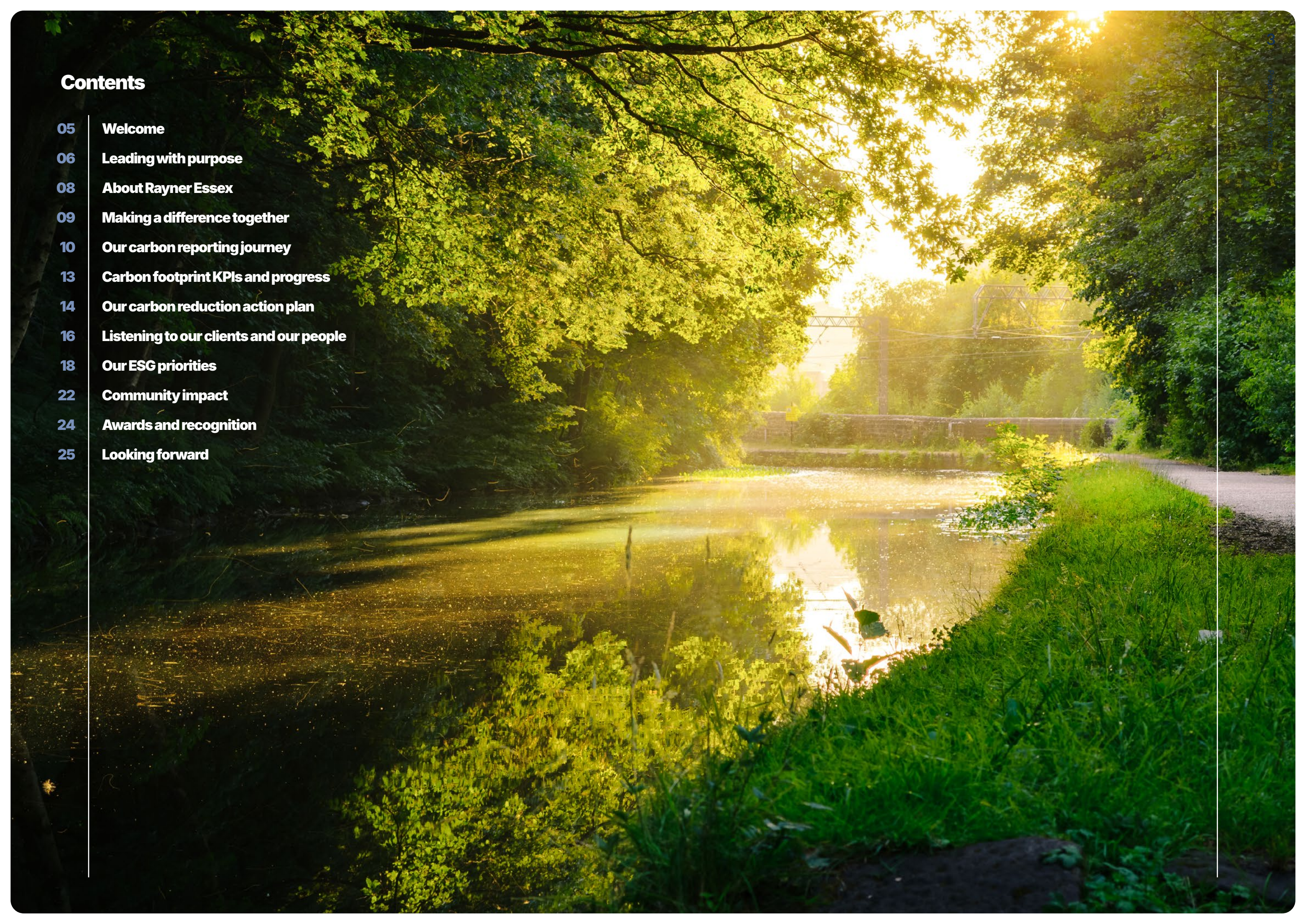


People. Purpose. Impact.

Rayner Essex Impact and Sustainability Report

Year End 31 March 2025



Contents

05	Welcome
06	Leading with purpose
08	About Rayner Essex
09	Making a difference together
10	Our carbon reporting journey
13	Carbon footprint KPIs and progress
14	Our carbon reduction action plan
16	Listening to our clients and our people
18	Our ESG priorities
22	Community impact
24	Awards and recognition
25	Looking forward



Welcome

Welcome to our second Impact and Sustainability Report

Over the past year, we have continued building on the foundations established within our first report, strengthening our understanding of our environmental impact while continuing to support our people, communities and clients through responsible business practices.

