

Morelli
Consulting

Impact Report 2024

We exist to make business better

Certified



Corporation



INTRODUCTION

A word from our founder

Our world is changing, faster than ever before. We continue to experience a challenging economy with cost of living pressures, geopolitical instability, and a changing climate which is impacting our natural world and the way we live.

Morelli Consulting exists to make business better. We help our clients navigate these complex challenges and manage the resulting risks. Equally, we help them realise the opportunities for innovation, collaboration and positive change. Our team delivers a professional and pragmatic approach to sustainability and responsible business practices, to help businesses thrive in today's world.

We are not immune to these challenges and we know it's important to lead by example. Creating lasting change requires us to take the first steps - through individual and collective action. By fostering a happy and supportive workplace culture, and staying true to our values, we can deliver meaningful progress. I hope we can inspire others to do the same.

Achieving our B Corp certification in July 2023 was an important step in the growth of the business, enabling us to join a growing global movement of people and organisations committed to creating an inclusive, equitable and regenerative economy.

Our first Impact Report allows us to share our progress, plans and commitment to high standards in environmental and social management and business governance, while ensuring transparency and

accountability. This report also reflects my vision that Morelli Consulting's impact extends beyond our people and operations. Drawing on the lessons I've learned throughout my career about what and who makes a great business - combined with the urgent responsibility I feel to safeguard our children's future - I am committed to leading Morelli Consulting in taking bold steps in environmental stewardship, community investment and consistently delivering excellence for our clients. By doing so, we will scale the positive impact of our business on people and planet, while achieving sustainable profit and growth.

I am so proud of the impact we have delivered through our new and long-standing clients. We have supported them to create and embed sustainability strategies, implemented processes to measure and report progress and provided insights to inspire and engage their stakeholders. We have helped to grow the confidence and capability of the teams we support who are transforming their businesses and creating long-lasting value.

Of course, there is more to do. I am fortunate to lead a team of passionate sustainability professionals who are equally committed to positive change - within our business, across our communities and with our clients. It is a privilege and pleasure to work with them.

Thank you for reading our Impact Report and joining us on our journey.

SHELLEY MORELLI
Founding Director



ABOUT MORELLI CONSULTING

We exist to make business better

We are a team of dedicated and experienced sustainability consultants.

We help our clients navigate complex environmental, social and governance (ESG) issues, and realise the commercial benefits of excellent sustainability practices.

We devise and execute strategies that enable our clients to address current and future challenges, driving transformational change to create better businesses and a better world.

We are dependable and resilient, we stay curious, and we always show respect and kindness.



OUR PATHWAY TO B CORP

Our B Corp journey

Morelli Consulting was founded by Shelley Morelli to provide professional, practical hands-on support to help businesses maximise the commercial, social and environmental benefits of a strategic approach to sustainability.

Our business and team have grown rapidly over the last few years, and we now work with a diverse range of local, national and global clients; some new to sustainability, others with established strategies and plans.

Achieving B Corp certification was important to Shelley to show that we're accountable for our impact and to demonstrate to our employees, clients and partners that we lead by example and are committed to being a force for positive change.

While B Corp principles are integrated into the Morelli Consulting way, we have an action plan to address specific performance areas. We will share progress on our vision and goals each year.

We are committed to enhancing our B Corp performance by exploring new ways of working, seeking stakeholder feedback and supporting other organisations in addressing their responsibilities.

The B Impact Assessment measures a company's social and environmental performance, both overall and within five key impact areas of:

- A company's governance
- Treatment of workers
- Impact on the community
- Impact on the environment
- Stewardship of its customers.

A minimum score of 80 points is required for a successful overall B Impact Assessment. The median score for the average business is currently 50.9 points.

Scores are weighted depending on industry, size and geography of the business.

 **93.1**
B IMPACT SCORE

IMPACT AREA:

Making business better

WHAT WE SAID WE'D DO:

- Develop our client services to maximise social, environmental and economic impact for our clients
- Establish processes for capturing client feedback.

WHAT WE DID:

Through our client work we have delivered innovative sustainability strategies aligned to business purpose and goals, robust delivery plans and measurement frameworks and provided inspiring and engaging communications and reports.

We have influenced and engaged leadership teams to put sustainability at the heart of decision making and upskilled client teams to build knowledge, capacity and impact to create and sustain stakeholder value.

We have strengthened our client management, sought regular feedback and invested in technology, finance and HR systems to ensure we deliver an efficient and effective service to all our clients.

