

100 HYMANS  ROBERTSON

CSR Report 2020/21

**Celebrating 100 Years of
Building Better Futures**





2021 marks Hymans Robertson's centenary year

This is a milestone to celebrate, although one that arrived in circumstances that none of us could have predicted. The effects of the Covid-19 pandemic have reverberated around the world, and - like almost everything else - our CSR activities over the past year were severely impacted. However, despite the challenges we were able to adapt to help meet immediate needs in our communities and to continue our progress across our CSR strategic areas of focus.



Our commitment to D&I and our people, our communities and the environment is part of who we are, and the benefits it brings are never in doubt



Shireen Anisuddin
(Managing Partner)

Our CSR work is guided by:



Hymans Robertson's Purpose
'Together, Building Better Futures.'



The values that underpin
everything we do
Partnering, Straight-forward,
Friendly & Confident.



The UN Sustainable
Development Goals
The icons throughout the report
highlight the specific goals that
inspire each area of our CSR activity.

2020/21 Highlights

Charitable impact

Support for:

400+ families
1000+ individuals
via **36** charitable organisations

The Hymans Robertson Foundation's rapid response to lockdown hardship.

Secure Financial Futures

Support for:

50+ young people

thanks to additional funding via the newly launched Hymans Robertson Foundation Bursary Fund for Young People.

Diversity & inclusion



Hymans Robertson awarded a silver TIDE award.

Environment: 1988 tCO2e

Our 2019/20 carbon footprint, offset in full.

Climate: -50%

Our Climate Pledge commits the firm to halving our carbon footprint and be lifetime net zero by 2025.

Engagement: 51

Our employee Net Promoter Score rises by 11 points, consolidating our position in the top **25%** of our professional services benchmark group.



Our Communities



The Hymans Robertson Foundation was established in 2016 as the principal means of charitable giving for Hymans Robertson LLP. The Foundation aims to make a difference to the lives of people and communities facing disadvantage, and has two main priorities:

Secure Financial Futures

Improving the financial futures of disadvantaged young people by supporting the delivery of financial capability and employability skills training via strategic charity partners.

Communities

Supporting long-term local community projects aimed at improving the lives of those in need.



Secure Financial Futures

The Foundation grew out of a project established by Hymans Robertson in 2013 to support financial education for young people furthest away from employment and is funded by profits from the firm. The initial projects were run in partnership with key charity partners, and accredited financial skills training delivered by volunteers from Hymans Robertson.

The Foundation is currently partnered with Barnardo's, FARE Scotland, Prince's Trust, SportInspired, TLG – Transforming lives for good, Works+, and MyBnk, a charity specialising in financial education for children and young people.

In 2019 the Foundation was pleased to support MyBnk to increase its reach in Scotland; MyBnk now provides the specialised financial education training to young people participating in partner employability skills programmes.



We continue to engage actively with our Foundation partners. This network is the most important investment of the Foundation, both financially and in our time to understand the challenges, landscape and needs for the young people and communities served across the UK”

Clive Fortes, Chair, The Hymans Robertson Foundation

The Securing Financial Futures programme is aimed at helping young people towards better financial futures, through access to financial literacy and employability skills programmes. In the year to April 2021, core funding of **£102,500** was directed towards delivery of financial capability and employability skills training programme via key charity partners. To date, funding has reached over **1,750 young people** who needed extra help to prepare for employment, helping them move towards more secure financial futures.

During 2020, the Foundation worked closely with its partners to ensure the best possible response to the unfolding Covid-19 pandemic and successive lockdowns. Funds were redirected to enable partners to reorganise programme delivery and ensure they could provide invaluable support.

In October 2020 the Foundation launched its Bursary for Young People, with an initial fund of £30,000 to help young people supported by the Foundation's partner charities stay on in education, training or access employment. With an average grant award of £280 per application, over 50 young people have already been supported.

Building on this success, funding for 2021 was increased to £60,000 and rolled out to eligible community-based charities in and around the four office locations of Hymans Robertson, supported by Hymans Robertson Helping Hands (volunteer and fundraising coordination) teams. We expect the Bursary to reach over 200 young people in its first year.



Launched in October 2020, Bursary funding increased from £30,000 to £60,000 in April 2021



Average grant £280



50+ young people supported (February 2021)



Support for travel costs, digital and data access, materials for further education, work and training kit, driving lessons, interview clothing

Communities

We encourage the fundraising and volunteering activities of everyone in the firm. Matched funding is available for both individual and team fundraising activities, while everyone has an annual allowance of 3 days, paid volunteering leave.