This report reflects the progress we have made during 2024–2025 and demonstrates how sustainability is becoming increasingly embedded throughout our organisation. While measuring and reducing our carbon footprint remains an important priority, we recognise that sustainability extends far beyond environmental reporting. It also encompasses the wellbeing of our people, the strength of our communities, the opportunities we create through education and social mobility, and the way we support our clients and wider stakeholders.



This report reflects the progress we have made during 2024–2025 and demonstrates how sustainability is becoming increasingly embedded throughout our organisation

Building on the foundations established within our first report, we remain committed to the five selected United Nations Sustainable Development Goals that most closely align with our values and our vision for responsible business. These pillars continue to provide a framework for how we support our people, serve our communities and deliver meaningful impact through our actions.

This year, we have continued to improve the quality of our carbon reporting, strengthen our governance processes and build on the positive culture that defines Rayner Essex.

We have also welcomed new sustainability advisers, Net Zero International, who will support us in developing future policies, assessing environmental risks and helping us achieve our annual sustainability goals as we continue our journey towards net zero by 2050.

We are proud of the progress made so far and recognise there is still much more to do. Sustainability is an ongoing journey of learning, collaboration and continuous improvement, and we are grateful to our people, clients, suppliers and wider stakeholders who continue to support us along the way.

Thank you for taking the time to read our report and learn more about our journey.



Laith Hilfi
Partner

Leading with Purpose

Our responsible business approach

At Rayner Essex, we believe that business has an important role to play in creating positive and lasting impact.

Our approach is built around supporting our people, delivering exceptional service to our clients, contributing to the communities in which we live and work, and continually improving our environmental performance. These priorities reflect the values that define our firm and guide the decisions we make every day.

As a people-focused business, we recognise that meaningful progress is achieved through collaboration, accountability and a commitment to continuous improvement. Whether investing in the development of our employees, helping clients navigate complex challenges, supporting local communities or reducing our environmental footprint, we strive to make a positive difference through our actions.

The five United Nations Sustainable Development Goals identified within this report provide a framework for how we focus our efforts and measure progress. They help ensure our sustainability ambitions remain aligned with the areas where we can make the greatest contribution and create the most meaningful impact.

While our sustainability journey continues to evolve, our commitment remains unchanged. We will continue listening to our stakeholders, acting responsibly and seeking opportunities to strengthen the positive impact we create for our people, our clients, our communities and our planet.



About Rayner Essex

Rayner Essex is a partner and director-led accountancy and advisory firm providing audit, tax, accounting and business advisory services to owner managed businesses, private clients and corporates. Our approach is built on long-term trusted relationships, practical advice, technical expertise and a genuine commitment to supporting our people, our clients, our communities and our planet.

As our business continues to grow, we recognise our responsibility to operate sustainably, act ethically and contribute positively to society. Sustainability is becoming increasingly integrated into how we make decisions, engage with suppliers, support our people and deliver value to our clients.

As a founding UK member of [INPACT Global](#), we are also able to support international collaboration and responsible business growth across global markets.



Making a difference together

At Rayner Essex, making a difference extends beyond the services we provide. It is reflected in the relationships we build with our people, clients and communities, and in the way we approach our responsibility to the environment.

Through ongoing feedback, collaboration and shared purpose, a number of consistent themes continue to define who we are as a firm. These principles shape our culture, guide our decision making and underpin the positive impact we strive to create every day.



Trusted

We build long-term relationships based on integrity, transparency and trust. Our clients rely on us to provide confidence, clarity and dependable support, helping them make informed decisions and navigate change with certainty.



Professional

We are committed to maintaining the highest standards of technical expertise, professional excellence and quality. Through continual learning and development, we ensure our people have the knowledge and skills needed to deliver exceptional service.



Responsive

We understand that timely advice and clear communication matter. We pride ourselves on being approachable, accessible and responsive, providing practical support when our clients and colleagues need it most.



Supportive

People are at the heart of our business. We create an environment where individuals feel respected, valued and supported, encouraging personal growth, wellbeing and professional development throughout every stage of their careers.



Responsible

We recognise our responsibility to our people, our clients, our communities and our environment. Through our sustainability commitments, community engagement and responsible business practices, we strive to create a positive and lasting impact.



Their attention to detail, reliability and clear communication have consistently given us confidence in our financial reporting and decision-making.