We've continued to support team learning, development and knowledge sharing to ensure our people provide the very best client experience.

WHAT WE PLAN TO DO:

- Share more widely how we are making our own business better
- Develop an ethical marketing and customer engagement policy.



23.8

CUSTOMERS SCORE

“

I view Shelley and her team as a vital extension of my team...they are highly aware of the pressures on our people and help to reduce the burden by delivering thorough responses and solutions to our challenges.

STEVE BRADLEY,
GLOBAL GROUP SAFETY AND ENVIRONMENT MANAGER

**Associated
British Foods
plc**

“

Working with Morelli on our scope 3 emissions calculations was a pleasure. Not only did they improve our emission calculation methodology, but they involved us in every step of the process. Our data was dealt with transparency, speed and professionalism.

ELLEN OSBORNE,
ESG MANAGER



IMPACT AREA:

Our team

WHAT WE SAID WE'D DO:

- Seek team views on their experience of working for Morelli Consulting – what works well and how we can enhance our ways of working
- Provide supplementary health benefits to our employees.

WHAT WE DID:

- Conducted our first annual employee engagement survey in 2024 and introduced line management 360-degree feedback
- Provided affordable comprehensive health care cover for all employees, including discounted virtual GP access, up to 100% cashback on everyday healthcare bills, and a range of digital tools to support employee wellbeing at home
- Established policies including Wellbeing, Menopause, Breastfeeding and Sabbaticals

- Encouraged employees to volunteer their skills and share their experiences with others. Our employees are entitled to two days paid volunteering leave each year – one day to support our chosen community partner and one day with a charity of personal significance
- Matched funds raised by our employees for their chosen charities
- Monitored and now reporting our Diversity, Equity and Inclusion (DE&I) metrics to ensure there are no barriers to joining or progressing within the team
- Continued to support team development through formal training courses, knowledge and skills transfer and regular lunch and learns with expert guests
- Held business briefings throughout the year, giving the team insight into business planning and performance.

WHAT WE PLAN TO DO:

- Action the insights from our employee engagement survey, including enhancing the communication of career pathways.

 **30.6**
WORKERS SCORE

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Morelli Consulting's commitment to sustainability and driving positive change resonates deeply with me. I am inspired daily, working in an environment where values align with passion and purpose.

HENRY WILSON
SENIOR SUSTAINABILITY ANALYST



IMPACT AREA:

Investing in communities

WHAT WE SAID WE'D DO:

- Gather team views to decide our community investment focus areas and two-year partner.

WHAT WE DID:

The team collectively agreed to support Palesa Pads, a social enterprise that employs women to manufacture and distribute high quality, reusable cloth sanitary pads for girls and women across southern Africa, and the pupils at Elizabethfontein Primary School outside Cape Town.

Our aims were to tackle period poverty and support the girls' education.

Our partnership launched in 2023 and since then, through a combination of company donations, matched funding and employee fundraising, we have raised nearly £3,000 to provide 90 "starter care kits" containing reusable pads and cleaning materials. Palesa pads can be used for up to five years and cost less than disposable pads, providing an affordable, sustainable option. Their use helps keep girls in education and reduces the stigma associated with periods.

With the teachers, we identified a need for additional pads, underwear and toiletries for the older girls and provided these, along with essential hygiene kits for the twelve- to thirteen-year-old boys.