In this extraordinary year volunteering and fundraising opportunities were severely restricted, but the Hymans Robertson Foundation was pleased to be able to offer support to charities supported by people across the firm, as well as the Foundation's own partner charities. This was provided through access to a Hardship Fund, offering immediate funding to allow organisations to continue their vital work in the community.

Over £45,000 was distributed to 36 charitable organisations, providing essential support for over 400 families and over 1,000 individuals, via food and care parcels, essential PPE, educational materials, counselling, laptops and other tech devices.

£45,000+

funds donated

36

charitable organisations

over 400

families supported

over 1000

individuals supported

UK wide

geographic coverage

Provision of

food & essential care parcels,
laptops, PPE, children's educational
materials, counselling sessions,
other tech devices

Communities

Throughout lockdown volunteering opportunities have been limited, but the firm remains committed to supporting our people to use their time and skills to benefit local communities. We are pleased that many of our people continued to volunteer, when it was safe to do so, engaging in activities like preparing and delivering much needed food and care packages, helping out at vaccine centres, or delivering digital projects for charitable organisations.

Charities supported include:

- FARE Scotland
- Scottish Tech Army
- Bethany Christian Trust
- HomeStart

Recognising the severe impact Covid-19 has had – and continues to have – on our 2021 volunteering target, we have been reimagining ways to volunteer and reinvigorating our volunteering offering. Throughout the pandemic the Foundation and the firm's Helping Hands teams have kept in close contact with existing partners and developed some new partnerships through the Hardship Fund offering.

As well as planning face to face volunteering for later in the year, we're developing our skilled volunteering offering, giving our people the opportunity to provide valuable skilled support as local charities move into recovery phase. Reconnecting our volunteers to the impact their contribution can have is a key focus, while our aim is to return to pre-pandemic volunteering activity levels, with 30% of our people engaged in volunteering.



On behalf of us all at KidsOut, I want to say thank you for the grant... every penny has been used to provide 200 families self-isolating in women's refuges across the Midlands with a round of £25 supermarket vouchers. Your support makes a real difference”

Gordon Moulds CBE DL, Chief Executive, KidsOut



Our People

Our 1000 people are the lifeblood of Hymans Robertson.

Our commitment is to work with everyone in the business to make their role with us

‘The best job you’ll ever have’,

to help them reach their full potential and to ensure they can be their full selves at work.

Great communication is key to delivering on this commitment and we’ve worked harder than ever this year to keep everyone engaged, informed and feeling part of ‘one-firm’, despite each of us having to work from home.

59%

of the firm score a 9 or 10 (out of ten) when asked how likely they are to recommend Hymans Robertson as a place to work?

87%

of the firm took part in our monthly Pulse engagement surveys over the year

51

Our average employee Net Promoter Score over the year (11 points higher than in 2019/20 and in the top 25% of our professional services benchmark)

700+

people joined our regular online ‘all firm briefings’

Our regular online ‘all-firm briefings’ hosted by John Dickson (Senior Partner) and Shireen Anisuddin (Managing Partner) brought the whole firm together to hear the latest news from across the firm, keep up to date with our response to the pandemic and to share views on our plans and ambitions. Recordings, Q&A’s and follow up communications have kept conversations going and ensured that everyone has the opportunity to engage.



Our monthly ‘Pulse’ surveys (powered by the engagement specialists Peakon) have also been invaluable, providing everyone with the means to share feedback and have their say on life in the firm. Peakon’s system also allow our leadership teams to respond to both collective themes and individual comments. Our 2020/1 results show that our engagement levels were higher than ever over the past year – a testament to everyone in the firm.

Wellbeing



From the outset of the pandemic and throughout 2020/21 we were clear that the firm's number one priority was the wellbeing of our people”

John Dickson, Senior Partner

Technology and our dedicated wellbeing champions in each office played a key role in our response to the pandemic and the lockdowns across 2020/21.

Together, they facilitated the move of a host of our health and wellbeing activities online. Popular yoga and meditation classes reached a whole new firmwide audience, as did our mental health focussed ‘Pause Café’ sessions.

We also called upon external experts in the shape of our friends at Thrive and Firstbeat, who hosted a series of webinars providing support on a wide range of topics from sleep, coping with anxiety and stress through to tips for better health and performance.