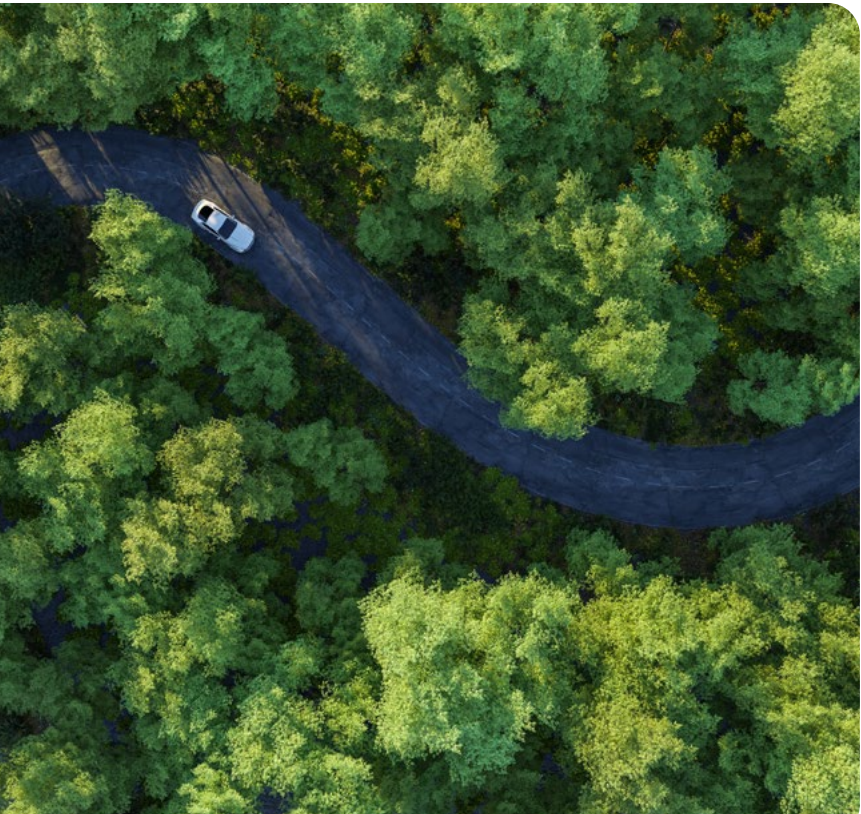
Our carbon reporting journey

We started our carbon footprint reporting journey in 2024 with the publication of our first annual carbon footprint report and have continued strengthening our understanding of our environmental impact throughout 2023-2024.

Our second annual report reflects Rayner Essex’s greenhouse gas inventory across the reporting period 1 April 2024 to 31 March 2025.

The report was prepared in partnership with Ecologi to ensure emissions were quantified in alignment with the [Greenhouse Gas Protocol Accounting and Reporting Standards](#) together with the supplementary [Corporate Value Chain Scope 3 Standards](#). It includes the mandatory quantification of Scopes 1 and 2, Scope 3 emissions include those materially relevant to Rayner Essex’s operations.

Emissions throughout the report are expressed as tonnes of carbon dioxide equivalent (tCO2e), allowing us to measure and compare the impact of greenhouse gases across all relevant areas of our operations.



What we are already doing well

The following environmental management measures are already in place and are an indication of Rayner Essex’s commitment to positive action.

Hybrid working

Our hybrid working model helps reduce emissions associated with office energy consumption and employee commuting, while maintaining the flexibility and collaboration that support our people and clients.

Energy efficiency and renewable energy

We continue to improve energy efficiency across our offices through measures such as LED lighting and by sourcing 100% REGO-certified renewable electricity at our St Albans office.

Sustainable travel

We prioritise virtual meetings where appropriate and encourage lower-carbon travel options for business journeys, helping to reduce our overall travel-related emissions.

Reduced material consumption

Through paper-light working practices, filtered water systems and the use of more sustainable materials, we continue to reduce waste and minimise our consumption of single-use products.

Enhanced waste management

We maintain robust recycling and waste segregation practices across our offices, helping to divert waste from landfill and support a more circular approach to resource management.

Greenhouse Gas Inventory

01/04/2024 – 31/03/2025

Scope	Emissions	Total (tCO ₂ e)
Scope 1	Stationary combustion	N/A
	Mobile combustion	16.34
	Process emissions	N/A
	Fugitive emissions	N/A
	Total – Scope 1	16.34
Scope 2	Purchased electricity (Market-based)	8.80
	Purchased electricity (Location-based)	14.31
	Purchased steam, heating & cooling	N/A
	Total – Scope 2 (Market-based)	8.80
Scope 3	Purchased goods and services	97.33
	Capital goods	12.59
	Fuel – and energy-related activities	9.16
	Upstream transportation and distribution	N/A
	Waste generated in operations	5.43
	Business travel	65.86
	Employee commuting (including homeworking)	102.66
	Upstream leased assets	N/A
	Downstream transportation and distribution	N/A
	Processing of Sold Products	N/A
	Use of Sold Products	N/A
	End-of-life Treatment of Sold products	N/A
	Downstream leased assets	N/A
	Franchises	N/A
	Investments	N/A
	Total – Scope 3	293.04

