

biz4Biz

SUSTAINABILITY BIZ



SUSTAINABILITY CONFERENCE 2022

**SUSTAINABILITY: THE PATH TO NET ZERO: YOUR TRANSFORMATION TO
SUSTAINABLE ADVANTAGE IN BUSINESS AND SOCIETY**

Rothamsted Conference Centre, Harpenden



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biz4Biz Connexions is a new, exciting networking club for senior managers, directors and CEOs of Herts-based businesses. There are no annual fees to be a member of Connexions nor complex rules.

Would you like to speak at one of our events?

If you are interested in speaking at one of our events call **Tim Baugh** on **01707 392552**

If you would like to be invited to our Connexions meetings visit biz4biz.org/connexions and complete the form to be added to our mailing list.

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Welcome...

Thank you for taking the time out of your extremely busy lives to join us at conference and read this magazine. We all owe our huge support to protecting the planet on which we live and I for one, do not want to be one of “my generation” that continues to disregard its importance.

We have all seen in the past two years just how devastating a global pandemic can be in spoiling our normal freedoms and the sad loss of life as a result. It's time to take responsibility for our planet more seriously and hopefully for many of you that journey starts here today!

We have a great line-up of speakers for your indulgence throughout the day and their comments are reflected here in this magazine. Today we are launching the Sustainability Biz forum and if you would like to join this for ongoing news updates, please follow the link in this magazine.

We are joining up with the University of Hertfordshire, a miniature environment and economy, in Hertfordshire to hear about their journey through the process. So here we are with the after effects of Brexit and a Covid Pandemic and Boris, Bim and Adrian are asking you to think sustainably within your business. What more do you want I hear you scream? I often had these conversations with myself during my 45 years in business so you're not alone in what your thinking! But business people have a very positive way in which to deal with these challenges and our resilience often shines through and we are all past masters in turning defeat into success.

Today we hope our Conference and this Magazine delivers the answers that you need. Our speakers will start by setting the scene of where we are in the World, in Hertfordshire and in construction. We will hear the extent of the problem the methods to assess our carbon footprints and work with the various options available in today's world that will reduce the impact of our business activities on the World.

We are extremely delighted with the support of one of the UK's largest Banks, Barclays and we discover how we can make these activities improve our business



“Today we are launching the Sustainability Biz forum and if you would like to join this for ongoing news updates, please follow the link in this magazine”

costs with significant tax efficiencies. From experience, I know that with my very large warehousing operations, when we invested in LED lighting, we significantly reduced the cost of operation and improved the light efficiency in the working environment. Sustainability in Business can be a win, win, scenario, and your journey starts right here now. ■

ADRIAN HAWKINS OBE

biz4Biz Chairman, Chairman of the Stevenage Development Board, Managing Director of Welding World, and Herts LEP Skills and Employment Board Chairman.

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Delivery - The art of Net Zero

Hosted by **Ian Taylor**

Panel:



Marco De Benedictis



Leon Reed



David Hawes



Rondi Allan



Phil Webb



Mark Pashley

Locality - The environment

Hosted by **Ian Taylor**

Panel:



Stephen Ainsworth



Richard Roberts



Richard Whitehead



Adrian Hawkins OBE



Yanina Aubrey-Gimenez



Monica Kanwar



The Conference Agenda

- 09:00** Arrival, registration, coffee and networking with other delegates
- 09:45** **Adrian Hawkins OBE:** Thank you for your support and setting out on the journey
- 09:50** **Bim Afolami MP for Hitchin and Harpenden:** The government’s perspective
- 10:05** **Stephen Ainsworth, Barclays:** What Barclays Bank intends
- 10:15** **Andrew Griffiths, Planet Mark:** Why we need to act now to save our planet
- 10:30** **Richard Roberts, Leader of Hertfordshire County Council and Chair, Hertfordshire Growth Board:** Hertfordshire’s commitment to sustainability
- 10:45** **Richard Whitehead, Chair, Herts Innovation Quarter:** Growing Hertfordshire’s green economy and supporting businesses transition to Net Zero
- 11:00** **Leon Reed, Verisio:** De-risk your supply chain through good governance
- 11:15** Coffee break, networking and a chance to visit the exhibition stands

- 11:45** **David Hawes, Net Zero International:** The first step? Measuring your carbon footprint
- 12:05** **Rondi Allan, Sustainable X:** Practical sustainability for business
- 12:30** Lunch, networking and a chance to visit the exhibition stands
- 13:15** **Phil Webb, Investors in Community:** Galvanize your team through social value
- 13:30** **Monica Kanwar & Yanina Aubrey-Gimenez, University of Hertfordshire:** The University, a micro community and the sustainable journey
- 13:45** **Mark Pashley, Mercer & Hole:** Ensure that HMRC subsidise your green spending
- 14:00** **Marco De Benedictis, Barclays:** Financing investments in sustainability
- 14:15** Panel Q&A session – locality
- 14:45** Panel Q&A session – delivery
- 15:15** **Adrian Hawkins OBE:** Thank speakers and say goodbye
- 15:20** Refreshments and networking and a chance to visit the exhibition stands

*Agenda correct at time of print





For a greener future, think Hertfordshire IQ.

