

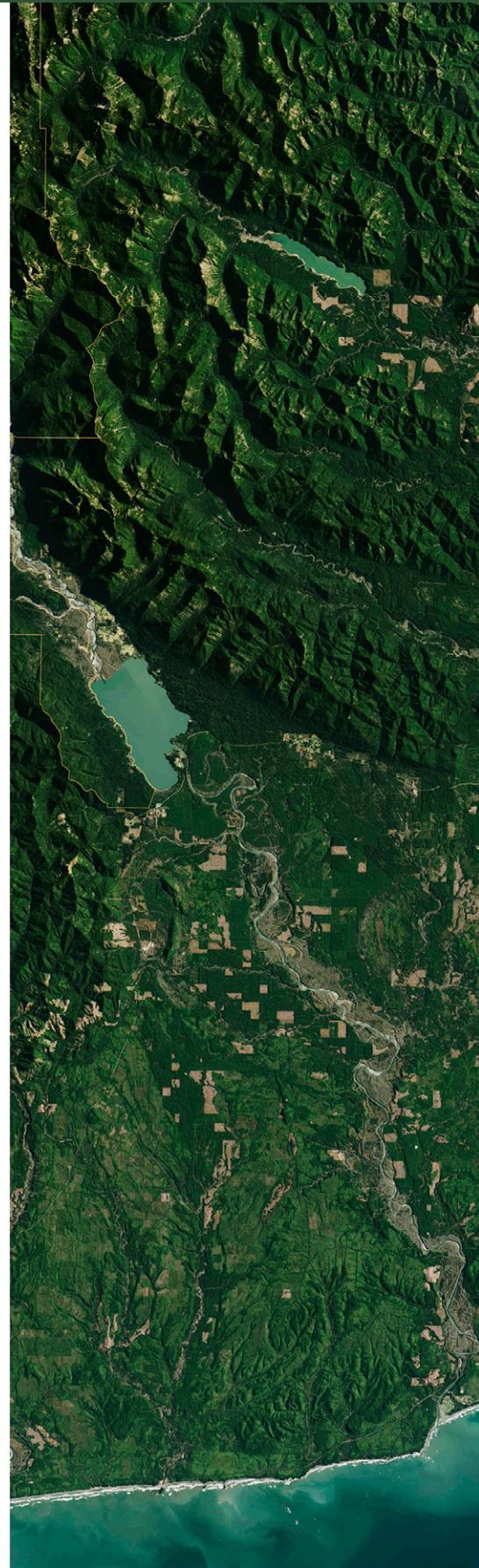


ESG Report 2021

People, Planet and Prosperity

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Welcome



Callum Laing

Chief Executive Officer

MBH Corporation's first Environmental, Social and Governance (ESG) Report is an important milestone for us. Our vision is to connect sophisticated investors to talented small businesses. A big part of that involves helping to communicate the huge value occurring at the grass roots level in a way that investors can quantify.

Small businesses make up 50% of GDP in many countries and 90% of private sector employment. Those businesses that survive the attrition of the early years and are able to grow and develop are at the forefront of building our communities. They provide jobs, opportunities, learning and a sense of purpose for those they employ. They serve their communities and they in turn become clients of other small businesses.

Long before 'ESG' became flavour of the day in investing circles, small businesses have been living it. Not because it was the hot topic at conferences, but because it was the right thing to do. Employees and clients would much rather work with a business that has a bigger purpose to what it does.

Our job at MBH is not to encourage the small businesses we support to do more. It is to help them articulate what they are doing and help them quantify it so it is easier for investors to see the good that is being done.

At its heart, entrepreneurship is the solving of problems in a commercially sustainable way. It is no surprise that history's top philanthropists have built impressive businesses that have solved problems for their clients, for their industry and ultimately for the world. While the headline grabbing acts of billionaires tend to draw the media, it is often the efforts of smaller businesses that incrementally improve things on the ground. You can see examples of this creativity and results at a group and subsidiary level in 2021 & 2022.

The diversity in our group (8 different industries, 6 different countries) can create challenges in terms of working towards targets such as net zero. Yet it is that diversity that allows us to learn and borrow best practices from across the group. Other targets focused on ethics and the fair treatment of staff, inclusion and anti-slavery are often more about providing the language and the tools to help the companies in our group spread the word to their suppliers and help raise the game for everyone.

