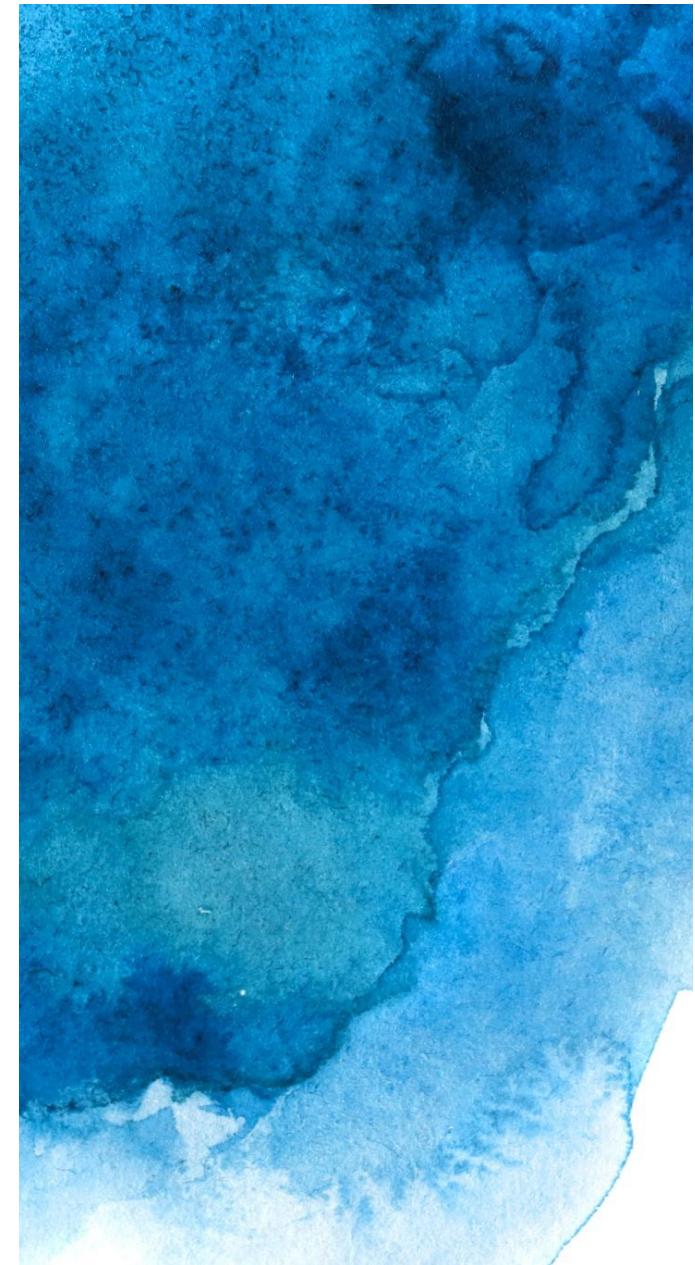


# 2022 IMPACT REPORT

Lean Practice Ltd, a certified B Corporation™



# Leadership Letter

Dear Stakeholders,

We are pleased to present our B Corp Impact Report, which showcases our commitment to positively impacting society and the environment. As a certified B Corp, we believe that businesses should be a force for good and that companies are responsible for balancing purpose with profit.

B Corp certification is a rigorous process that evaluates a company's social and environmental performance, accountability, and transparency. To become certified, companies must meet high social and environmental performance standards, public transparency, and legal accountability. Our certification, which we were awarded in January 2022, symbolises our commitment to creating a better world and sets us apart from other businesses prioritising profit over social and environmental impact.

Our commitment to the B Corp movement is reflected in the positive impact we are making in our local and global communities. We are proud to share some of our achievements in the following areas:

**Environmental Impact:** We have reduced our carbon footprint by changing the business's operating model, significantly cutting down on travel. We have also implemented tree planting to offset our carbon emissions and have become a carbon-positive workforce, meaning we offset more carbon than we emit through our operations. We have donated 1% of our revenue for the last six years to Surfers Against Sewage, who are on a quest to educate the public on environmental impacts on our rivers and seas and actively campaign to make changes happen.

**Social Impact:** We believe that businesses are responsible for creating a positive impact on their communities. By helping our clients increase productivity, we have increased the likelihood of secure employment, benefiting the communities they serve. We believe in a fairer world and have noticed the lack of diversity in our consulting space. We made a goal last year to help more people from underrepresented groups move into this sector as we believe in the value diversity brings; however, we have failed to create the awareness we set out to make.

**Governance Impact:** We believe in transparency and accountability in our business practices. We have implemented a code of ethics and conduct that guides all of our decisions and a system of checks and balances to ensure that our business practices align with our values.

We believe that businesses have the power to impact the world positively, and we are committed to using our business as a force for good. We are proud to be a certified B Corp and part of a movement redefining business success.