With a focus on sustainable travel solutions, renewable energy and tax breaks for green businesses, Hertfordshire IQ is the perfect place for your business to thrive.

Find out more and get in touch at herts-iq.co.uk



IQ

Hertfordshire Innovation Quarter

Hertfordshire Innovation Quarter (Herts IQ) is delighted to sponsor the biz4Biz Sustainability Conference at Rothamsted Research on 3 March. Herts IQ Chair Richard Whitehead and Hertfordshire Local Enterprise Partnership (LEP) board member will set out how we are growing the green economy and helping businesses transition to net zero.

At Hertfordshire IQ, we're leading the development of 3 million sq. ft. of new commercial space into a zero carbon, digitally connected workplace, just 30 minutes outside London.

As an Enterprise Zone with a clear vision for the future and the generations to come, we encourage smart, sustainable transport, a high build quality across all new developments and the adoption of low carbon operations. We also support strong engagement with the community we live and work in.

We're challenging ourselves to find new ways to use sustainable measures by creating a framework that includes:

1. A commitment to sustainable, high-quality development through building rating schemes and certification across construction.
2. A reduction in energy demand through new infrastructure delivery and building design.



Richard Whitehead, Herts IQ Chair and Herts LEP Board member, Managing Director, Buildings and Places Europe



“At Hertfordshire IQ, we’re leading the development of 3 million sq. ft. of new commercial space into a zero carbon, digitally connected workplace, just 30 minutes outside London”

3. A reduction in the use of energy and resources by incorporating renewable and low carbon energy, along with high-quality buildings of sustainable design, materials and build methods.
4. Leading the development of sustainable travel measures for Hertfordshire IQ and Maylands Business Park.
5. Encouraging future proofing of

highways infrastructure to make sure there is flexibility to adopt emerging low carbon and digital transport and technology.

6. Harnessing the natural assets of the area to create a highly desirable and sustainable place with high-quality landscaping of public areas and native species planting.
7. Maintaining and enhancing the high-quality biodiversity of existing green and blue areas and corridors where they contribute to people's enjoyment and wellbeing.
8. Creating an external environment that stimulates business communities to network and collaborate for mutual benefit.

Come and meet us at the conference and find out how together we can help Hertfordshire achieve its net zero goals. ■

www.herts-iq.co.uk

Richard Roberts, Leader of Hertfordshire County Council and Chair, Hertfordshire Growth Board at County Hall



Profile of Richard Roberts, Leader, Hertfordshire County Council and Chair, Hertfordshire Growth Board

TELL ME A LITTLE ABOUT YOURSELF

My grandfather had a small farm in Shropshire and I grew up near Shrewsbury valuing all things outdoors from an early age. I graduated in Geology from Sheffield university, taking in the Peak District, Sheffield city and the miners strike. I joined the oil industry and travelled the world, finding myself in remote spots, working hard with local people. In the mid 90's I completed a Masters in Environmental studies at Strathclyde and then a life changing moment, we had two children in quick succession. After 8 great years in Scotland we moved to Hertfordshire and I became a Councillor for Dacorum and later the County. The juggling was intense and after 10 years I had to let my Borough seat go, particularly as I became the executive lead for Children. I have served in cabinet for 15 years with the lead of Adult Care during Covid, being a searing time. I have now been leader for 10 months and still marvel at the outstanding commitment so many make, to drive the difference that matters. I want my time to build on all that Hertfordshire offers as we step away from Covid, look up and see the agendas especially environmental coming our way.

WHAT ARE YOUR PRIORITIES FOR 2022?

When I became leader in 2021, I set out my key priorities:

- supporting the county's recovery from Covid-19
- developing the way in which our Health and Social Care system delivers for Hertfordshire
- delivering on the commitment to tackle climate change and inspire our residents to do the same
- ensuring responsible and sustainable growth for the county

During the pandemic, we worked ever more closely with the NHS Integrated Care System and other partners to orchestrate the ongoing local response and recovery from COVID. As we emerge from the pandemic, our focus must be on how we can move the needle on the health and well-being of our population for everyone to live as fulfilled lives as possible.

How we respond to the environment and sustainable development is another key challenge and is clearly inter-linked to the future health and well-being of our residents. Hertfordshire has

a strong track record of partnership working to deliver better outcomes for its communities. We need to harness that collaboration to help deliver a step change in behaviours towards a more sustainable way of life.

Local government has a huge role to play here in ensuring that through our own operations we can meet our carbon neutral targets by 2030. And we must inspire our residents and businesses to make small incremental changes to the way they live, work, play and move around.

In the next 15 years, Hertfordshire is planning for more than 100,000 new jobs and more than 100,000 new homes to meet local needs. As a result, there will be an increased demand on schools, health and social care and the already congested road and rail network. Achieving the vision for our future requires a new and sustainable passenger transport system that puts people first.

The **Hertfordshire-Essex Rapid Transit (HERT)** will improve the passenger transport network through an accessible, reliable and affordable east-west system. The HERT will connect people to where

they live, work, study and visit across both counties in a more environmentally friendly way and will support our local economies. It's both ambitious and achievable.

So bringing these priorities all together, we must look at future growth holistically and how through sensitive, planned development we can improve outcomes and opportunities for everyone. These priorities are not standalone items – they are part of our DNA and run through everything we do.