As a public company that is majority owned by the small businesses that make up our subsidiaries, MBH has always strived to be the most transparent company our investors own. When it comes to our ESG goals and our alignment with the United Nations Sustainable Development Goals our commitment to transparency is no different. As we continue our growth of around 80% per year there will be plenty of challenges ahead, plenty of areas we have not yet had to think about, but we are confident that our cooperative of entrepreneurs will be able to solve these problems too.

This report allows us to reflect and share our progress to date. It gives stakeholders a deeper insight into the companies and the impact we are having on our people and our communities. It is, of course, just a snapshot and does not do justice to all the efforts across every company, but my hope is that it will help to showcase what we do and might also inspire others to do more. There is much to do, but it is inspiring to see how much is being done.

.....
"Employees and clients would much rather work with a business that has a bigger purpose to what it does."

MBH Values



Victoria Sylvester

Executive Director and ESG Lead

MBH's core company values of trust, velocity and collaboration set the basis of our approach towards our ESG strategy. They are the golden thread through the business, our subsidiaries and our people.

Trust

MBH's commitment to ESG is to always be honest. We know we have a significant challenge in driving this huge agenda across diverse companies, people and geographies in a rapidly growing business. We also know not every effort will be successful. Yet there is opportunity in our diversity, our resources, our ethics and in the learnings we will gather along the way.

MBH commits to always being honest and focused on doing the right thing for people, planet and prosperity. We will navigate the challenges of maintaining this balance with a solution-focused attitude that draws on the entrepreneurial energy and initiative that exists in the group. We are constantly learning, re-evaluating and trying new things. We are creative and innovative, and we look beyond compliance to focus on future generations.

Velocity

MBH focuses on speed and impact. In real terms, this means that we lead by example and we work hard to get ahead of the curve and ahead of compliance. Being part of MBH— a unique, healthy business eco-system where owners work together—enables the companies in the group to accelerate their ESG progress. They are already ahead of many of their SME peers outside the group.

Understanding the impact of what we do, where we can have the greatest impact, and how our actions impact future generations are core parts of our 'velocity'. It is driven and measured not only by data, but by what our people, customers and stakeholders say, feel and experience.

Collaboration

The power of collaboration is a fundamental driving force in tackling the social and environmental challenges the world is facing. At MBH, collaboration is also major a reason companies join the group. Is it easy? Not always, but we have the positive attitude, new ideas, strong culture and genuine desire to collectively achieve and exceed expectations.

Time and time again - most notably in the actions and impacts that happen when our business principals come together—I've seen challenges treated as opportunities for healthy debate, discussion and ideas generation. Our response to the COVID years and our emergence as a stronger group is absolute testament to this.

I am honoured and proud to work with and be part of the MBH team. In true MBH style we embrace the ESG challenge. We commit to always holding our core values with integrity. As you read this report, I hope that integrity shines through.

.....
"If we're not having a positive impact, we are not doing our job right."