Thank you for your support.

Sincerely,

*Sallie & Aaron*

Company Directors Lean Practice Ltd

# Why it B Corp matters

## Commitment to use business as a force for good

B Corp provides 3<sup>rd</sup> Party verification of the impacts our business makes. We don't just say things we are doing things.

## No Margin No Mission

B Corps are not charities they are purpose led business making a profit. In some sectors B Corps have a competitive advantage.

## High Standards

We are legally required to consider the impacts of our decisions on our stakeholders, environment and the communities we serve, not just our shareholders that most companies will consider

## Attract and Retain Talent

More and more people are recognising a higher purpose in their lives. They are choosing to work with companies that are purpose driven. Being a B Corp helps us attract and the retain the right people and supply chain partners.

## Awareness

Having the B Corp stamp on our content drives conversations. In the heavy carbon emitting industries we serve this has been a great way to get them to think more about what they are doing or not doing!

Being one of the first B Corps in York where we are based and one of a handful in operational consulting globally we are able to build awareness of doing more good.

*“Without standards its like practicing your golf swing in the dark and not seeing where the ball is landing, your not going to improve at all!”*

*- Aaron*

# Journey to B Corp

*"It's been a revealing process! The hard work is yet to come. The good thing is we are making an impact on the way"*

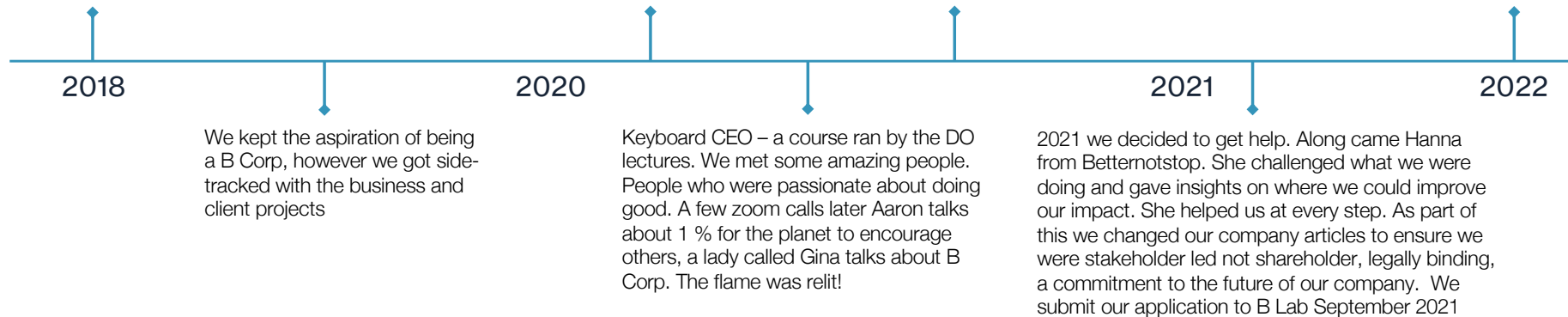
- Sallie

Our journey started back in the summer of 2018. We had been members of 1% for the Planet for a few years at this point, we heard about B Corp and had a dabble with the assessment to see if we would qualify.

Covid Hit. We hustled to keep the business going, adapting what we do to meet the changing client needs.

Assessment time based on 2019, we didn't meet the qualifying score however the impact assessment revealed things we could do that would make us a better business and create better impacts.

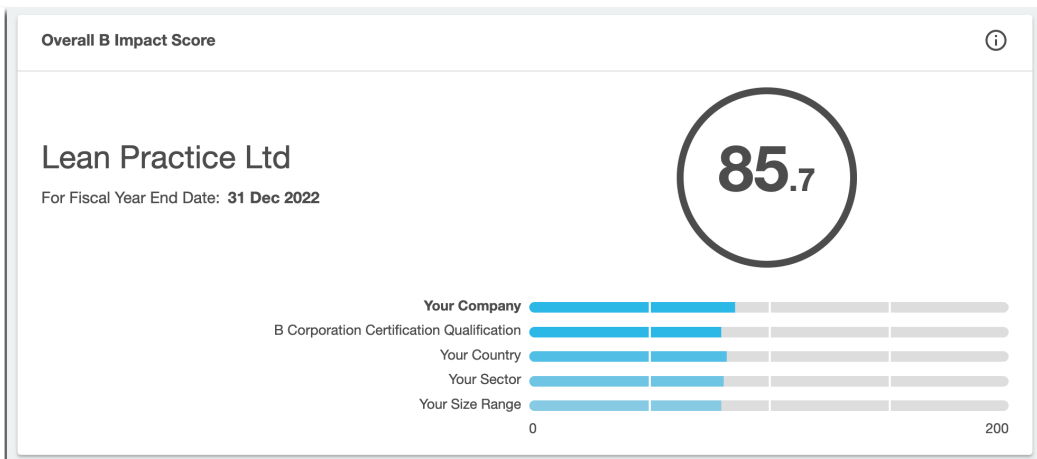
After what seemed like ages we finally got notification that we had been successful and were formally certified as a B Corporation™ in January 2022