Total	318.17
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Total emissions

318.17

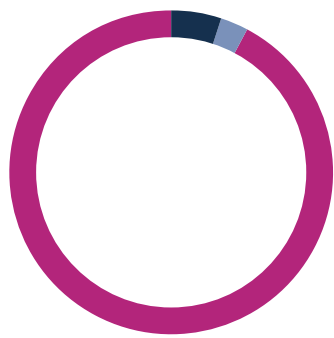
tCO₂e

FTE emissions intensity

2.95

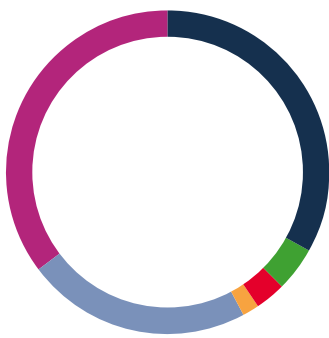
tCO₂e per FTE

2025 Scope Breakdown



- **Scope 1** 16.34 tCO₂e
- **Scope 2** 8.80 tCO₂e
- **Scope 3** 293.04 tCO₂e

Scope 3 Emissions by Category



- **Purchased goods and services** 97.33 tCO₂e
- **Employee commuting (including homeworking)** 102.66 tCO₂e
- **Business travel** 65.86 tCO₂e
- **Capital goods** 12.59 tCO₂e
- **Fuel- and energy-related activities** 9.16 tCO₂e
- **Waste generated in operations** 5.43 tCO₂e

Carbon footprint KPIs and progress

This is our second year of carbon footprint reporting and an important opportunity to build on the baseline established in our first Impact and Sustainability Report.

During the year, our focus has not only been on understanding our emissions profile, but also on improving the quality, accuracy and completeness of the data used to calculate our carbon footprint. Working alongside Ecologi, we have sought to increase the use of operational and activity-based data where possible, while encouraging greater participation in employee commuting and homeworking surveys to

provide a more representative picture of our environmental impact.

These improvements demonstrate that carbon reporting is becoming increasingly embedded within our organisation. By strengthening our data collection processes and expanding our understanding of emissions across our operations, we are creating a more robust foundation from which to measure progress, identify reduction opportunities and support our long-term Net Zero ambitions.

Greenhouse Gas Inventory FYE 2023 to 2025

Emissions (tCO ₂ e)	Accounting Year FYE 31/03/2023	Accounting Year FYE 31/03/2024	Current Accounting Year FYE 31/03/2025
Mobile combustion	19.70	15.05	16.34
Fugitive emissions	0.64	0.43	N/A
Total – Scope 1	20.34	15.47 (23.94%↓)	16.34 (5.62%↑)
Purchased electricity (Location-based)	13.60	14.70	14.31
Purchased electricity (Market-based)	6.56	7.15	8.80
Total – Scope 2 (Market-based)	6.56	7.15 (8.99%↑)	8.80 (23.08%↑)
Purchased goods and services	164.66	109.96	97.33
Capital goods	12.67	39.84	12.59
Fuel- and energy-related activities	9.80	8.74	9.16
Waste generated in operations	4.29	5.12	5.43
Business travel	12.60	23.78	65.86
Employee commuting (including homeworking)	75.13	81.69	102.66
Upstream leased assets	4.68	N/A	N/A
Total – Scope 3	283.83	269.13 (5.18%↓)	293.04 (8.88%↑)
Total	310.73	291.76 (6.10%↓)	318.17 (9.05%↑)



Our carbon reduction action plan

Over the past year, we have continued implementing practical measures designed to reduce our environmental impact across the firm.

Our St Albans office has now transitioned fully to renewable energy, supporting our wider commitment to reducing operational emissions. We are also continuing to work with landlords and leaseholders connected to our London office space to improve transparency and accountability around energy usage and sustainability practices.

We have continued supporting hybrid working and cloud-based technologies, reducing unnecessary travel while enabling more flexible and collaborative ways of working.

As part of our wider climate action plan, we have focused on reducing waste, improving recycling processes and embedding more sustainable operational practices across the business.

We are also continuing to work closely with suppliers to obtain more accurate environmental reporting data and encourage greater transparency around sustainability commitments and emissions reporting.



As part of our wider climate action plan, we have focused on reducing waste, improving recycling processes and embedding more sustainable operational practices



Circular economy and sustainable technology

As a professional services firm, technology plays a central role in how we operate and support our ongoing success. During the year, we completed our migration to Azure Virtual Desktop, which now serves as our primary working environment.