Who We Are

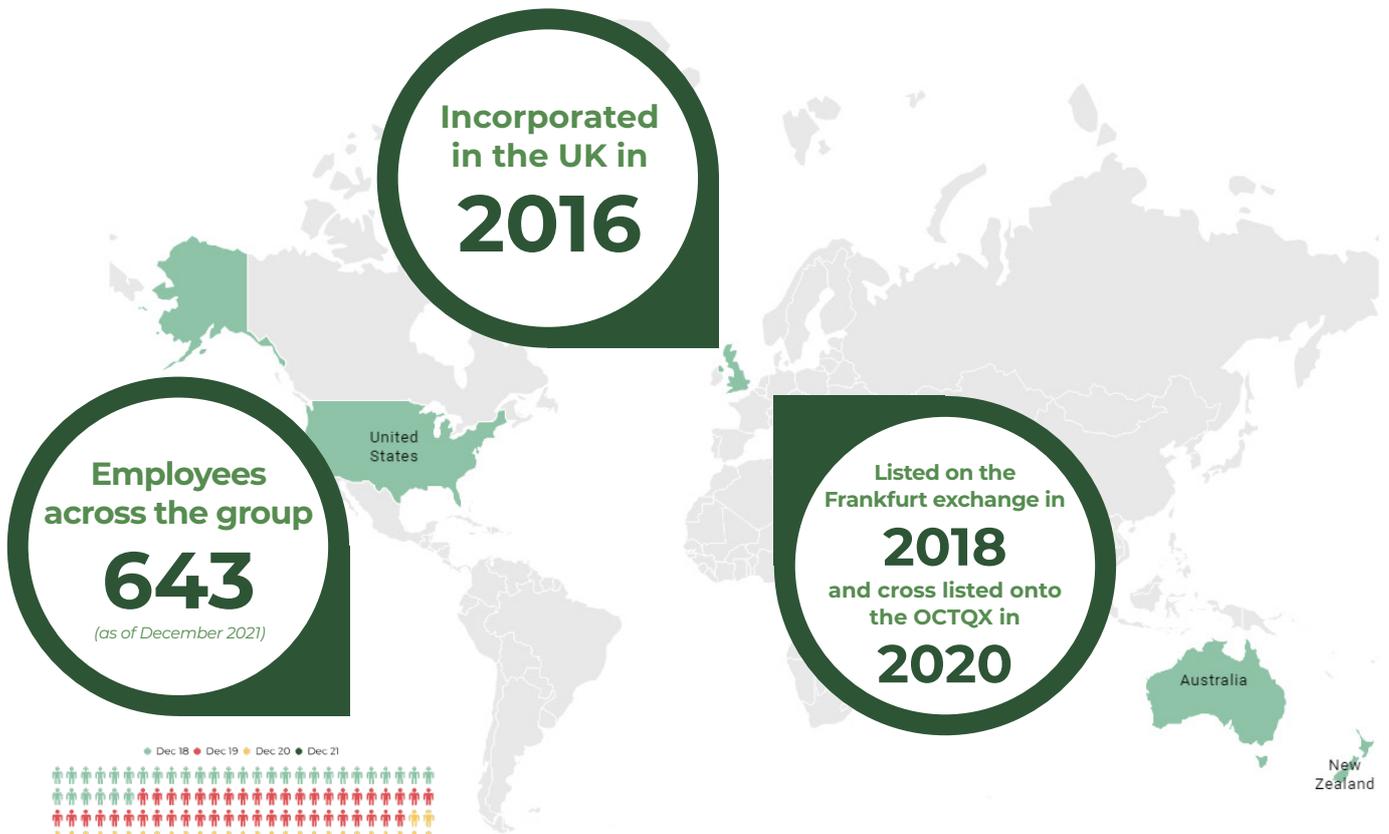
MBH Corporation PLC benefits from a new approach to building a robust group of companies, pioneering a strategic growth model called Agglomeration™.

The core principle is that each individual company within the group joins a community of like-minded businesses with the intention of enhancing the value of each, while positively impacting customers and the community. All the while, the corporation protects and preserves what makes each individual business profitable.

Designed to maximise shareholder value, MBH Corporation PLC aims to acquire new subsidiaries in all share or bond acquisitions across multiple geographies and sectors each year.

Implementing this Agglomeration 'buy and hold' strategy gives MBH access to many deals below market rates and unlocks three significant value drivers:

1. Substantial EPS-accretive acquisitions on a regular basis
2. Organic growth of the business through backing of the PLC
3. Synergies between companies in the group



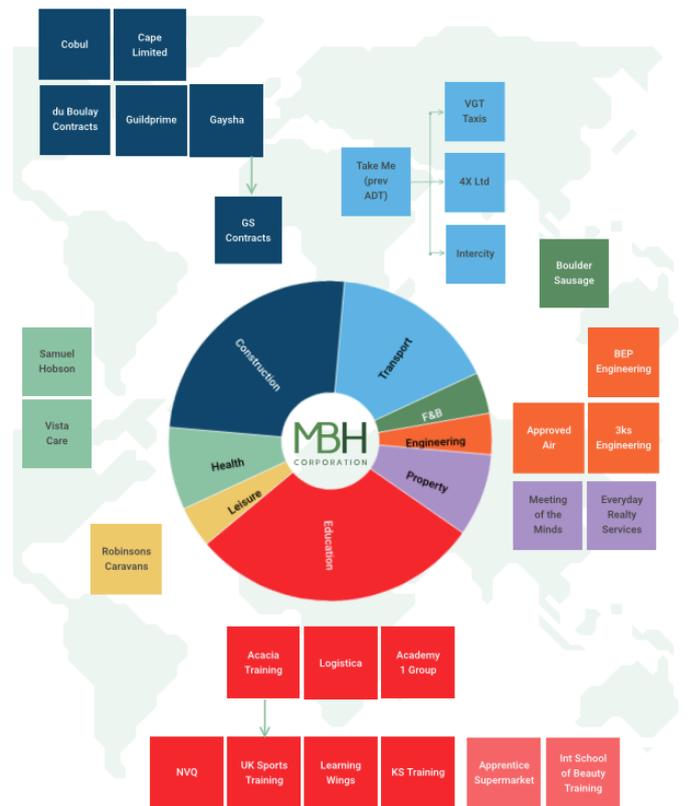
Countries by end of



What We Do

The businesses in our group may appear disparate, but they are all well-established (for an average of 20 years), highly knowledgeable small and medium-sized entities. This makes them resilient, experienced experts in their fields, as evidenced by all our companies successfully pushing through the challenges presented by the pandemic.