# Our impact scores



When we first carried out the B Lab Impact assessment, there were lots of elements we were guessing at and many elements not in place. With help we reviewed the year ending 2019 and made a conservative effort to make the changes we needed to make a better impact. In 2022 we past the qualification score of 80 with 85.7



The average score of UK based companies is 82.2  
Within our sector is 81  
With our size range ( small!) its 80  
So 85.7 is a great score

**Our aim when we next recertify in 2024 is to have a score higher than 94.3**

**94.3**

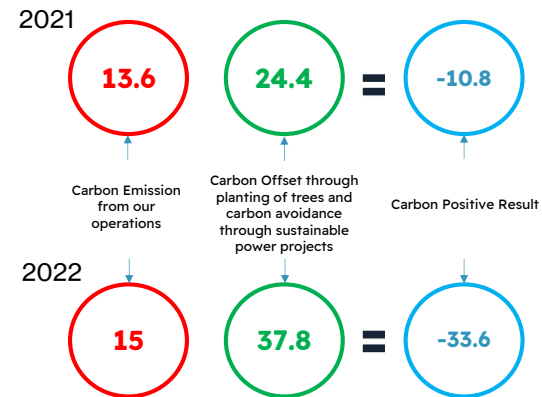
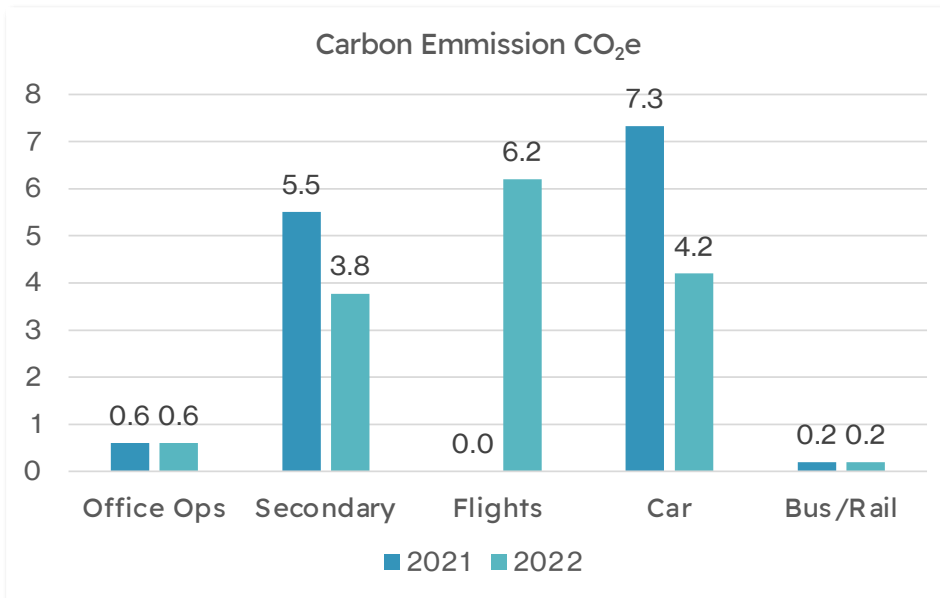
# Environmental Impact

What we said we would do...

**Our Goal 1 – to be a carbon positive business by 2022**

What we said we did..

In 2021 we decided to be a “digital first” consultancy. This means we approach client engagements with the intent of doing the work through digital platforms remotely. For the majority of work this doesn’t work, what we do to raise performance requires us to see what is going on within the operations. However “Digital First” forces us to reduce the number of on site visits, reducing the carbon impact we have within our operations. In 2021 all our operations were UK based with many client locations not easily accessible via public transport due to the remoteness or the timings involved. In 2022 we had a mixture with clients based around Europe, China and Australia, with our digital first strategy we were able to reduce the number of visits and kept air travel to a minimum. In 2022 we were able to continue our carbon positive status building on the work we had done in 2022.



**2,735 trees planted**

What we will do next...

2023

**Keep Carbon positivity and reduce carbon emissions associated with “travel by car “by over 20% ( relative to revenue of 2022)**

# Environmental Impact

*What we said we would do...*

**Our Goal 2 – to build environmental awareness so more people take positive action to look after our rivers and oceans**

**6 Billion plastic bags prevented from damaging marine environments**

**44,691 ocean activists signed the #endsewgepollution petition**

**98.5% of bathing waters have passed the minimum standards since 2016 up from 27% in 1990**

*What we said we did..*

We had this goal split into two channels.