And, to supplement our Employee Assistance Helpline and Mental Health First-aiders, we rolled out two innovative digital products to help our people manage their wellbeing. Thrive's smartphone app provides a range of in-depth tools and support to help manage mental wellbeing, while Welbot is a desktop application that prompts users with physical and mental wellbeing tips and nudges through-out the day. Both products have been very well received and are available to everyone in the firm.



FIRSTBEAT

welbot[®]



**PAUSE
CAFÉ**

Wellbeing

Finally, the addition of a range of new Wellbeing questions to our Pulse surveys will provide us with feedback on the support our people need and would like to see, as well as a quantitative measure of our wellbeing performance.

Our initial 'Wellbeing; employee Net Promoter score at the of the financial year was 38 (placing us in the **top 25%** of our professional services benchmark), with 80% of respondents scoring 7 or more out of 10 in response to the statement 'I am satisfied with the health and wellbeing benefits provided by Hymans Robertson'.



Thank you... you've done well to provide such a wealth of wellbeing resources – I'm not sure any company could do more, given the restrictions imposed on us all at this time"

employee quote



The wellbeing support has been invaluable and very much appreciated"

employee quote

Diversity & Inclusion

Diversity and Inclusion is a strategic imperative for the firm; our goal to ensure that Hymans Robertson reflects the make-up of the wider UK population as far as possible. Working with organisations such as the Employers Network for Equality and Inclusion (ENI), The Diversity Project and others helped us identify four priority areas for improving diversity across the firm:



Highlights from the past year include D&I featuring as an integral part of the business plan of each of our Business Units and the firm achieving a balance in genders across our key governance bodies - bringing fuller diversity to our leadership and decision making capabilities.

ENE's TIDemark scheme helps employers track and evaluate their performance in core areas of D&I best practice. Following our bronze award in 2019, we were delighted to have our progress recognised with a silver award in 2020 – our sights remain firmly on gold accreditation.

We were also proud to be named one of Scotland's Top 10 flexible employer' at the flexibility works employer awards.



Other highlights:

- We marked International Women's Day by **sharing the inspiring stories and achievements** of some of the women working in technology in our business
- **Celebrating PRIDE** month across the firm with a series of blogs and educational pieces from colleagues about their own experiences or those of family and friends, and what PRIDE means to us as a community
- Inspired by the Black Lives Matter movement, we **launched our 'Talk about Black' programme** to help everyone learn more about the lived experiences of our black colleagues.
- We're delighted to have **joined the Diversity Project**, promoting inclusion in the investment & savings industry
- **Taking part in both the #100 and #10,000 black interns' initiatives**
- We've also been talking to our clients and **sharing our experience** of the actions and activities that have the greatest impact on progress towards our goals
- Meaningful and **encouraging progress in reducing our gender pay gap**. You can access our latest gender pay gap report [here](#).


We know conversations help promote understanding, so continued our Diversity Dialogues series, bringing people together over the year to learn more about a diverse range of subjects from Aspergers to learning more about some of the many faiths of our workforce including Aspergers and the Jewish and Muslim faiths.

And, we've been focussing on data – introducing a new module that will help us collect much more insight into Diversity & Inclusion metrics and themes via our monthly Pulse engagement surveys. An immediate gain has been a better understanding of social inclusion across our business, information that will inform our projects and help improve access to STEM subjects and ultimately careers with us for those from more deprived backgrounds.


Climate & Environment

Our Climate Pledge:

As part of the firm’s 100th birthday celebrations we were proud to launch our Climate Pledge in January 2021. This commits Hymans Robertson to

 **halve** our 2019/20 carbon footprint of 1988 tCO2e by 2025

 be **net carbon zero** from this year, and **lifetime net zero** by 2025

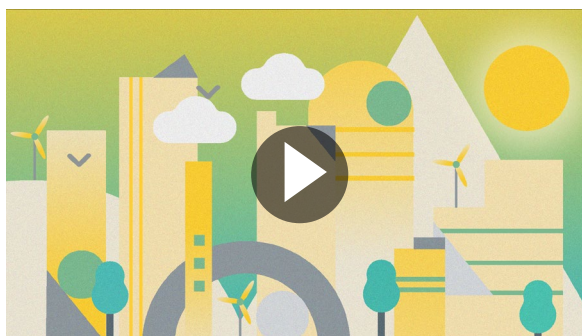
 make **climate risk an integral part** of our advice and services, and the way that we run the firm.

