

KINDRED CSR

ESG & Impact Report 2025

Creating practical ESG impact through responsible business

Reporting period: 1 January – 31 December 2025
Published July 2026

92/100

ECOVADIS PLATINUM

5

YEARS IN BUSINESS

2 tCO₂e

CARBON FOOTPRINT

10

CLIENTS SUPPORTED

B Corp Certified • UN Global Compact Participant • Good Business Charter • Real Living Wage Employer

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WELCOME FROM OUR FOUNDER

2025 marked five years since Kindred CSR was established. I am incredibly proud of how the business has developed, and of the practical support we have provided to clients seeking to improve their environmental, social and governance performance.

The responsible business landscape has changed significantly since Kindred CSR was founded in 2020. Climate change, social inequality, geopolitical instability, technological development and increasing scrutiny of corporate behaviour continue to affect clients of every size. Many businesses remain unsure where to begin, or how to turn ESG commitments into meaningful action.

Kindred CSR was created to make responsible business more approachable, achievable and practical. Our role is not simply to tell clients what they should do, but to help them establish the governance, policies, data, skills and confidence needed to make credible progress.

During 2025, we continued strengthening our own approach: we achieved an EcoVadis Platinum Medal with a score of 92/100, maintained our B Corp Certification, became a participant of the United Nations Global Compact, and continued our commitment to the Good Business Charter and the Real Living Wage. We also completed our first Double Materiality Assessment, strengthened our ESG strategy, and began developing Kindred Air — our new ESG management platform, combining personal consultancy support with responsible technology.

Kindred CSR remains a very small business — one full time employee, two directors, strategic partners, and operating entirely remotely. Our direct footprint is limited, but our opportunity to create positive impact is much greater through the clients we support. As we enter our next stage of development, our focus remains the same: operating with integrity, supporting our clients well, and helping more clients create positive outcomes for people and the planet.

Alison Phillips

Founder and Director, Kindred CSR



ABOUT KINDRED CSR

Kindred CSR is a UK-based, purpose-driven ESG consultancy supporting clients to turn sustainability commitments into practical action. We work primarily with growing and mid-market clients responding to increasing expectations from customers, investors, employees and regulators. Our support spans ESG strategy, EcoVadis and B Corp preparation, environmental management, ESG risk, sustainable procurement, governance, reporting and employee engagement.

Our approach is personal, pragmatic and proportionate. We recognise that businesses are at different stages of their ESG journey, and that improvement needs to be achievable within the resources available.

OUR PURPOSE

To enable businesses to create positive impact for people and the planet by making ESG practical, approachable and achievable.

Our Business at a Glance

Measure	2025
Established	2020
Employees / Directors	1 employee, 2 directors
Female ownership	75%
Female Board representation	50%
Operating model	100% remote
Main operating region	UK, with selected European clients

EcoVadis Platinum (92/100)



WHY ESG MATTERS TO US

Responsible business is central to Kindred CSR's purpose, services and decision-making. As a small, remote consultancy — with no offices, manufacturing sites, warehouses or vehicle fleet — our direct environmental and social impacts are relatively small. However, our work gives us the opportunity to influence clients with far larger workforces, supply chains and environmental footprints.

Our most material impact comes from helping clients:

- ✓ Introduce stronger ESG governance and accountability
- ✓ Improve environmental and carbon management
- ✓ Protect employee wellbeing and human rights
- ✓ Strengthen ethical business practices
- ✓ Manage ESG risks and opportunities
- ✓ Engage and assess suppliers
- ✓ Improve ESG data, evidence and reporting
- ✓ Respond credibly to EcoVadis, B Corp and stakeholder expectations

Our Double Materiality Assessment confirmed that client impact, ethical governance, responsible technology, environmental responsibility and sustainable growth are among the most important issues for our business. We manage these priorities through our ESG strategy, policies, objectives, performance indicators and annual review process.



OUR 2025 HIGHLIGHTS

 Environment

Although our direct environmental footprint is small, we continued to monitor and reduce avoidable impacts during 2025.

