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MHA and the UN Sustainable Development Goals



SUSTAINABILITY
ESG

MHA are committed to shaping a socially responsible and sustainable future, and as active members of the United Nations Compact Network UK, we are proud to support The Sustainable Development Goals.

Adopted in 2015 by all United Nations Member States, the 2030 Agenda for Sustainable Development, and the related 17 goals, was created to drive urgent action towards peace and prosperity for people and the planet.

The UNSDGs are directly embedded into MHA's ethos and corporate culture and are considered as part of 'life'; from funding continuing professional development and providing healthy food in the regional offices as workforce welfare initiatives to valuing the contributions of women (circa 25% of the partnership are women).





Our company strapline is “now, for tomorrow”. This applies to our own business and in the way we partner with clients to help them integrate more positive climate actions and improved governance while pursuing economic growth. MHA has chosen to be active in industries which have the potential to have the biggest impact on the UK’s ability to deliver green growth in line with the UNSDGs: Agribusiness, Electric Vehicles, Education, Renewable Energy, Natural Resources, Healthcare and Not for Profit among them. Our ESG approach is to “deliver a sustainable tomorrow, today”.

**Mark Lumsdon-Taylor,
Head of Sustainability ESG and Partner at MHA**

MHA recognises that achieving these goals is a shared responsibility.

As such it has aligned its internal Sustainability ESG strategy with that of the 2030 agenda.

This report provides transparency on these goals, including areas for continuous improvement to help deliver a safe and green future for generations to come.



Goal 4: Quality Education

Target

4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship.

How MHA contribute to the outcome

MHA 1892 Foundation is dedicated to enhancing financial education and improving social mobility by developing work, life, and economic skills. This is accomplished through fundraising and contributions of time, skills, and knowledge, such as through the ICAEW Rise initiative.

The Early Careers team at MHA enhances workforce access for those from lower social mobility backgrounds by offering paid internships, graduate schemes, and work experience placements.



Goal 5: Gender Equality

Target

5.4 Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate.

How MHA contribute to the outcome

Offers maternity, paternity, and adoption leave for childcare, and has a Family and Carers network that promotes a more equitable workforce.

Target

5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life.

How MHA contribute to the outcome

Female representation at a senior level, with an active Inspire Inclusion programme to provide mentoring opportunities for women.

Complimentary sanitary products are available in all offices to ensure menstruation doesn't become a barrier to women's success whilst at work.



Goal 8: Decent Work and Economic Growth

Target

8.2 Achieve higher levels of economic productivity through diversification, technological upgrading and innovation,

How MHA contribute to the outcome

MHA has partner-led teams focused on software, AI and technology improvements, embracing and implementing them into working practices.

Target

8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking.

How MHA contribute to the outcome

Strong stance against modern slavery and human trafficking through careful recruitment, procurement, and supply policies.



Goal 10: Reduced Inequalities

Target

10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status

How MHA contribute to the outcome

Committed to equal employment opportunities, eliminating discrimination, and valuing the diversity of its workforce.

Discloses Gender Pay Gap data, provides diversity and inclusion training, integrates these principles into policies, and supports staff with Wellbeing Champions and Mental Health First Aiders

Target

Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality

How MHA contribute to the outcome

A complete suite of policies in place which includes Speaking Up policy, Code of Ethics, Equal Opportunities policy, Diversity policy and Recruitment policy.



Goal 11: Sustainable Cities and Communities

Target

11.6 By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and municipal and other waste management

How MHA contribute to the outcome

MHA's hybrid working approach aims to reduce travel emissions by promoting technology use, public transport, bike loans, car-sharing, and efficient resource management.



Goal 12: Responsible Consumption and Production

Target

12.2 By 2030, achieve the sustainable management and efficient use of natural resources

How MHA contribute to the outcome

MHA is taking all reasonable steps to become a net zero organisation by 2030, actively working towards meaningful carbon reduction. Accurate emissions data in line with the Greenhouse Gas Protocol will aim to align with the Science Based Target Initiative (SBTi) accreditation scheme.

Target

12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse

How MHA contribute to the outcome

Implemented waste management processes aimed to minimise landfill waste from any offices, with a primary focus on reuse, repurpose and recycling.

Target

12.6 Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle

How MHA contribute to the outcome

MHA provides ESG audit and advisory services to companies, helping them accurately report sustainability policies and comply with regulations. As a trusted advisor, MHA fosters creativity in structuring, running, and financing client businesses.

A Responsible Procurement policy and process is in place to evaluate supply chain's engagement with ESG.



Goal 13: Climate Action

Target

13.2 Integrate climate change measures into national policies, strategies and planning

How MHA contribute to the outcome

Environmental criteria, initiatives and objectives are reported to Board to embed ESG into the wider strategy for the Firm.

Target

13.3 Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning

How MHA contribute to the outcome

Awareness is raised through climate change workshops, internal training certifications, and climate transition plans with emissions targets for Scope 1, 2, and 3. Employees can access information on sustainability via articles, ESG roadshows, online hubs, webinars, and awareness campaigns on equality, diversity, and inclusion.

MHA's Virtual Forest with Ecologi, grows by planting a tree for every new employee, marking growth in the Firm and growth for global reforestation efforts.



Goal 16: Peace, Justice and Strong Institutions

Target

16.5 Substantially reduce corruption and bribery in all their forms

How MHA contribute to the outcome

Ensuring compliance with regulatory standards through anti-bribery training for all employees and industry-leading anti-money laundering processes.

Target

16.6 Develop effective, accountable and transparent institutions at all levels

How MHA contribute to the outcome

Releases an annual Transparency Report detailing progress and strong governance, and will publish a detailed Sustainability ESG report starting Autumn 2024



Goal 17: Partnerships for the Goals

Target

17.14 Enhance policy coherence for sustainable development

How MHA contribute to the outcome

MHA's ESG strategy aligns with the UN Sustainable Development Goals. The firm supports the UN Global Compact Network UK and the Race to Zero campaign. Additionally, MHA will produce a voluntary TCFD report to enhance transparency in sustainable development.

Where MHA can do more:

Goal 1: No Poverty

MHA employees are offered salaries that meet living wage standards, and the Firm is exploring Living Wage accreditation to have this position certified.

Goal 6: Clean Water and Sanitation

Progress has been made firmwide with the introduction of water sensors and use of recycled rain water in bathroom facilities in some offices. There will be a review of water usage to substantially increase water-use efficiency in support of Target 6.4.

Goal 9: Industry, Innovation and Infrastructure

An ESG Supplier Procurement Policy and Questionnaire is in place, which helps to fulfil the commitment to creating a responsible supply chain. This prioritises developing quality, reliable, sustainable and resilient infrastructures in line with Target 9.1.

Goal 14: Life Below Water

MHA recognises the potential impact on marine pollution and has introduced complimentary plastic-free sanitary products in all our offices as one way to minimise impact. There is a move to eliminate single use plastic across all offices and reduce the amount of waste we contribute that can impact marine pollution as per Target 14.1.





**This is a marathon,
not a sprint.”**

MHA, with its wider global network of Baker Tilly International, acknowledges that businesses and the professional services sector have much more to do to meet the objectives of the United Nation Sustainable Development Goals.

MHA have a realistic and structured roadmap to deliver beyond the objectives we have set to play our part in contributing to the UN’s mission to move #ForwardFaster.



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Now, for tomorrow