We continue to modernise our infrastructure through cloud-based technologies and digital collaboration tools that support more flexible and sustainable ways of working. We have increasingly transitioned towards cloud-based systems and Microsoft Teams telephony solutions, reducing our reliance on physical server and telephony infrastructure across our offices.

All firm laptops are procured through Dell Technologies. The move to a virtual desktop environment has enabled us to significantly extend the lifespan of our devices, with laptops typically remaining in service for five years or more. As processing and storage are managed through the cloud, less demand is placed on local hardware such as memory and processors, helping devices remain effective for longer and reducing the need for frequent replacement.

When laptops reach the end of their operational life within the firm, they are either repurposed for schools and charitable organisations, refurbished for continued use, or responsibly recycled. This supports our commitment to a zero-waste approach to IT hardware management while enabling us to do good within the communities we serve by extending the useful life of technology where it can continue to make a positive impact.

Alongside our paper-light working environment and digital workflows, these initiatives continue to support our wider circular economy ambitions, while helping to reduce unnecessary waste across the organisation.

Strengthening sustainability governance and future strategy

Sustainability continues to become more deeply embedded into the strategic direction of the firm through the work of our Sustainability Committee and Sustainability Champions.

Our committee, made up of partners, directors and managers from across the business, meets regularly to review progress, assess priorities and help embed sustainability into operational decision making across the organisation.

As our reporting processes continue to mature, we recognise the importance of strengthening governance, improving accountability and developing a more strategic long-term approach towards carbon reduction and responsible business practices.

During the year, we strengthened supplier engagement processes and began developing a more formal sustainable procurement framework designed to encourage responsible purchasing decisions and improve transparency throughout our supply chain.

The appointment of Net Zero International as our sustainability advisory partner represents an important next step in this journey. Working alongside us, they will support the development of future carbon reduction initiatives, sustainability policies, carbon risk assessments and supply chain engagement strategies as we continue progressing towards our long-term Net Zero ambitions.

This includes strengthening communication and engagement with suppliers to encourage greater accountability around emissions reporting and agreeing longer-term pathways towards improved supply chain emissions transparency and reduction.

While we recognise there is still much work ahead, we are proud of the progress already achieved and remain committed to transparency, accountability and continuous improvement as part of our journey towards achieving net zero by 2050.

Listening to our clients and our people



One of our key priorities during 2024–2025 has been strengthening how we measure and understand the impact we have on our people, clients and wider stakeholders.

Just as we continue to improve the quality and accuracy of our carbon footprint reporting, we recognise the importance of gathering meaningful feedback to help us understand where we are performing well, where we can improve and how we can continue creating positive outcomes for those we support.

By actively listening to our clients and employees, we gain valuable insight into the experiences, expectations and priorities of those who interact with our business every day. This feedback helps shape our decision making, influences future initiatives and supports our ongoing commitment

to delivering exceptional service, fostering a positive workplace culture and making a meaningful contribution to our communities. Throughout the year, we continued gathering feedback from both clients and employees, helping us measure our progress, identify opportunities for improvement and ensure that our actions remain aligned with the needs of our stakeholders.

Client feedback

Our latest client survey demonstrated consistently high levels of satisfaction across service quality, technical expertise, communication and responsiveness. With a Net Promoter Score of 73, the results reflect the strength of our relationships and the trust clients place in us.

More than four in five clients rated our technical knowledge, quality of service and understanding of their needs as very satisfied or excellent, reinforcing our commitment to delivering practical advice, responsive support and long-term trusted relationships.

“
Their personal approach and responsiveness make them a valued and trusted partner



Employee feedback

Listening to our people is equally important in helping us understand where we are performing well and where we can continue improving. Through our [Best Companies employee engagement survey](#), employees are encouraged to provide honest and anonymous feedback about their experiences, helping us build a clearer understanding of workplace culture, wellbeing and engagement across the firm.

Our commitment to employee engagement and wellbeing continues to be reflected through our Best Companies accreditation journey. Over the past three years, Rayner Essex has progressed from 'One to Watch' status to achieving a 2-star accreditation, supported by a 13% increase in wellbeing scores. Our latest results scored 3% higher than the accountancy sector average, reinforcing our commitment to creating a supportive, engaging and people-focused culture.

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We have progressed from 'One to Watch' status to achieving a 2-star accreditation, supported by a 13% increase in wellbeing scores

These results are driven through anonymous employee feedback, allowing our people to speak openly and honestly about their experiences. We actively listen to this feedback and use the insights gathered to strengthen our culture, improve employee experience and support continuous improvement across the organisation, shaping future initiatives and strengthening our workplace environment.