- Maintained a fully remote operating model, limiting commuting, business travel and permanent office impacts
- Monitored annual operational energy and waste consumption; completed our annual organisational carbon footprint
- Continued digital-first communication and document management
- Applied our Sustainable Travel Policy to reduce unnecessary business travel
- Continued supporting environmental and restoration projects through Ecologi
- Helped clients improve carbon reporting, environmental policies, waste management and climate-related planning

1,417.97 kWh

2025 ENERGY USE

2 tCO₂e

CARBON FOOTPRINT

0

ENVIRONMENTAL INCIDENTS

 People

Our people approach focuses on creating a flexible, fair and supportive working environment.

- Maintained fully remote and flexible working, and our commitment as a Real Living Wage employer
- Completed the annual performance and professional development review
- Maintained health, safety, wellbeing and homeworking arrangements, including DSE checks
- Completed all mandatory training required during the year
- Continued investing in ESG, governance, responsible AI and regulatory development
- Maintained policies supporting equality, inclusion and protection from bullying and harassment

100%

MANDATORY TRAINING

0

WORKPLACE INJURIES

0

DISCRIMINATION COMPLAINTS

100%

FLEXIBLE WORKING ACCESS



Ethics and Governance

Strong governance and ethical behaviour are essential to maintaining the trust of our clients and partners.

- Achieved an EcoVadis Platinum Medal with a score of 92/100; maintained B Corp Certification
- Became a participant of the United Nations Global Compact; continued our Good Business Charter commitment
- Completed our first Double Materiality Assessment and reviewed our ESG strategy, performance indicators and improvement actions
- Maintained controls covering bribery, corruption, fraud, money laundering, whistleblowing, conflicts of interest and information security
- Established a Responsible AI Governance Framework to support the development and use of Kindred Air
- Completed mandatory ethics, compliance and information governance training

2025 Ethics & Governance Indicator	Result
Bribery or corruption incidents	0
Fraud or money laundering incidents	0
Whistleblowing reports	0
Substantiated ethical breaches	0
Regulatory fines or sanctions	0
Information security incidents	0



Sustainable Procurement

Our supplier base is small, but we recognise that purchasing decisions can still create environmental, social and ethical impacts.

- Maintained our Sustainable Procurement Policy and Supplier Code of Conduct
- Applied proportionate due diligence to new and material suppliers, considering environmental, social, ethical and information security factors
- Continued to support local businesses and SMEs where practical
- Reviewed technology providers carefully as part of the development of Kindred Air
- Helped clients develop supplier codes, questionnaires, audit arrangements and corrective action processes

During 2026, we will strengthen the way supplier assessments and reviews are recorded and measured.



CREATING POSITIVE IMPACT THROUGH OUR CLIENTS

Kindred CSR's greatest opportunity to create positive impact is through the clients we support. During 2025, we worked with businesses across a range of sectors — including automotive retail, manufacturing, parking management, technology, professional services and media — ranging from specialist SMEs to national businesses with thousands of employees and extensive supply chains.

Our work helped clients move away from fragmented or reactive ESG activity and towards more coordinated programmes with clear responsibilities, objectives and evidence.

Examples of the outcomes we supported

- ▶ Stronger ESG strategies, committees and Board reporting
- ▶ Improved EcoVadis assessment readiness and performance
- ▶ Better environmental, energy and carbon data
- ▶ Clearer ESG objectives, KPIs and action plans
- ▶ More robust anti-bribery, ethics and compliance controls
- ▶ Improved supplier due diligence and sustainable procurement
- ▶ Stronger ESG risk identification and management
- ▶ More transparent ESG and impact reporting
- ▶ Increased understanding and engagement among employees and senior leaders

10

CLIENTS SUPPORTED IN 2025



OUR WIDER CONTRIBUTION

United Nations Global Compact

Kindred CSR became a participant of the United Nations Global Compact during 2025. We support its Ten Principles, covering human rights, labour, environment and anti-corruption — reflected within our policies, employment practices, supplier expectations, governance arrangements and consultancy services.

During the reporting year: no human rights, discrimination or labour-related incidents were identified; no bribery, fraud, corruption or money laundering incidents were recorded; environmental impacts continued to be monitored; responsible procurement and supplier due diligence were maintained; and UN Global Compact principles were promoted through client projects. This report forms part of our annual Communication on Progress.