TELL ME A LITTLE MORE ABOUT THE WORK OF THE GROWTH BOARD AND HERTFORDSHIRE CLIMATE CHANGE AND SUSTAINABILITY PARTNERSHIP

Hertfordshire Growth Board was formed in 2018 and brings political, civic, health and business leaders together to take a long-term place perspective for Hertfordshire's growth and its economy. It is made up of

the County Council, the 10 district and borough councils, the NHS Hertfordshire & West Essex Integrated Care System, Homes England and Hertfordshire Local Enterprise Partnership.

The scale of growth facing Hertfordshire is significant. The Growth Board's role is to ensure that future development is delivered in a fully collaborative and planned way so that sustainable, well-designed and thriving communities are created, maintained and strengthened, while our environment is respected and nurtured.

Continuing to supporting Hertfordshire's economic recovery is also critical. Key to this will be creating the right conditions for our priority and growth sectors in life sciences and technology, advanced manufacturing and film and TV to flourish and investing in the skills for the future. Hertfordshire Growth Board works closely with the **Hertfordshire Climate Change**

and Sustainability Partnership to deliver climate change action and reduce the carbon footprint. The Partnership is working across four key areas:

1. Water Sustainability
2. Biodiversity
3. Carbon Reduction
4. Transport

This closer alignment of climate change and sustainable growth will help us to plan responsibly for a 'decade of delivery' in Hertfordshire and meet our carbon neutral and housing targets by 2030.

WHAT KEEPS YOU AWAKE AT NIGHT?

That I am really making the most of this incredible opportunity to work with our great people in the County Council and our partners. I am humbled by the challenge but energised by it...oh and whether I have locked the back door. ■



Hertfordshire Growth Board



Richard Roberts addressing the Building Futures Conference at Knebworth Barns, 2021



Hertfordshire
Growth Board



Formed in 2018, Hertfordshire Growth Board brings political, civic, health and business leadership together to take a long-term place leadership perspective for Hertfordshire's growth. The Growth Board is a statutory body that speaks for Hertfordshire and operates with the aim to deliver the high-quality, sustainable and inclusive places and infrastructure needed by our residents and businesses over the next 15 years and beyond.

A history of partnership working has been formalised through the Growth Board, which comprises the County Council, Hertfordshire's 10 district and borough councils, Hertfordshire Local Enterprise Partnership, NHS Hertfordshire & West Essex Integrated Care System and Homes England, and its main purpose is to plan appropriately and respond effectively to key challenges through strong, clear leadership and governance.

The scale of growth facing Hertfordshire is significant and up to 100,000 new homes will be built and around 100,000 new jobs created by the mid-2030s, as our population grows. The Growth Board is perfectly placed to ensure that this hugely significant long-term countywide development is delivered in a fully collaborative and planned way so that sustainable, well-designed and thriving communities are created, maintained and strengthened, while our environment is respected and nurtured.

Supporting Hertfordshire's economic recovery is also critical, and the Growth Board will be instrumental in supporting the growth of our key economic sectors, influencing the pace of delivery and the quality of development in the county, with our long-term place-based vision informed

by our communities.

Keep up to date with our progress:

hertfordshiregrowthboard.com

Hertfordshire Growth Board is working closely with the Hertfordshire Climate Change and Sustainability Partnership to deliver climate change action, reduce the carbon footprint and achieve lasting sustainable change. HCCSP seeks to engage across Hertfordshire with community groups, the voluntary sector, residents and businesses to stimulate and facilitate behaviour change around climate change and to achieve shared carbon reduction goals across the county. ■

Our four key areas are:

1. Water Sustainability
2. Biodiversity
3. Carbon Reduction
4. Transport

Find out more: www.hccsp.org.uk

Hertfordshire a sustainable future



Hertfordshire Growth Board brings political, civic, health and business leadership together to manage future growth.

Working to create thriving, greener and healthier communities.

Overcoming today's challenges and shaping opportunities for tomorrow.

Find out how we are building a sustainable future for all of our residents and businesses:

www.hertfordshiregrowthboard.com

Twitter: [@hertsgoodgrowth](https://twitter.com/hertsgoodgrowth)





BARCLAYS The ESG challenge



Stephen Ainsworth, Head of Eastern region, Corporate Banking, Barclays

Environmental, Social & Governance (ESG) considerations have become an increasingly major focus for many businesses over recent years and particularly over the past 12 months as COP26 generated copious headlines, created unprecedented global awareness of climate change, and placed the environment front of mind for the public and businesses alike. As a result, for perhaps the first time, there is broad consensus amongst politicians, regulators and business leaders that we all need to support the UK's transition to "net

zero" and the challenge has pivoted to addressing the question as to how? While plenty of companies tell me that they plan to "go green" in 2022, or issue ambitious commitments stating their intentions to transition to net-zero in short order, the difficult part remains: how to find an effective place to start the transition to net-zero which is technically achievable and also aligns with the business's commercial objectives. Clearly the answers are unique to each business, though some common drivers are apparent, not least where commercial and environmental objectives align. "External" factors such as government regulation are starting to force the issue in the automotive and housing sectors for instance, creating opportunities and incentive in equal measure for SMEs looking to support these industries. In the consumer sector, large retailers have already started to impose sustainability criteria on their suppliers, in part to help them achieve their own ESG ambitions. Similarly, local authorities are required to include sustainability considerations when appointing service contractors. Looking "internally", many SMEs are starting to realise that simple efficiencies can both support their environmental

"Simple efficiencies can both support businesses environmental commitments while at the same time make commercial sense"

commitments while at the same time make commercial sense. Businesses looking to reduce operational expenditure through leaner processes, reduced energy usage, more efficient use and re-use of materials, and reduce transport costs will reap both a "green" and an "economic" benefit.