Our ESG priorities

The insights gained through our carbon reporting, client feedback and employee engagement activities help us better understand where we are making a positive impact, where opportunities for improvement exist and how we can continue strengthening our contribution to people, communities and the environment.

These findings help inform our responsible business strategy and support the priorities we have chosen to focus on through five United Nations Sustainable Development Goals. Together, these goals provide a framework for how we measure progress, guide decision making and create meaningful impact across our organisation.

Our five ESG pillars

Good health and wellbeing

Supporting the mental, physical, social and financial wellbeing of our people through a positive, inclusive and supportive workplace culture.

Quality education

Creating opportunities for learning, development and professional growth through apprenticeships, mentoring, qualifications and lifelong learning.

Gender equality and reducing inequalities

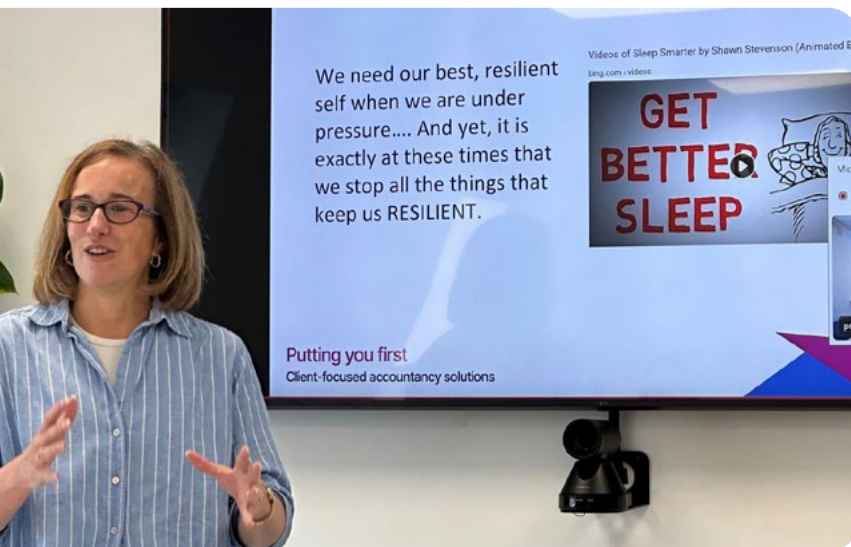
Supporting social mobility, widening access to the profession and creating opportunities for individuals from all backgrounds to succeed.

Decent work and economic growth

Creating meaningful career opportunities, supporting professional development and fostering a workplace where people can thrive.

Climate action

Improving our understanding of environmental impact while reducing emissions through sustainable operations, responsible business practices and long-term climate action initiatives.



Good health and wellbeing

Supporting health, wellbeing and belonging

Wellbeing continues to remain central to our people strategy and forms an important part of our wider ESG commitments aligned to the United Nations Sustainable Development Goals.

We believe that creating a positive, inclusive and supportive workplace is fundamental to helping individuals thrive both personally and professionally. Our Wellbeing Committee and Wellbeing Champions meet regularly throughout the year to develop and deliver an annual wellbeing roadmap focused on supporting the mental, physical, social and financial wellbeing of our employees.

Through a range of initiatives, we aim to create a workplace where people feel supported, connected and empowered. During the year, activities included Mental Health Awareness campaigns, Time to Talk events, International Men's Day celebrations, office massage days, step challenges, neurodiversity awareness initiatives, wellbeing discussions, book clubs and physical activity challenges designed to encourage both engagement and inclusion across the firm.

We recognise that wellbeing means different things to different people. As a result, our approach extends beyond organised events and includes mental health support, menopause awareness, flexible and agile working arrangements, parental leave policies, study leave and initiatives that support neurodiversity and invisible disabilities. Through our employee benefits platform, employees also have access to wellbeing support services, gym discounts and wider mental health and wellbeing resources.

We believe a positive and inclusive workplace culture contributes directly to employee engagement, collaboration and long-term business success. Feedback from our Best Companies employee engagement survey continues to demonstrate the positive impact of these initiatives, helping us understand where we are performing well and where we can continue improving.

While we are proud of our achievements over the year, we remain focused on listening to our people, strengthening wellbeing support and ensuring Rayner Essex continues to be a workplace where individuals feel valued, respected and able to thrive.

Quality education

Investing in learning to shape the leaders of tomorrow

Learning and development remain central to our commitment to professional excellence. From apprentices beginning their careers to experienced professionals progressing into leadership positions, we provide structured support, ongoing training and opportunities for continual improvement throughout every stage of an individual's career journey.