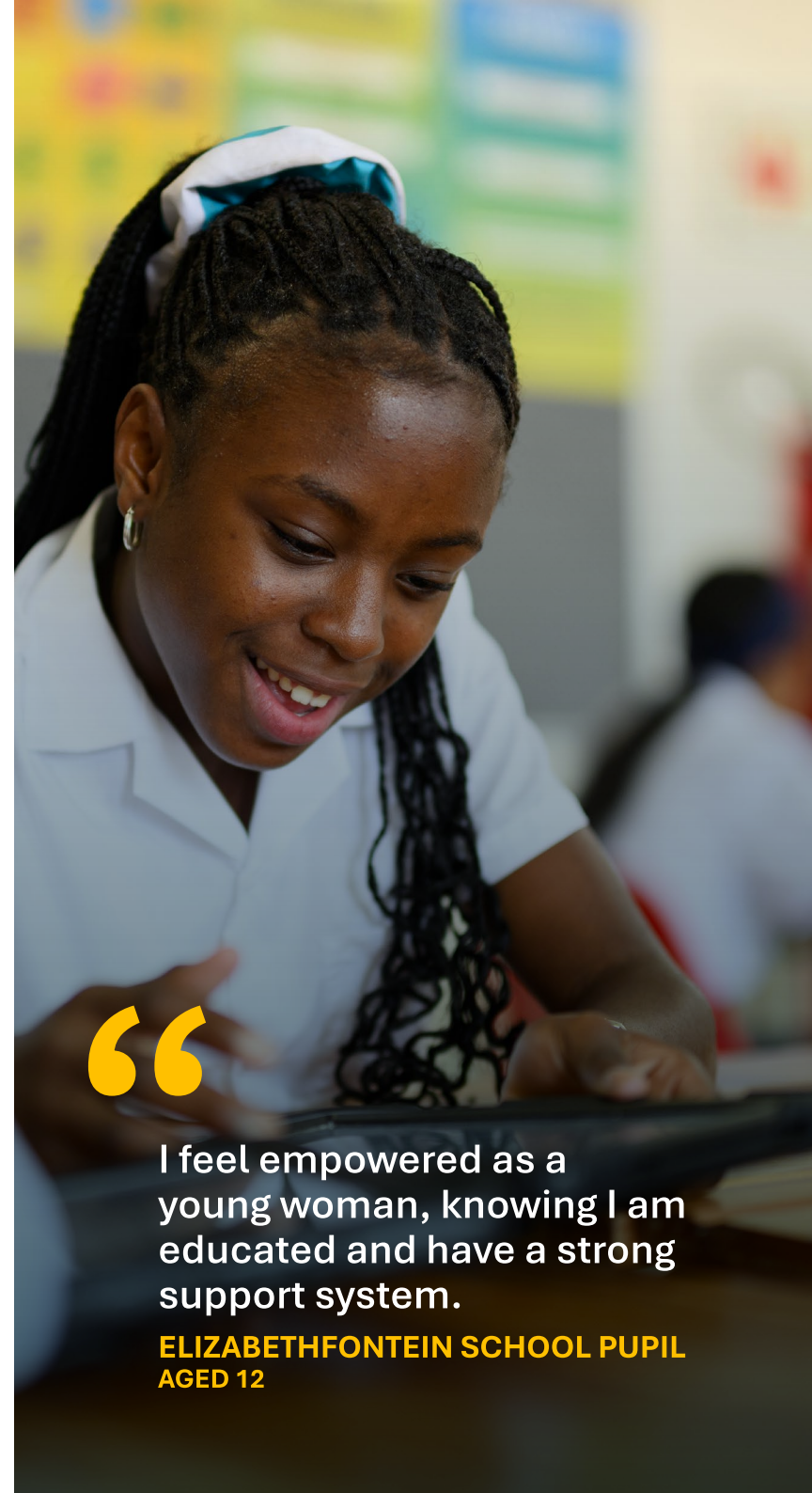
Our team has volunteered over 80 hours of time to the project at a value of over £3,000, which includes two visits to the school by our consultants Melissa and Justine. Justine, who is based in South Africa, has worked tirelessly to galvanise fundraising activities and ensure our support is tailored to the school's requirements.

We conducted a survey to understand the impact this has had on the girls' lives, especially during the crucial months before they move to high school. The girls have found the period products comfortable and easy to use and all say they will continue to use these in high school.

WHAT WE PLAN TO DO:

- Maintain our relationship with Elizabethfontein Primary School, through our team member based in South Africa
- Choose a new community partnership, local to our office in Chichester and aligned to our business goals and priorities for 2025
- Formalise our approach to pro bono work, and service offering for charities and social enterprises
- Use local community facilities for team away days and meetings
- Monitor and report our corporate community investment and impact.

B **11.9**
COMMUNITY SCORE



“

I feel empowered as a young woman, knowing I am educated and have a strong support system.

**ELIZABETHFONTEIN SCHOOL PUPIL
AGED 12**



IMPACT AREA:

Good governance

WHAT WE SAID WE'D DO:

- Finalise our Employee Handbook
- Create our Articles of Association, the rules that guide and govern our business
- Create a formal stakeholder engagement plan, with a view to engaging their support with our social and environmental goals
- Communicate our employee Code of Ethics outlining behaviour expectations towards our customers, partners and others.

WHAT WE DID:

- Finalised our Employee Handbook and made it available to employees in 2023. Regular updates are communicated to the team

- Produced our Articles of Association
- Implemented our on-line people management system for the benefit of all team members
- Commenced work on our formal stakeholder engagement plan
- Developed and communicated our Code of Ethics to our team
- Created our company vision statement with input from the whole team.