Although there are challenges and indeed opportunities, I'm very positive about 2022, given the excitement being created across the region, particularly as businesses look to grow again as the region focuses on technology, research and renewable energy as it continues its transition to net-zero.

Our Eastern Region Barclays team will continue to do all we can to support local SMEs in 2022 and beyond. You can read all about our Green Solutions [here](#). ■

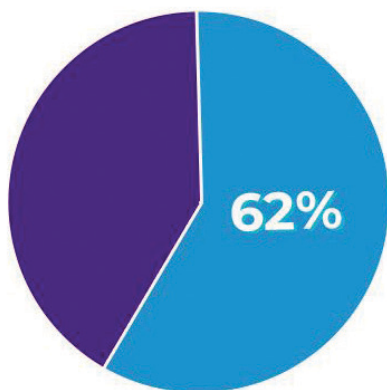
SUPPLY CHAIN

MANAGEMENT



Verisio has been helping many of the UK's largest retailers and brands for over twenty-five years to manage their supply chains and audit their manufacturing sites.

We provide highly competitive audit day rates for UK, Europe and Asia and our auditors carry out high standard audits by using common methodologies such as SMETA or other ETI Base Code audit formats.



As you can imagine, it requires handling a lot of data, but we have just the tool to help our customers easily understand and address any existing risks.

Cases of modern slavery

forcing people to commit

crimes in Britian have

increased by 62%

from last year



How?

With our Optimus software tool, of course! Thanks to Optimus, we can provide a comprehensive service that can manage all of the data and provide regular dashboards to Responsible Sourcing Teams and Chief Executives. **Want to find out how Optimus can help manage your supply chain? Head to our website:**

www.verisio.com



Verisio - Eradicating Modern Slavery in Global Supply Chains

In 1987, the United Nations defined sustainability as “meeting the needs of the present without compromising the ability of future generations to meet their own needs.” Sustainability isn’t just about recycling or fair-trade practices, as important as these are. It touches every part of a company, from its supply chain operations, to its talent practices, to the physical workspace itself. That’s why Verisio can offer retailers the full circle of services, supporting our clients, to ensure that factories, farms or warehouses to ensure that legal, salary, health & safety standards are being met in relation to the employees.

“Verisio has been helping many of the UK’s largest retailers and brands for over twenty-five years to manage their supply chains”

Verisio has been helping many of the UK’s largest retailers and brands for over twenty-five years to manage their supply chains.

We have helped them to understand and to address the existing risks. Initially mapping, then understanding the entire supply chain and its inherent risks using existing audit data or assessment questionnaires while pushing continuously for corrective actions to be addressed. Verisio now provides a comprehensive service using our ‘Optimus’ software tool which can manage all of the data and provide regular dashboards to Responsible Sourcing Teams and Chief Executives. We offer three service levels within supply chain management.



SUPPLY CHAIN MANAGEMENT



STANDARD SOCIAL COMPLIANCE AUDITS

- Level 1 – Fully automated & reporting
- Level 2 – Automated & management of risk
- Level 3 – Full management

Social Compliance auditing entails visiting factories, farms or warehouses to ensure that legal, salary, health & safety standards are being met in relation to the employees. Using common methodologies such as SMETA or other ETI Base Code audit formats to perform onsite audits and ensure compliance and continuous improvement.

Verisio has a team of specialised social compliance auditors who visit many sites every day as part of our programs for major brands, retailers and fast-food companies. In the United Kingdom we regularly find issues which are considered indicators of Modern Slavery.

We have also developed our premium, cutting edge audit methodology, called Deep Dive, that uses technology and professional auditors to drive ethical compliance within supply chains and labour standards. ■



Tech enabled transparency



Qualified APSCA auditors



Supplier & factory mapping



Dashboards & reports



Regular Supply Chain review



Self Assessment Questionnaires

BE MORE ZEBRA.

PROFIT + PURPOSE = IMPACT



investorsincommunity.org



INVESTORS IN
COMMUNITY

How do you measure your social impact activity?

The Investors in Community platform is the most effective way of connecting organisations, individuals, charities, and community groups to show that by working together powerful and evidenced social impact can be created. According to a recent study by Harvard

“Investors in Community’s award-winning platform unifies all aspects of community partnering across five ways of giving”

Business School, Corporate Social Responsibility (CSR) should have a primary goal of aligning “a company’s social and environmental activities with its business purpose and values” but companies struggle partly due to “poor coordination.” IIC tackles this problem head-on with a blockchain technology platform that helps companies coordinate, track, verify and prove their charitable giving. Officially launched in February 2019,



Investors in Community’s award-winning platform unifies all aspects of community partnering across five ways of giving: donations, fundraising, volunteering, skilled volunteering and gifting of any item or service. The platform maintains an immutable record of each transaction, providing trust and transparency. And it does all this without taking any fees from charities.