Tackling our impact on the environment

Over the course of 2020, we worked closely with our carbon management consultants, Enistic to measure and understand our carbon footprint. This totalled 1988 tCO2e in 2019/20, our calculation reduced to 1656 tonnes by the certified 100% renewable energy used in our offices.

The chart illustrates the breakdown of the footprint calculation, with business travel and commuting accounting for over 90% of our emissions. Currently our supply chain is not included, although our objective is to work out how best to incorporate it into our calculations by 2023.

Enistic also helped us estimate the firm’s lifetime emissions of 33,500 tCO2e, which will be fully off-set by 2025.



[CLICK TO VIEW OUR CLIMATE ANIMATION](#)



Climate & Environment

Travelling less and travelling smarter will be the primary way that we meet our carbon footprint reduction. The effects of Covid-19 have meant that our business travel and commuting has reduced to almost zero in the 15 months from April 2020 to June 2021 (as this report is written).

While we can't wait to get back to working, collaborating and socialising together in person, we aim to do this in a way that benefits our people, clients and business relationships while also reducing our impact on the environment.

We look forward to reporting on the measures we have taken to change our travel behaviours and reduce our wider carbon footprint during 2021/22 in next year's report.

While permanently reducing our carbon emissions is our priority, carbon off-setting will play an important role in achieving our net zero pledge. This year we were delighted to partner with Carbon Footprint Ltd to select a portfolio of Gold Standard and VCS approved off-setting schemes, with an employee vote allowing everyone in the firm to have their say in how our carbon off-setting was allocated. The end result was an almost perfectly split allocation of support across the three categories of scheme.

Planting UK trees and protecting the Amazon rain forest



Renewable energy projects in the developing world

Cookstove community projects in the developing world.

As well as off-setting our 2019/20 emissions and a significant portion of our lifetime emissions the schemes provide a range of additional benefits to developing communities, in line with our 'Together, building better futures' purpose. These include employment, improved health and helping improve gender equality.

Climate & Environment

Supporting our clients

Climate risk is undoubtedly the most significant challenge facing our planet in the decades ahead. Our Pledge commits us to integrate climate risk into the advice and services that we offer to our clients and customers. We believe climate risks will affect asset values and returns so it's crucial we help our clients to manage and reduce their exposure to climate risk and use the power of the assets to effect positive change.

Our Climate Change Working Group ("CCWG") oversees this work and is made up of leaders and experts from across our business. The CCWG works closely with Proposition Leaders across the firm to integrate climate risk into core advice as well support the development of new solutions. A range of workstreams are underway, which include:

- **A comprehensive education programme** to upskill our consultants, including a series of training webinars on a range of topics relating to climate risk
- **Enhancement of climate scenario modelling capabilities** to allow clients to test the resilience of their strategies to a range of possible climate scenarios
- **Partnering with MSCI** (a leading provider of investment research tools) and using their analytics to assess clients' exposure to climate risk

In March 2021 we were proud to host our inaugural climate change event, which brought together industry experts, climate campaigners and 300 attendees to consider how we build a sustainable future for generations to come.

Speakers, break-out workshops sessions and online resources allowed everyone to develop their knowledge and formulate their next steps to tackle the climate emergency. The importance of collaboration, the redirection of capital and the developing market for environmentally and socially responsible investing all emerged as key themes.

As a firm we are public supporters of the Taskforce for Climate related Financial Disclosures and publish our own **TCFD report**.

The Year Ahead

Like everyone, we hope for a positive 2021/22 and to see the grip that Covid-19 and the pandemic has had on all of our lives weaken. Our focus for the year will be to continue to make progress across our CSR priorities.

Continuing

to develop the work of the Hymans Robertson Foundation to support our communities and improve financial literacy amongst those who need it most.

Reconnecting

our volunteers with our partner charities and volunteering opportunities as circumstances allow.

Strengthening

our efforts to bring about change in relation to diversity and inclusion. Attracting a diverse group of new colleagues will be a key feature as we maximise the opportunities our growing business offers us.

Developing

and implementing our carbon reduction plan to make meaningful progress towards our 2025 goals.

Supporting

clients in getting ready for TCFD reporting, rolling out our scenario analysis capabilities across our client base and developing solutions to support clients in setting and delivering progress against net zero targets.

Keep up to date with our progress and latest CSR news

Contact us for more information:

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