In the main, we are not bound by sector or geography when selecting who can apply to be part of the group. What matters more is the business and the business owner. This enables investors to invest in small and medium sized business in a diversified way through different verticals. Sector and geographic diversity are important to us, as is the sustainability of the companies in the group as they support each other as part of a unique eco-system.



Partnerships, Accreditations and Awards



Winner of the Outstanding Product / Service category 2021

MBH is proud to be the winner of the Outstanding Product / Service category at the 2021 Global Business Excellence Awards.



Most Innovative Small Business Growth Platform - UK

MBH is proud to be the 'Most Innovative Small Business Growth Platform - UK' winner of the Corporate Vision Small Business Awards.



MBH Earns 5 Star Rating

MBH has been awarded a five-star rating as the Company continues its work towards supporting a more sustainable future.

Environmental, Social and Governance (ESG)

MBH Corporation PLC fully recognises the responsibility we have to our people and planet and the benefits acting responsibly can confer on our businesses. Our leaders work to ensure our actions have a positive impact on them all.

Our strategy has been developed by our people because they are members not just of our group businesses, but also of the communities we serve. Their engagement is key to its success. It is aligned with the UN Global Goals and we actively measure impact to ensure that whatever we do has a purpose and delivers tangible results.



Trust

Leaders who share a “do the right thing” culture and ethos.



Velocity

MBH focuses on speed and impact.



Collaboration

Forging strong strategic relationships which together have a positive impact.

ESG Governance Structure

Our ESG commitments and targets are governed by the ESG Lead, an Executive Director of MBH. The ESG Lead is responsible for ensuring all companies in the group understand the ESG expectations for their business, and the impact their business' actions can have on the group.

Individual company owners within the group will oversee their business' environmental and social targets and implement the strategies and initiatives to enable their achievement. In addition, MBH has created an ESG committee, made up of ESG champions from each company in the group. These meet regularly throughout the year to discuss progress and share ideas for initiatives and engagement on ESG activities.



The United Nations Sustainable Development Goals

The United Nations Sustainable Development Goals (SDGs, or Global Goals) were agreed by world leaders in 2015 to tackle inequalities, take urgent action against climate change and end poverty. The aim is to achieve all 17 social, environmental, and economic goals by 2030 to create a better world.

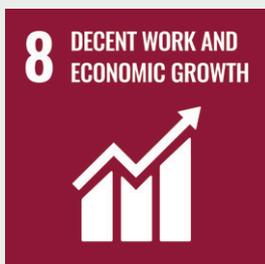
Individuals, businesses, and governments all have a part to play in achieving the SDGs. Success will not only benefit the planet and our people, but also brings significant economic benefits. That's why, at MBH, we have chosen the SDGs as the framework for our sustainability strategy, where they act as a driving force on our journey and influence our wider business strategy.



Our Priority Goals & Commitments

We have identified three priority goals that are relevant to our business objectives and values. These are areas where we believe we make significant contributions and where we can focus our efforts.

Our priority goals apply to all MBH group businesses. They are:



Decent Work & Economic Growth

We will generate sustainable economic growth and create decent work opportunities.



Reduced Inequalities

We will provide diverse leadership within MBH, and within our businesses.



Climate Action

We will achieve net zero in line with science-based targets.

8 DECENT WORK AND ECONOMIC GROWTH



MBH Commitment

We will generate sustainable economic growth and create decent work opportunities.

Goal 8 promotes sustainable and inclusive economic growth and sustained employment and appropriate work for all. At MBH, we strive for all employees to have secure employment and the opportunity to progress within the MBH group, consistent with our prioritisation of conscious economic growth.

MBH targets & progress

1. We will support 10+ companies per year in joining the MBH Group



5 companies joined in the reporting year.