Progress towards the Sustainable Development Goals

We focus on the Sustainable Development Goals most closely connected to our business and client influence. We do not claim that our activities alone deliver these Goals — instead, we aim to make a credible contribution through our own business practices and the clients we support.

SDG	Our Contribution
SDG 3 — Good Health and Wellbeing	Flexible working, wellbeing support and client health and safety programmes
SDG 5 — Gender Equality	Majority female ownership, equal opportunity and inclusive working practices
SDG 8 — Decent Work and Economic Growth	Real Living Wage, professional development and responsible business growth
SDG 9 — Industry, Innovation and Infrastructure	Development of Kindred Air and responsible use of AI
SDG 12 — Responsible Consumption and Production	Sustainable procurement, digital working and client resource-efficiency projects
SDG 13 — Climate Action	Carbon measurement, sustainable travel and funding environmental programmes
SDG 16 — Peace, Justice and Strong Institutions	Ethical governance, anti-corruption, information security and risk management
SDG 17 — Partnerships for the Goals	Collaboration with clients, professional networks, supporting the B Corp movement, running supplier webinars for EcoVadis and joining the UN Global Compact

Responsible Business Frameworks

External frameworks help us test our approach, identify gaps and remain accountable. These frameworks complement one another but do not replace our responsibility to monitor performance and make meaningful improvements.

Framework	Our Commitment
EcoVadis	Achieved Platinum with a score of 92/100; continuing to implement improvement actions
B Corp	Certified, and preparing for recertification in 2027
United Nations Global Compact	Participant, supporting the Ten Principles
Good Business Charter	Committed to responsible employment, tax, customers, suppliers and environmental practices
Real Living Wage	Accredited employer
Sustainable Development Goals	Prioritising the Goals most relevant to our operations and client influence

Supporting Local & National Causes

At Kindred CSR, we believe it's important to support good causes that are close to our heart — sharing the wealth of our success to help others thrive in challenging social, environmental and economic times. In 2025, we continued to support:

- ♥ RNLI
- ♥ Kenilworth Rugby Club
- ♥ Medics to Medics
- ♥ St. Nicholas CofE Primary School
- ♥ Kenilworth Lions

5	£760
CAUSES & EVENTS SUPPORTED	DONATIONS & SPONSORSHIP



2025 PERFORMANCE DASHBOARD

A consolidated, at-a-glance view of our key ESG indicators for 2025.

Area	Indicator	2025 Result
Business	Employees	1
Business	Directors	2
Business	Female ownership	75%
Governance	Female Board representation	50%
Governance	EcoVadis score / medal	92/100 — Platinum
Governance	B Corp Certification	Maintained
Governance	UN Global Compact participation	Commenced
Environment	Operating model	100% remote
Environment	Energy consumption	1,417.97 kWh
Environment	Carbon footprint	2 tCO ₂ e
Environment	Environmental incidents	0
People	Mandatory training completed	100%
People	Reportable workplace injuries	0
Ethics	Substantiated ethical incidents	0
Ethics	Regulatory fines	0
Info. Security	Reportable data breaches	0
Procurement	Sustainable Procurement Policy maintained	Yes
Procurement	Supplier Code of Conduct maintained	Yes
Client impact	Clients supported	10
Community	Good causes / events supported	5
Community	Donations or sponsorship	£760



KINDRED AIR

During 2025, we began developing Kindred Air, an ESG management platform designed to complement our consultancy services. Many clients still manage ESG through separate spreadsheets, email chains and document folders — making it difficult to understand responsibilities, track actions, maintain evidence and report progress.

Kindred Air is being developed to help clients centralise:

- ▶ ESG objectives, action plans, KPIs and performance data
- ▶ Policies, supporting evidence, supplier due diligence and audits
- ▶ Responsibilities, progress updates and external framework mapping
- ▶ Access for internal teams and advisors
- ▶ Responses to customer and investor requests for information

The platform combines technology with human expertise. It is not intended to replace professional judgement or allow clients to rely uncritically on AI-generated content.