Alongside professional qualifications including AAT, ACA, CTA and ACCA, employees benefit from ongoing CPD programmes covering technical updates, compliance, ethics, leadership and professional skills. These programmes ensure learning remains embedded across the firm and help our people continue developing the expertise needed to deliver exceptional service to clients.

We are committed to creating opportunities for individuals from a wide range of backgrounds, with career pathways available from school leavers and apprentices through to graduates and experienced professionals. By combining formal study programmes with practical workplace experience, mentoring and real-time learning, we help our people develop the confidence, skills and experience needed to succeed.

Our commitment to maintaining high standards of quality, training and professional excellence was further recognised during the year through the achievement of the Chartered Institute of Payroll Professionals Payroll Assurance Scheme accreditation. This independently assessed accreditation reflects the robust processes, technical expertise and commitment to continual improvement demonstrated by our payroll team. By creating opportunities for learning, development and career progression, we continue investing in the future success of our people while supporting the long-term growth and resilience of the firm.

Gender equality and reducing inequalities

Supporting social mobility and widening access

We believe that talent exists everywhere and that opportunities within the accountancy profession should be accessible to all, regardless of background or circumstance.

As part of this commitment, Rayner Essex joined Access Accountancy in 2025, a collaboration of more than 30 organisations and professional bodies dedicated to improving access to and progression within the accountancy profession across the UK.

Our first involvement included hosting a dedicated London work experience event for students participating through Access Accountancy, with further programmes planned throughout the coming year.

We also continue supporting apprenticeships, work experience placements and school engagement programmes designed to give young people greater insight into professional careers within accountancy and business advisory. Throughout the year, we worked with a number of local schools and colleges including Beaumont School, Samuel Ryder Academy, Simon Balle School and Oaklands College among others, helping provide practical exposure to the profession while encouraging confidence, ambition and opportunity among young people from a wide range of backgrounds.

We recognise that many young people and their families may be unfamiliar with apprenticeship pathways and professional careers within the sector. To help address this, we developed practical resources including our Financial Survival Guide and Guide to Becoming an Accounting Apprentice, providing accessible information on financial literacy, career pathways and workplace opportunities.

Our engagement with schools and colleges has enabled us to introduce accountancy to students from a wide range of backgrounds, helping to demonstrate that a professional career is achievable regardless of personal circumstances.



Through careers fairs, assemblies, classroom sessions and discussions with parents and students, we continue helping young people understand that accountancy offers a rewarding and accessible career path.

Mentoring continues to play an important role in our efforts to improve access to the profession and support future talent. Audit Partner, Lucy Ghawss leads a number of initiatives focused on social mobility, mentoring and widening participation within accountancy.

Through both the ICAEW mentoring programme and the Buckinghamshire, Bedfordshire and Hertfordshire Society of Chartered Accountants mentoring initiatives, Lucy works closely with university students from disadvantaged and lower socio-economic backgrounds, helping to build confidence, provide career guidance and improve access to professional opportunities. These mentoring programmes typically run over a five-to-six-month period and provide practical support through career conversations, interview preparation and ongoing guidance. Lucy also serves as Women's Networking Lead and Belonging and Supporting Lead for the Buckinghamshire, Bedfordshire and Hertfordshire Society of Chartered Accountants, helping to champion inclusion, belonging and representation across the profession.

While we recognise that there is more work to do, we are committed to continuing our efforts to remove barriers, support social mobility and create opportunities for future generations.

Decent work and economic growth

Creating opportunities for growth

As a growing firm, we recognise that our success is built on the talent, dedication and ambition of our people.

We are committed to creating an environment where individuals can build rewarding and fulfilling careers while contributing to the continued growth of the business. Through structured career pathways, leadership development opportunities, mentoring and ongoing support, employees are encouraged to develop their skills and reach their full potential.

Our people are supported throughout every stage of their careers through a culture that values collaboration, continuous improvement and personal development. Whether progressing through professional qualifications, taking on new responsibilities or developing leadership capabilities, employees are encouraged to grow and contribute to the future success of the firm.

Listening to our people remains an important part of this process. Through employee engagement surveys and regular feedback mechanisms, we continue to identify opportunities to strengthen our workplace culture, improve the employee experience and support long-term career development.

By investing in our people and creating opportunities for growth, we aim to build a resilient, sustainable and future-focused organisation that benefits our employees, clients and wider communities.



Climate action

Driving environmental progress

Understanding and reducing our environmental impact remains a key priority within our sustainability journey.