We fell short of our target this year due to pandemic-related circumstances. We did, however, engage with a number of businesses through initiatives and programmes we ran throughout the year. Most notably, our Female Leadership Programme was very well received and sparked good conversations with potential joiners.

2. Each year, we will secure 2,000 people (minimum) into new jobs within the group or through group service delivery activities

We achieved our target, helping **2,456** people secure jobs throughout 2021. The total includes:

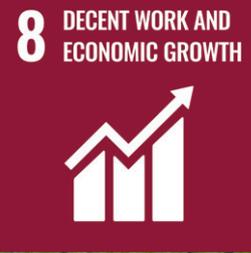
- > 198 new jobs
- > 214 self-employed roles
- > 2,044 roles delivered through service delivery (e.g. Kickstart, apprenticeships, Prince's Trust)

3. 100% of MBH companies will commit to ESG initiatives in their businesses within 3 months of joining the group



100% of companies that join MBH are committed to our ESG vision.

Over the past year, we have developed resources for and provided guidance to businesses that joined the group to help them in their ESG journey. The practical and educational material aligns with the SDGs and includes policy templates, employee learning material, webinars on ESG topics and more.



Actions to Support Goal 8

MBH - ESG Excellence Awards Singapore

The ESG Excellence Awards, devised, launched and championed by MBH, are an opportunity for SMEs across Singapore to demonstrate their approach to ESG. The competition aims to acknowledge and celebrate companies who demonstrate exceptional ESG performance. Entry to the competition is free to ensure all SMEs who want to apply can do so. To enter, companies must provide a description of their ESG efforts and support for social responsibility and explain their vision for the future.

Each award category is focused on a specific SDG. For example, the 'Best ESG campaign or case study to improve health and well-being' award relates to Goal 3.

The media exposure for the winning SME is designed not only to benefit the winner, but to provide insight to other businesses as to how they could support ESG and start their own sustainability journey.

After a successful inaugural year, MBH hopes to run this competition again next year and possibly expand to other countries/regions, rewarding SMEs that continue to go above and beyond with their contributions to ESG.

[ESG Awards 2022 - esg-awards.com](https://www.esg-awards.com)

GS Contracts - sustainably sponsoring carpentry and woodworking

Our sponsorship of the carpentry department at Colchester Institute has enabled us to mentor and select students for apprenticeships at GS Contracts (Joinery).

In addition, we've been able to provide the college with a sustainable wood supply to reduce its (and our) CO2 emissions and improve recycling rates. Once, we would dispose of FSC-certified timber offcuts in a mixed waste skip which would be weighed, separated and then recycled. Now, however, we send offcuts that cannot be used for any other project to the college for students to use in their carpentry courses. This gives the students a regular source of sustainable timber to use as an educational tool and gives us a much more direct and immediate way to put our timber waste to work.

We are now investigating planting trees in the institute's name to support their excellent carpentry department. This would also create a chance to offset some carbon emissions against our baseline footprint, helping us to achieve carbon neutral status in 2025.

Acacia Training - award-winning job creation

At Acacia, we understand the importance of getting people into decent work and giving them job opportunities and upskilling. We focus on job creation in the health and well-being sectors, including areas such as social care, children's care and dental nurses.

Our Skills for Care initiative has helped 2,071 new people into care. As part of this figure we've helped 507 young people transition into sustainable jobs as part of the Kickstart Scheme and have taken on 1,109 apprentices. For this work, Acacia has won some impressive accolades such as 'Apprenticeship Provider of the Year 2021', 'Investors in Diversity' award and 'Employer of the Year 2021'.

We aim to continue running all our programmes and initiatives, increasing our collaboration and partnerships with key stakeholders and enhancing the support we offer to help people into work.

Samuel Hobson House - retaining the workforce with the real Living Wage

The past two years have been a challenge to those in the health and social care sector. At Samuel Hobson House, we recognised the need for the business to retain its staff. That's why we implemented the real Living Wage. The real Living Wage is the only UK wage rate that is voluntarily paid by businesses. We implemented this as we believe our staff deserve a wage which meets their everyday needs and helps them remain above the poverty line.



Samuel Hobson House's workforce turnover is currently at 7%. This compares with 29% for 77 other workplaces providing the same main service as us in the same local authority. We aim to implement further measures to support staff retention and ensure decent work for all.



MBH Commitment

We will provide diverse leadership within MBH and within our businesses.