Beyond addressing the imperative of

transparency, the platform solves two other critical needs for effective Social Impact and CSR campaigns, fostering connections to charities and managing complex transactions. It allows businesses, individuals, and charities to connect with each other, giving directly through the platform, and tracking, verifying, and managing their impact.

The platform issues a unique digital token measuring system called Community Credits for each act of giving transacted through the platform across all five forms of giving. It is the unifying measurement, allowing the giver to collect community credits for every act of giving. This can be used to compare, incentivise, and even gamify between users, groups, and companies. This easy presentation of company data makes social value reporting far easier to produce, dramatically reducing the cost of all your CSR initiatives. ■

For more information on measuring your social impact go to www.investorsincommunity.org and request a quick demonstration.





Mercer & Hole are delighted to be supporting **Sustainability: The Path to Net Zero conference**

Mercer & Hole is a forward-thinking accountancy firm with our clients' vision at the centre of everything we do. We have been helping clients since 1905, which is a testament to our long-standing reputation. However, our real focus is on the future, both for our clients' businesses and creating wealth for the next generation.

Sustainability is such a prevalent topic and for many people, knowing where to start to bring about change can be daunting. At Mercer & Hole, not only are we committed to making a meaningful difference to our clients and our communities but to the world in which we live.

We have experts in:

- Audit and Business Advisory
- Corporate Finance
- Corporate Restructuring
- Corporate and Business Tax
- Private Client
- Expert Witness
- Financial Planning
- Trusts
- Probate

Mark Pashley is a Corporate and Business Tax partner, who specialises in R&D tax credits and advice relating to capital allowances on commercial property portfolios. Mark views R&D tax credits as being an extremely valuable and under-used relief which can benefit companies operating in many sectors. He helps clients ascertain their ability to qualify for what can be an immediate cash injection.

Mark has extensive knowledge in areas such as income tax, corporation tax, capital gains tax, employee share incentive plans, profit extraction options as well as tax structuring advice for company sales.

e: mark.pashley@mercerhole.co.uk



www.mercerhole.co.uk

St Albans | Milton Keynes | London | Rickmansworth

Mark Pashley, Corporate and
Business Tax Partner



**Mercer
& Hole**

Are you missing out on green opportunities?

Sustainability is such a prevalent topic and for many people knowing where to start to bring about change can be daunting. Mercer & Hole are committed to making a meaningful difference to the success of their clients and communities alongside the larger agenda of working towards a greener planet.

Mark Pashley, Corporate and Business Tax partner from accounting firm Mercer & Hole says: "There are a number of ways in which businesses can recoup benefits from HMRC including a raft of new capital allowances to offset their green spending".

Mark has extensive knowledge in areas such as income tax, corporation tax, employees share incentive plans and profit extraction options among others. In addition to the capital gains tax options,

"A large part of my role is to help my clients ascertain their ability to qualify for what can be an immediate cash injection"

Mark specialises in R&D tax credits. He views R&D tax credits as being an extremely valuable and under-used relief which can benefit companies operating in many sectors. "A large part of my role is to help my clients ascertain their ability to qualify for what can be an immediate

cash injection. In a post-Brexit world, the government is trying to bolster innovation in UK companies and there is money available for businesses who are investing in R&D."

Mercer & Hole have offices in London, St Albans, Rickmansworth and Milton Keynes. They have been helping clients since 1905, which is a testament to their long-standing reputation. However, their real focus is on the future, both for their clients' businesses and creating wealth for the next generation. ■

Mercer & Hole is a leading accountancy, tax and advisory firm based in St Albans, London, Milton Keynes and Rickmansworth.
www.mercerhole.co.uk

SUSTAINABLE X



Your competitors are more sustainable than you. What's your plan?

Make it easy for your customers, suppliers and employees to keep choosing you. Take action now to make your business fit for a sustainable future.

At Sustainable X, we help businesses build positive environmental, social and economic practices into daily business operations, without compromising profitability.

Whatever your industry or business goals, we can help you become more sustainable. We can advise on all aspects of sustainability, from carbon reduction to employee wellbeing and supply chain management.

Our business-led approach includes training, action focused support and all the resources you need to make a difference. We even have tools to help you share your progress with the people that matter to your business.

Your journey to a more sustainable future starts today.

Contact us to find out more:

01727 309008 | info@sustainablex.co.uk | www.sustainablex.co.uk

Our Sustainable Business Model



SUSTAINABLE X
Making Profit Sustainable

SUSTAINABLE X



PRACTICAL SUSTAINABILITY FOR YOUR BUSINESS

If you haven't bumped into the sustainability topic in your business yet, expect to soon.

Sustainability is already a topic on most government tenders. Top tier businesses are embedding these questions into their supplier selection and review processes.

Some banks and lenders already offer preferential rates for sustainable businesses. Customers and employees are looking for evidence of your sustainability credentials when choosing to buy or work with you.