WHAT WE PLAN TO DO:

- Conduct an ethics focused risk assessment for our company and activity
- Finalise our sustainable procurement policy and formalise our preferred supplier process, including our support for local suppliers.



16.3

GOVERNANCE SCORE

IMPACT AREA:

Treading lightly

WHAT WE SAID WE'D DO:

- Calculate our carbon footprint
- Improve office environmental performance
- Provide employees with guidance on environmental stewardship at home, including homeworking energy efficiencies.

WHAT WE DID:

- Calculated our carbon footprint for our baseline year ending 31 March 2024
- Started to collect and internally report quarterly energy use
- Confirmed 100% renewable energy use at the office, with onsite solar panels generating a third of our energy

- Introduced three streams of office waste management, including composting. Liaised with the local council, landlord and neighbouring businesses to improve waste segregation
- Provided homeworking guidance focused on heating, energy use and purchasing renewable energy.

WHAT WE PLAN TO DO:

- Finalise carbon reduction targets and activities
- Continue to report our carbon footprint and progress towards targets
- Continue to add to our recycling options at the office, including a soft plastics recycling stream.



10.3

ENVIRONMENT SCORE

Our carbon footprint

During the 2024 financial year, our business activities resulted in 15.88 tonnes of greenhouse gas emissions (rounded and disclosed as 16 tCO₂e).

We report scope 2 emissions using the best practice methods below to ensure transparency in how we account for our environmental impact:

- **Market-based:** Reflects the decision to use renewable electricity
- **Location-based:** Calculates emissions based on the electricity grid average emissions factor.

Employee commuting, a scope 3 emission, is our biggest source of carbon emissions and uses data from our employee commuting and homeworking survey. This helps us measure impact and engage the team on collective and individual choices on travel, energy use and sustainable ways of working.

These team insights include:

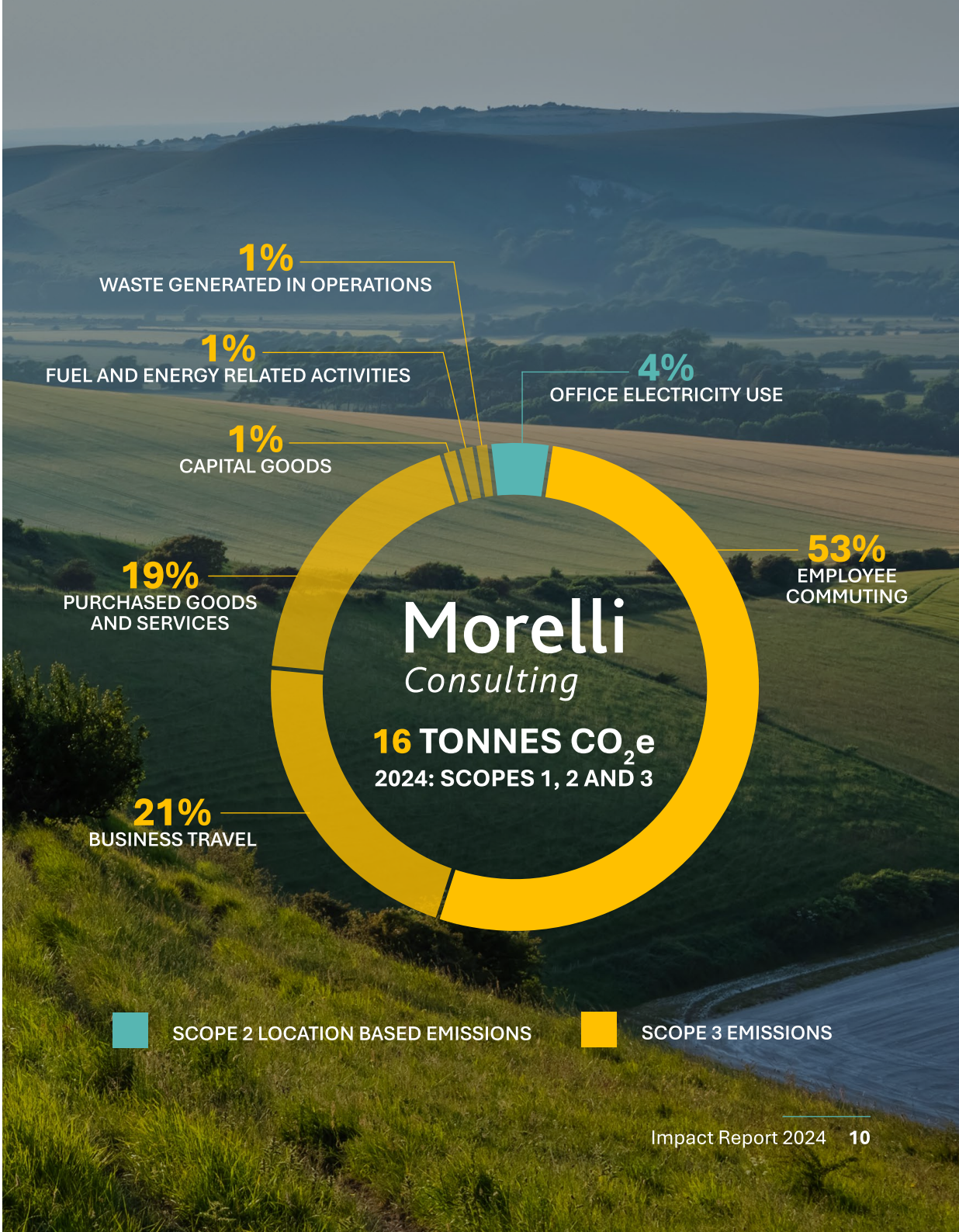
- 30% of our team commute using electric or hybrid cars
- 20% work remotely from home
- 20% have home solar panels
- 30% have home offices supported by fully renewable energy tariffs.