At MBH we strive to ensure a diverse workplace, including within our leadership team, ensuring our employees feel represented, valued, and able to be their authentic selves. MBH is committed to achieving reduced inequalities across the group.

MBH targets & progress

- 1. We will maintain 50% female board representation



MBH currently has a 50/50 gender split at board level. Across the MBH group in 2021, for companies in the group as at 31 December 2021, we recorded 41% female representation across all employees.

- 2. We will provide routes into leadership positions for under-represented groups

Board apprentice and board advisory programme

We have made a public commitment to place an individual from an under-represented part of our business community on our board as a board apprentice. Each placement will last 12 months. The aim of the programme is to create a knowledge exchange between the MBH board and the board apprentice, giving the apprentice board experience, supporting their future development and increasing their future employability.

MBH's first board apprentice successfully secured a non-executive director role with the group and now sits on the MBH board. She has secured a full-time director position in one of our group companies.

In addition, our Executive Director has joined the BURNS (Black United Representation Network) board advisory programme (in partnership with Be the Business) as a board advisor to two Black leaders. The Executive Director will help them grow and develop their business in the UK.



Actions to Support Goal 10

- 3. Each year, we will give an apprentice from an under-represented group a 12-month placement on the MBH board

MBH – creating our Female Leadership Programme to inspire and drive networking

MBH sponsored and delivered its Female Leadership Programme as part of its equality, diversity and inclusion plans to ensure 50% female representation on the MBH board. The programme’s main objectives are to develop aspiring female leaders within the group, engage female leaders outside of the group (with a view to raising awareness of MBH), and build a cohort of women able to engage, inspire and network with one another.

The initial aim was to launch with a cohort of 20, but due to the volume of exceptional applicants we increased this to 27, twelve of whom joined the Positive Intelligence Programme. Due to the success of the first group, we will be running the programme again in September 2022, when the first cohort and new cohort can come together to continue to build on the good work already done.

.....
“What I like most about MBH is that it focuses on people as much as profit”

Lisa Maynard-Atem



Acacia Training – creating Disability Confident leaders

We strive to break down barriers and reduce inequalities, particularly for those furthest from the jobs market, who may have learning and/or health needs, or have caring responsibilities for family. We are passionate about reducing inequalities and have already made great contributions to the SDGs. Nonetheless, we understand that this is a continuous process.

As such, Acacia is the only local Disability Confident Leader, a UK scheme aimed at supporting people with disabilities into work. Our membership of the scheme is threaded throughout our projects and ensures we continue to play our part in making a difference to the local people in our community.





Actions to Support Goal 10

Gaysha Ltd – encouraging women into construction

At Gaysha, we know the gender gap remains an issue in many areas of life and work. So, for International Women's Day we asked the question: do women have a place in our industry? You better believe they do!

We invited our project manager, Chloe, to answer some questions and give her insight as to how women feel working within construction.

We will continue to encourage gender equality within our own business and construction as a whole and continue to ask questions and give insights into the progress we make in bridging the gender gap.

Read the full blog post here: gaysha.co.uk/do-women-have-a-place-in-our-industry/



Gaysha: *Where do you feel the industry needs to improve still?*

Chloe: *We need more encouragement at education level for not only women but for everyone who wants to enter the industry.*

Gaysha: *What did you find was the best method to deal with the gender gap?*

Chloe: *You must remember you are no less than a man! Women are adding something different to the industry. Reminding yourself of this can be a great coping skill if you feel you are struggling with your self-belief.*

Cape LTD – giving staff a say in corporate support

To broaden the range of organisations we support, we invited the team to tell us if there were any that held special significance to them. The response was fantastic, as were the stories of why each had selected their chosen cause. We are very pleased to say that we managed to include every charitable trust that was presented by the team.

As a company we choose to support 'Mates in Construction NZ', a charitable trust specifically aimed at suicide prevention in construction. We have since had a presentation from the charity to our staff and are now in discussion with them to add additional Connector courses.

Staff felt that their personal situations were seen and acknowledged, and that the work they do could also benefit causes close to their own hearts. With Westpac Rescue and Coastguard, for example, we were choosing to specifically address safety issues that can arise during the preferred activities of many of our staff—namely fishing and other outdoor pursuits, to which Westpac Rescue Helicopters are often called.