We do you start? The top three things we would recommend to look at include:

1. WHAT ARE YOU DOING ON SUSTAINABILITY?

Being able to succinctly describe the actions and impacts you have under the

headings of Economic, Environmental and Social impact areas is a good start.

Explaining where you started and the progress you have made adds authenticity and credibility to your answers.

For extra brownie points, you should be

able to explain how it is embedded in your day-to-day business and future strategy.

2. HOW DO YOU DEMONSTRATE YOUR SUSTAINABILITY?

This is a particularly popular one if you are submitting tender documents? Does this fill you with dread if you see this?

Do you have a sustainability policy, plan, resources, actions and results in your impact areas? It is not longer sufficient to send a policy document, customers are looking for something that is unique to you and is backed up with measures and evidence.

"Some banks and lenders already offer preferential rates for sustainable businesses"

3. What are your major sustainability impacts?

At Sustainable X we talk a lot about measuring and amplifying your positive impacts. We encourage companies to think about and focus on where they have potential to make the biggest impacts, including:

- The Environment.
- Employee Wellbeing.
- Equality and Diversity.
- Ethics and Governance.
- Supply Chain and Operations.
- Innovation and collaboration.
- Value to customers.
- Community Contribution.

Being prepared for these questions gives you a framework for a sustainable future. If you would like to know more about any of these topics, don't hesitate to get in touch or subscribe to our newsletter. ■

Email info@sustainablex.co.uk or phone 01727 309008



Rothamsted Conference Centre

Welcome to a sustainable events venue, on the world-renowned Rothamsted Campus in Harpenden.

Rothamsted Conference Centre profits go to supporting the world leading science and research conducted at Rothamsted Research. Our Scientific colleagues are tackling the grand global challenges of food security and the impact climate change is having on our food supplies, therefore each cup of coffee, and meeting room sold helps to supports this cause.

- A selection of spacious meeting rooms with natural day light.
- Large outdoor spaces for coffee breaks and team building.
- Flexible booking terms and conditions.
- A focus on delegate well being.
- High quality sustainable food options.
- Direct train link to London and 5 mins from Junction 9 of the M1.



Call our sales team on **01582 938500** to arrange a visit or head to our website **rothamstedenterprises.com** for information and offers.

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Hertfordshire AL5 2JQ





Rothamsted Conference Centre



Sustainability is at the very heart of what we do here at Rothamsted Enterprises. As part of the world-renowned scientific research institute Rothamsted Research, we are passionate about affecting climate change and feeding the world's growing population in a sustainable way. Rothamsted Restaurant, Rothamsted Manor and Rothamsted Conference Centre take a holistic approach to sustainability which can be seen in a variety of things that we do. In the restaurant, we have removed all plastic takeaway containers used for serving our salads and have replaced these with biodegradable, compostable

"We are passionate about affecting climate change and feeding the world's growing population in a sustainable way"

and re-usable bowls, made from sugar beet. For our events, we serve our water in glass jugs rather than single use plastic bottles, as well as providing free water machines in the restaurant. We can also provide glasses or compostable cups. Biscuits can be served without plastic wrappers and our food is served on China crockery. We use unbleached recycled napkins in the restaurant and in the conference centre, we provide our event delegates with pens and notepads made from recycled paper. When it comes to the food we serve in

our restaurant, we use as much ungraded vegetables as possible (that's wonky veg!). This means a reduced amount of pesticides are being used. We have all heard that eating less meat is key in the fight against climate change and we are playing our part in this too. The menus have changed at Rothamsted. We are also proud that all of our meat and vegetables are sourced locally, and we've cut the number of suppliers we use by half, significantly reducing our carbon footprint, as well as providing great products and flavour for our customers. All of our profits from both the restaurant and conference centre are invested back into the Scientific research at Rothamsted Research. ■

Call the team now to book your sustainable event: 01582 938500



net zero.
international

Net Zero International (NZI) are a team of experts providing a complete set of solutions to ensure businesses can quickly and efficiently embark on the road to Net Zero with minimal disruption to their day to day business.

NZI enable businesses of all sizes to measure, understand, manage and monitor their carbon emissions. Bespoke solutions are implemented to develop Net Zero strategies, including practical advice, workshops and training courses for business leaders and colleagues to understand Net Zero and what it means to them and their business.

Measurement and monitoring of carbon emissions is carried out via

a sophisticated carbon accounting software that calculates a business' emissions to identify where emissions occur and improvements can be made. Data is input into the software on a monthly basis which enables monitoring

of clients' progress against strategies on an ongoing basis. A user-friendly dashboard provides the core information needed to immediately see how the organisation is performing against its targets and adjust

strategies accordingly. NZI specialise in solutions for Scope 3 supply chain emissions. The greatest percentage of a company's emissions are likely to be Scope 3, i.e. emissions generated via the value chain. Scope 3

is difficult to measure as the majority is generated by third parties. However, using our tools and methodologies, we can support accurate identification of these emissions and targeted reductions. NZI has partnered with Future Net Zero (FNZ), an official partner of the UNFCCC Race To Zero, who provide annual, audited certification of NZI's clients' emissions and commitment to Net Zero. Our clients join Race To Zero, committing to be Net Zero by 2050 and their details are added to the United Nations Database.