We provide employees with guidance to minimise their homeworking environmental impact.

Business travel and purchased goods and services are the second and third highest contributing categories to our carbon footprint. We are:

- Finalising our sustainable procurement policy
- Guiding employees with sustainable travel options
- Reducing estimations to improve accuracy with recording business travel.

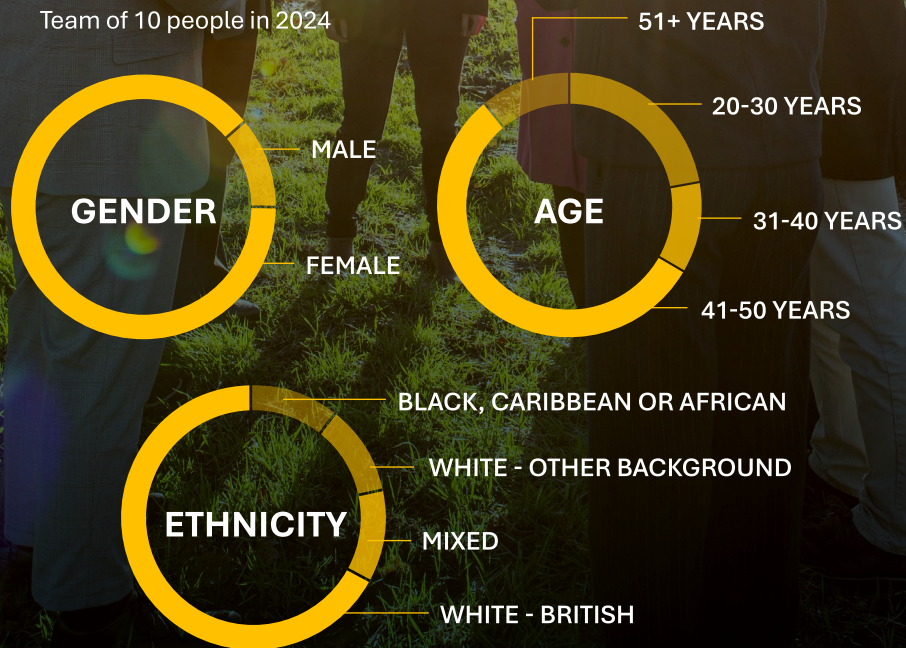
While our footprint may be small, every change we make has a bigger impact - especially when we work with our clients to tread lighter too.



Our Morelli moments

OUR 2024 TEAM PROFILE

Team of 10 people in 2024



OUR TEAM

92%

employee engagement score

67%

job growth 2024 v 2022

OUR COMMUNITIES

£3,000

fundraised to buy personal care items to help children in South Africa

300

UK primary school children learned about the lifecycle of plastic from the team

80 HOURS

company time volunteered to support community partners Palesa Pads and Elizabethfontein Primary School, South Africa

OUR ENVIRONMENT

16 tCO₂e

our baseline 2024 carbon footprint

100%

renewable energy use at our office

1/3

of office energy provided by onsite solar panels

3

office waste recycling streams including food composting

Morelli

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