Channel 1 – Donate 1% of our revenue to our no-profit partner Surfers Against Sewage who actively campaign for the betterment of rivers and oceans in the UK and build awareness across schools and communities. For the sixth year running we have been able to do this, the impacts of our contribution are below. We are proud of our partnership with Surfers Against Sewage, as a small business 1% of revenue has its impacts however we continue to commit so they can continue to do the great work they do.

Channel 2 – use our expertise in productivity to help the general public think more about how to become more efficient in what they do so they lose less resource, which in turn will make our rivers and oceans healthier. **It is with regret we didn't achieve this as other than the work with our clients we failed to build awareness to the general public through sharing our insights.**

Through our support to Surfers Against Sewage, other partners and their fund raising efforts, they have managed to campaign and educate to prevent 6 million plastic bags entering the ocean, increased bathing water quality and created 44,691 ocean activist. Not only that they continue to raise awareness through connecting children to the coast through their "Ocean School" programme and help communities and schools become plastic free.

They mobilise countless volunteers to clean British beaches of which we spend 2 days a year doing our own local beach clean and river bank sweeps.

They are actively involved in making water companies accountable for recent sewage deposits to maintain bathing water quality and ensure oceans stay healthy for all of us to enjoy.

*What we will do next...*

**2023**

**Continue our 1% commitment to Surfers Against Sewage. Use our network to build awareness of campaigns to protect our oceans. Seek 3000 impressions on our awareness posts.**

# Social Impact

*What we said we would do...*

**To improve productivity to increase security of employment**

**To raise awareness of the lack of diversity in the operational consulting space**

*What we said we did..*

In 2022 we have provided insights to 2528 leaders, who were involved in our leadership programmes, lean training or as part of teams conducting operational improvements. We intentionally keep our client base small so we can offer maximum impact we have increased productivity from 8% up to 26% across a variety of construction sites and manufacturing facilities. We have secured employment in Poland, Czech Republic, Germany, Spain as well as here in the UK. We have provided skills that not only helps the client organisation but will remain with the that individual for life.

*What we will don next...*

**2023 – we will continue the good work we are doing with our clients and build on the free information we provide across our social media platforms. Our aim is to provide insights for 3000 leaders by year end December 2023 to secure their employment and employability to benefit their communities.**

As part of our B Corp assessment we identified that there was a significant under representation of certain groups within the operational consulting space. We felt the sector was missing out on a rich diversity, when we explored this further we found out that those from under represented groups came up against stigmas, clients were more likely to purchase from people who are more like themselves. This bothered us and we set a goal of raising awareness and supporting those from under represented groups to get into this field by actively calling out the issue, making the field attractive and through mentoring.

**No Progress.** Writing this report it shames us that we have not progressed. 1. because of the issue 2. because it's a goal not progressed.

However its made us take stock. We can only focus on a few things at a time. We will continue to actively encourage and seek people from under represented groups to work with us, however to tackle the problem of under representation in the consulting space, we will not pursue it. We will maintain focus on increasing employment and employability to benefit the communities we serve.



# Learning from a year being a B Corp

Carve time to review the impacts being made

Stick to your cause as decisions are easier

Seek help as there are so many other B Corps willing and wanting to help

Despite feeling compelled to support multiple causes you can only focus on a few

To make real gain you need to experience pain

Don't be ashamed if what you do is impacting the planet. Everything impacts to some degree. Make sure you do more to offset the impacts you make. Make sure you only make a negative impact if it can't be avoided.

# About Lean Practice Ltd

We are on a mission to improve productivity so more people, businesses and communities can do more good.

Productivity gets a bad rep, its often associated with working harder and cracking the whip. We think it's the foundation for a happy life and sustainable healthy futures.

We work within construction and manufacturing improving productivity to make life's better here in the UK and overseas. Industries that support local and national economies, industries that touch the lives of everyone every single day.

We are intentionally small with handpicked trusted associates who act as trusted advisors to our clients. This enables us to remain agile and responsive to our clients needs. We are all based in the UK and deliver our services globally.

We are guided by a set of three values:

**Unite** – we stand shoulder to shoulder with our clients and have always got their back. We will not be denied what we seek.

**Explore** – we are curious and always look at what could be, we support our clients to experiment and find better ways of working

**Attack** – we are on the front foot, attacking the opportunities presented for our clients. Always looking forward to the next level of performance.

The context of our work is always to increase productivity, to close the gap between our clients desired future states and the actual current condition. Within this context we offer a range of interventions centred around people and process.

One day we may be coaching exec leaders, the next day sleeves rolled up carrying out improvements on a machine, the day after out on site with hi-viz helping a construction project with better controls and planning, or it could be analysing client data to find root causes of problems, or conducting full operational reviews where our expertise offers new insights into potential capacity.



— THE —  
**LEAN**  
P R A C T I C E



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