For further information contact **David Hawes david@netzero.international**. David is a co-founder of NZI and is a member of the working group of the UNFCCC Race To Zero. He is passionate about helping all businesses to achieve Net Zero and grow sustainably by developing strategies and solutions that are better for business, better for customers and better for the planet. ■

“The greatest percentage of a company's emissions are likely to be Scope 3, i.e. emissions generated via the value chain”

University of Hertfordshire UH

“Herts Sustainability Accelerator is helping ambitious SMEs launch an innovative and sustainable product, service, or new tech”

Climate change is one of the biggest threats we face, and innovation is key to tackling it. It is SMEs that are driving innovation by cutting emissions, finding green solutions, and protecting the environment.

The road to net-zero, however, will not be easy. According to a report by the Federation of Small Businesses, 28% of small businesses believe the transition to a net-zero economy will be extremely difficult. For the UK to realise its climate ambitions, entrepreneurs need to be able to access the right guidance and support, which is why the University of Hertfordshire launched the Herts Sustainability Accelerator.

The Accelerator is a bespoke 15-week programme delivered in partnership with Hertfordshire Growth Hub and supported by the UK Government’s Community Renewal Fund. It supports ambitious



Hertfordshire-based SMEs with scale-up potential to launch an innovative and sustainable product, service, or technology.

Businesses receive a tailored package of support with an estimated value of up to £25,000. It provides them with the right guidance and resource to bring their idea to life through 1:2:1 mentoring, training, and access to the right technical, commercial, and creative marketing expertise and support.

The climate crisis presents significant challenges, but Yanina Aubrey-Gimenez, Head of Business Growth and Entrepreneurship at the University

of Hertfordshire, believes the scheme gives SMEs the platform to meet those challenges head-on: “The University’s successful history supporting enterprise, combined with our sustainability know-how and research expertise, means we are in a fantastic position to help SMEs drive their green ventures forward. I believe a creative entrepreneurial mindset is one of the keys to tackling the climate emergency, and we look forward to seeing which innovative Herts SMEs will emerge from the programme.”

The Accelerator is one of many initiatives at the University of Hertfordshire powering sustainable innovation and it adds to the extensive support it already provides to businesses. Every corner of the campus is open to businesses, allowing them access to research expertise, skilled graduates, and modern facilities. The University also provides funded research and development opportunities, and offers a range of apprenticeships and CPD courses. To help combat the climate emergency, the University of Hertfordshire has pledged to reach net-zero by 2050 and has already reduced its carbon emissions by 43% since 2005. Its climate vision is embedded across the institution, including in its teaching, research, and support for businesses and the community. To find out more about how the University of Hertfordshire can support your business, visit the University’s Enterprise Zone. ■

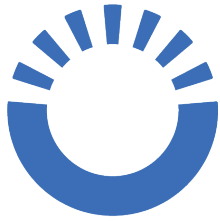


Change is in ~~y~~our hands.

Sign-up for a Planet Mark workshop **today**. Uncover the basics of **net zero carbon** and the steps involved in joining the UN-backed Race to Zero.

Planet Mark Events | Eventbrite





PlanetMark

Planet Mark is an internationally recognised sustainability certification recognising continuous progress, encouraging action, and building an empowered community of like-minded individuals.

It's awarded to businesses, properties and developments that are committed to reducing their carbon emissions. Planet Mark enables organisations and their people to positively transform society, the environment and the economy through measurement of their carbon and social data, using a unique three-step process: Measure, Engage and Communicate.

“No matter what stage in your net zero journey you are on, from committing to a target to creating the action plan needed to get there, Planet Mark can provide support”

As a result of rigorous measurement, a commitment to improvement and engaging their stakeholders in the process, **Planet Mark members** can communicate their progress with confidence, transparency and enthusiasm.

Planet Mark's **Zero Carbon Solutions**, aligned with the SBTi's global Net-Zero Standard, also helps businesses to reach net zero carbon. No matter what stage in your net zero journey you are on, from committing to a target to creating the action plan needed to get there, Planet Mark can provide support.



In 2021, Planet Mark embarked on the **Zero Carbon Tour**, taking a fully electric coach (Carbon Battle Bus) across 45 towns and cities in the UK to demonstrate the need for a net zero

transition. On the road to **COP26**, Planet Mark illustrated the phenomenal array of actions the business community is taking to play a part in creating a sustainable zero carbon future. ■





Bim Afolami

MP for Hitchin & Harpenden and Chair, APPG for Renewable and Sustainable Energy

Bim is the MP for Hitchin and Harpenden and chair of the All Party Parliamentary Group for Renewable and Sustainable Energy and co-Chair and Net Zero Champion for the All-Party Parliamentary Group on Fair Business Banking. He is also Parliamentary Private Secretary to the Secretary of State for Work and Pensions, a Fellow of the Royal Society of Arts and a programme committee member for the Ditchley Foundation.



Richard Roberts

Leader, Hertfordshire County Council and Chair, Hertfordshire Growth Board

Richard Roberts is the Leader of Hertfordshire County Council and is Chair of Hertfordshire Growth Board. He was first elected to the County Council in 2003 as the member for Kings Langley and has previously served as the Cabinet Member for Adult Social Care during the Covid-19 Pandemic, Cabinet Member for Public Health, Cabinet Member for Children’s Services and Cabinet Member for Partnerships and Performance. He is Chairman of the Health and Wellbeing Board and became Leader of the Council in May 2021.