Our Responsible AI approach includes:

- ✓ Human review of AI-supported outputs and clear accountability for decisions
- ✓ Information security and access controls; protection of confidential and personal information
- ✓ Compliance with applicable data protection requirements
- ✓ Testing and risk assessment, with clear guidance for users
- ✓ Ongoing review as the platform develops
- ✓ Customer information will not be used publicly to train general AI models.

Kindred Air provides an opportunity to make practical ESG management accessible to more clients, while improving efficiency, consistency and collaboration.



OUR PRIORITIES FOR 2026–2027

We have set six priorities for the next stage of Kindred CSR's development.

1

Launch Kindred Air responsibly

Complete platform testing and introduce Kindred Air to clients, subject to appropriate information security, data protection and Responsible AI controls.

Success will mean: *the platform is launched through a controlled process, users are supported, and issues are identified and addressed promptly.*

2

Maintain recognised ESG performance

Maintain strong EcoVadis performance and complete improvement actions arising from our assessment.

Success will mean: *the next EcoVadis assessment is completed, a medal is maintained, and evidence remains current.*

3

Prepare for B Corp recertification

Review the updated B Corp requirements and complete the actions and evidence needed for recertification in 2027.

Success will mean: *a readiness review and action plan are completed in advance of submission.*

4

Improve impact measurement

Introduce a consistent method for recording the outcomes and wider influence of client projects.

Success will mean: *relevant projects record clients supported, activities delivered and evidenced client outcomes.*

5

Strengthen risk and governance

Continue developing ESG, technology and business risk management as Kindred CSR grows.

Success will mean: *key risks are reviewed by the directors, controls are recorded, and significant changes are reflected in the business plan.*

6

Increase community contribution

Continue supporting grassroots clients, events and charitable causes through sponsorship, donations, volunteering or pro bono support.

Success will mean: *contributions and beneficiaries are recorded and reported annually.*

 HOW WE MONITOR PROGRESS

Our monitoring approach is intentionally simple and proportionate to the size of the business. Performance information is recorded through our ESG management system and reviewed by the directors.

Frequency	What we review
Monthly	Key environmental, ethics, training, client and action-plan data, Kindred Air Development
Quarterly	Strategic progress, risks and investment decisions
Mid-year	Progress against annual goals and any required changes
Annually	ESG strategy, materiality, risks, policies, carbon footprint and public reporting

We will continue to report openly where data is incomplete or where our approach needs to improve.



LOOKING AHEAD

Kindred CSR enters its next stage with a strong foundation. During our first five years, we established a resilient consultancy, supported clients across a wide range of sectors, and achieved external recognition through EcoVadis, B Corp, the United Nations Global Compact and the Good Business Charter.

Our priority now is to extend that impact responsibly. Kindred Air will allow us to combine personal consultancy support with technology, helping clients manage ESG more efficiently without losing the human judgement and practical approach that remain central to our services.

As the business develops, we will continue to:

- ✓ Operate with integrity
- ✓ Provide honest and evidence-based advice
- ✓ Protect people and information
- ✓ Manage environmental impacts
- ✓ Support responsible supply chains
- ✓ Contribute to our community
- ✓ Be transparent about both progress and limitations

Our ambition is not simply to grow Kindred CSR. It is to help more clients build responsible businesses that create meaningful value for their people, customers, communities and the environment.



ABOUT THIS REPORT

This report covers Kindred CSR Ltd's activities between 1 January and 31 December 2025. It has been prepared using information from the Kindred CSR ESG strategy and action plan, the Double Materiality Assessment, ESG performance and KPI records, carbon and energy reporting, training and policy records, client project information, and EcoVadis and B Corp evidence.

Kindred CSR is a fully remote micro-business. Some conventional workforce and environmental metrics are therefore not meaningful, and small changes may create large percentage movements. Client confidentiality may also limit the information that can be published about individual projects and outcomes.

The report has not been independently assured. EcoVadis and B Corp provide external assessment of parts of our management approach but do not verify every statement or performance figure included here. Where information is unavailable, this has been clearly identified rather than estimated without a reasonable basis.



Contact Us

We welcome feedback on our ESG performance, impact and future priorities.

Kindred CSR Ltd

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