Alongside improving the quality of our carbon reporting, we have continued implementing practical measures designed to reduce emissions and strengthen environmental performance across the business.

These actions include hybrid working arrangements, renewable energy usage, sustainable travel practices, improved waste management and our transition to Azure Virtual Desktop, which has enabled us to extend the lifespan of our IT equipment and support a more circular approach to technology management.

Looking ahead, we will continue working with our sustainability advisory partners, Net Zero International, to strengthen our environmental performance, undertake a carbon risk assessment, improve supply chain engagement, develop sustainable procurement practices and implement future carbon reduction initiatives as part of our commitment to achieving Net Zero by 2050.

Community impact

Supporting our communities

Supporting our communities has long formed part of the culture and values that define Rayner Essex.

As trusted advisers, employers and members of the communities we serve, we recognise the importance of giving something back and supporting causes that make a meaningful difference to people's lives.

Over the years, we have supported numerous charitable organisations and community initiatives through fundraising, sponsorships, volunteering and awareness events, contributing more than £110,000 towards charitable causes.

Throughout the year, we continued supporting organisations including SportsAid, Rennie Grove Peace Hospice Care, Youth Talk, The Ollie Foundation, Home Start and other local community initiatives, while also working with local schools, colleges and community groups to help inspire future generations.

Through our ongoing involvement with the St Albans Chamber of Commerce, Hertfordshire Chamber of Commerce and other local initiatives, we remain committed to strengthening the communities in which we live and work.

“
Over the years, we have supported numerous charitable organisations and community initiatives, contributing more than £110,000 towards charitable causes

Building stronger local connections

Community engagement remains an important part of how we build relationships and contribute to the areas in which we operate.

Throughout the year, we continued supporting local business communities through networking events, educational initiatives and collaborative partnerships. These activities help strengthen professional relationships, encourage knowledge sharing and support the growth of local businesses and future leaders.

This included hosting Young Professionals Networking Events, designed to help emerging professionals build confidence, develop their networks and establish meaningful connections early in their careers.

We also continued supporting initiatives led by the St Albans Chamber of Commerce and Hertfordshire Chamber of Commerce, including International Women's Day and Future Leaders events. During the year, Lucy Ghawss, Partner of Audit at Rayner Essex, was appointed to the Board of Directors of the St Albans Chamber of Commerce, further strengthening our commitment to supporting local business communities and regional economic growth.

Our London team also remained actively involved with Midtown Business Club initiatives, helping foster relationships across the professional services community and supporting collaboration between businesses operating in the capital.

Together, these activities reflect our belief that strong communities are built through collaboration, opportunity and shared success. By supporting charitable causes and helping strengthen local business networks, we continue to create positive and lasting impact within the communities we serve.



Awards and accreditations

Throughout the year, we have continued to strengthen our business, our people and our processes. Independent accreditations and external recognition provide valuable validation of the standards we strive to uphold and the progress we continue to make across the firm.

Best Companies 2-Star Accreditation



Our continued investment in employee wellbeing, engagement and workplace culture was recognised through the achievement of a Best Companies 2-Star Accreditation, reflecting the positive feedback received from our people and our commitment to creating a workplace where individuals can thrive.

Payroll Assurance Scheme Accreditation (CIPP)



Rayner Essex achieved the Chartered Institute of Payroll Professionals Payroll Assurance Scheme accreditation, recognising the high standards of quality, compliance and professional excellence maintained by our payroll team.

Cyber Essentials Plus



We successfully maintained our Cyber Essentials Plus certification, demonstrating our commitment to cybersecurity, data protection and safeguarding the information entrusted to us by our clients and stakeholders.

Sustainability and environmental progress



Our newly formed partnership with Net Zero International, represents important milestones in our sustainability journey, supporting our commitment to continuous improvement and our long-term ambition of achieving Net Zero by 2050.

Together, these milestones demonstrate how our commitment to people, purpose and impact continues to shape the way we operate. They reflect the dedication of our people, the trust of our clients and our determination to continue making a positive difference through the work we do and the actions we take.



Looking Forward

While we are proud of the progress made throughout 2024–2025, we recognise sustainability is a continuous journey requiring ongoing collaboration, accountability and long-term commitment.

Over the coming years, we will continue strengthening our environmental reporting processes, improving supplier accountability, embedding sustainability into operational decision making and supporting initiatives that create meaningful social impact.

We remain committed to achieving net zero by 2050 and to operating as a responsible business that supports our people, our clients, our communities and our planet.

By continuing to work together, we believe we can create positive long-term impact and contribute towards a more sustainable future for generations ahead.



Find out more at
[**rayneressex.com/sustainability**](https://rayneressex.com/sustainability)