Richard Whitehead

Hertfordshire Local Enterprise Partnership Board Member and Chair, Herts IQ

Richard Whitehead is a Hertfordshire LEP Board Member and Chair, Hertfordshire Innovation Quarter (Herts IQ). Richard is also Managing Director, Buildings and Places Europe, at AECOM, an engineering firm that provides design, construction, and management services across 150 countries and is a Director of Perfect Circle, a joint venture company formed by Pick Everard, Gleeds and AECOM.



Leon Reed

CEO & Founder, Verisio

Leon is a social compliance auditor at Verisio, who audit companies globally for compliance to the Modern Slavery Act on behalf of retailers, local authorities and other organisations. Verisio provides all the appropriate due diligence, awareness training, mapping of supply chains, self-assessment questionnaires, risk assessment modelling using its software called Optimus.



David Hawes

Co-Founder, Net Zero International

David is the co-founder of Net Zero International, an organisation which is passionate about enabling businesses to understand their carbon footprint, analyse the results and create detailed plans to improve their overall impact to become a more sustainable business, via a suite of services including carbon accounting software, UN-approved partner audits and certification.



Rondi Allan

Co-Founder, Sustainable X

Sustainable X supports businesses to make profit sustainably. Their business led approach allows SMEs to get a competitive advantage, win and retain their customers and employees and secure funding to support future initiatives. They will be sharing some practical advice, based on real case studies, on how to embed sustainability in what you do every day and how it enhances your business.



Phil Webb

MD and Founder, Investors In Community

Investors in Community, a SaaS platform that helps connect organisations, individuals, charities, and community groups to demonstrate by working together powerful and evidenced social impact can be created. The platform is a growing movement to facilitate the improvement of the lives of people and communities and measures real social impact.



Mark Pashley

Mercer & Hole

Mark is a Corporate and Business Tax partner at Mercer & Hole. Mark specialises in R&D tax credits and advice relating to capital allowances on commercial property portfolios. He views R&D tax credits as a valuable and under-used relief which can benefit companies operating in many sectors. Mark helps clients ascertain their ability to qualify for what can be an immediate cash injection.



Marco De Benedictis
Head of Sustainable Finance, Barclays

Marco heads Barclays' Corporate Banking Sustainable Product Group, which was established in early 2020 to support the company's 2050 decarbonisation ambition. His responsibilities include: origination, focused on growing both sides of the balance sheet; portfolio management of the existing book; and sustainable product innovation. Marco also co-chairs the Corporate Banking Sustainability Forum.



Yanina Aubrey-Gimenez
University of Hertfordshire

Yanina is an experienced strategist, senior researcher and project leader and Head of Business Growth & Entrepreneurship at University of Hertfordshire, overseeing the University's support services for SMEs in the region, including the University Enterprise Zone, Business Incubator, Accelerator as well as the university's local growth and regeneration activity.



Monica Kanwar
University of Hertfordshire

Monica leads a team of health and safety, wellbeing, occupational health, and sustainability professionals to deliver a holistic service with a track record of transformational and continual improvement. She provides advice and assurance to the Executive Officers and the Board of Governor. She has led the University in developing climate vision.



Andrew Griffiths
Planet Mark

Andrew is Director of Community & Partnerships at PlanetMark, Chair of the IoD National Sustainability Taskforce and a TEDx Speaker. Planet Mark is a sustainability certification which proactively supports organisations and real estate developments committed to making progress. They have a proven track record for success.

SUSTAINABILITY BIZ

Sustainability: The path To Net Zero, is a conference which will see senior business leaders and sustainability experts explore how organisations can help drive the net-zero transition, and get practical guidance on how to shape and finance a business's net-zero strategy.

But this is not the end of the journey, the conference is just the starting point and from here Sustainability Biz will develop. Businesses know that the spotlight will increasingly be turned on to them, not only by governments, but by society at large. Now is the time that every company – from global brand icons to small single plant operations – recognise that sustainable manufacturing and business operations are critical to their future success and reputation.

The drive towards optimising manufacturing and business efficiency and productivity should no longer centre solely around performance and profit but equally revolve around sustainability, with sustainable practices being at the forefront of any companies' transformation strategy. As governments



increase the pressure for sustainable biz and banks select the companies to support with lending, our all-important customers are making their own decisions based on their continued appreciation of the environment and its impact on their lifestyle.

It is time to consider the methods used in your business and in the year ahead we will provide

a starting point for your current carbon footprint and provide details and methods to effect change.

Whether you are a business providing services, or manufacturing products, in distribution or importing products or raw materials from around the world there will be something for everyone with Sustainability Biz. ■

TO FIND OUT MORE LOOK AT [HTTPS://BIZ4BIZ.ORG/SUSTAINABILITY-BIZ](https://biz4biz.org/sustainability-biz)
OR MESSAGE US ON [ENQUIRIES@BIZ4BIZ.ORG](mailto:enquiries@biz4biz.org)



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