We support:





Actions to Support Goal 10

Du Boulay Contracts Ltd – championing gender equality in STEM

Providing role models for young children to encourage involvement and gender equality in science, technology, engineering, and mathematics (STEM) is something that is close to Du Boulay Contracts’ heart. As such, one of our engineers spent the day at a local primary school talking to over 400 students about her experience as a woman in STEM and her career in engineering.

This was made possible as Du Boulay Contracts Ltd is a member of the WISE program, an initiative that aims to ensure gender equality in STEM and drive diversity across sectors. Being a mentor and sharing our stories with the future generation, particularly those from diverse backgrounds, is important to us, especially as women make up less than 2% of the construction industry and 10% in the engineering sector.



It’s important that every child knows that they can be whoever they want to be in whatever sector they choose, including in STEM. By providing role models and exposure to the engineering and construction world, we hope to encourage students to think about a career they may not have thought accessible to them. It’s about changing the culture around construction, improving diversity and inclusivity in the sector, and showing that the engineering sector will be a key driver for change in years to come.

.....
“You can’t be what you can’t see.”

Gauri Talathi-Lamb (Du Boulay Contracts Ltd)
.....

Logistica Training – supporting the mental health of staff and customers

COVID-19 had a clear impact on the mental health of our learners and staff. Learners were having to deal with pressures within the home and work environment. And although we managed to get Logistica staff back to work quite quickly after the first lockdown, this meant working from home, which had an impact on mental well-being.

To support them all, the Quality Manager at Logistica trained as a mental health first aider. This gave learners and staff someone to turn to in confidence who could signpost them to specialist support during the difficult times.

Logistica now offers this course to all employees and there has been a big uptake for the course, which will be delivered within the workplace and remotely. As a result, many employees have been able to educate staff on the signs and symptoms of mental ill health and have been able to offer support to colleagues. We now plan to deliver a level 3 course in mental health to further develop staff and learners.



13 CLIMATE ACTION



MBH Commitment

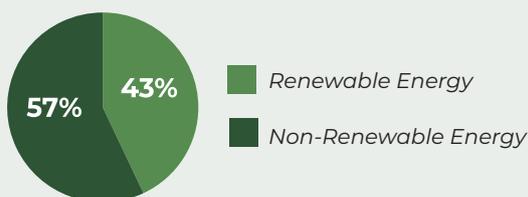
We will achieve net zero in line with science-based targets.

MBH is committed to tackling climate change and has set targets to ensure we play our part in efforts to keep warming below 1.5°C as set out in the Paris Agreement. Now more than ever, we believe businesses should be doing their part to mitigate the impacts of climate change, taking ownership of their emissions, setting ambitious targets, and aligning them with the latest science.

MBH targets & progress

1. We commit to using 100% of renewable energy by 2030

> 43% renewable energy across the group



In a survey conducted in early 2022, we established that the current share of renewable energy being used across the group equates to 43% of our overall total. We are pleased with the progress being made towards this target and understand that, due to the global nature of our business and variations in cost and infrastructure, some countries or regions may experience greater difficulty in transitioning to a renewable energy source. We will continue to work with business owners to increase the percentage of renewable energy used across the group.

2. We will have our near-term targets approved by the Science-Based Targets initiative (SBTi) in 2022.



MBH Corporation has now signed a letter to the SBTi in which we commit to aligning our carbon reduction targets to the latest science, producing our near-term targets, and meeting the requirements of the net zero standard.

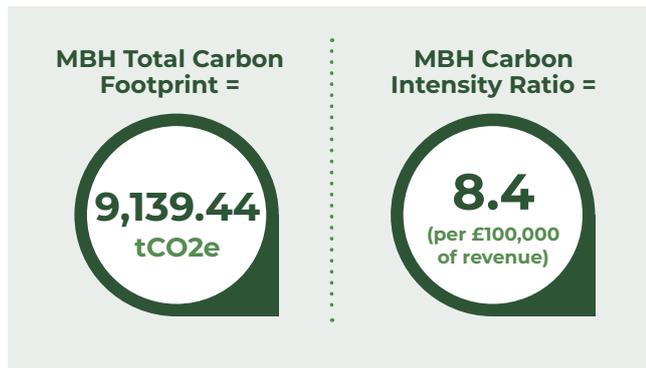
3. We will have set long-term targets and have them approved by the SBTi in 2023.

We are currently measuring our full carbon footprint and aim to have this completed later in the year. Once our near-term targets have been validated we will work with SBTi to develop our long-term target by the end of 2023.



Actions to Support Goal 13

MBH’s carbon footprint



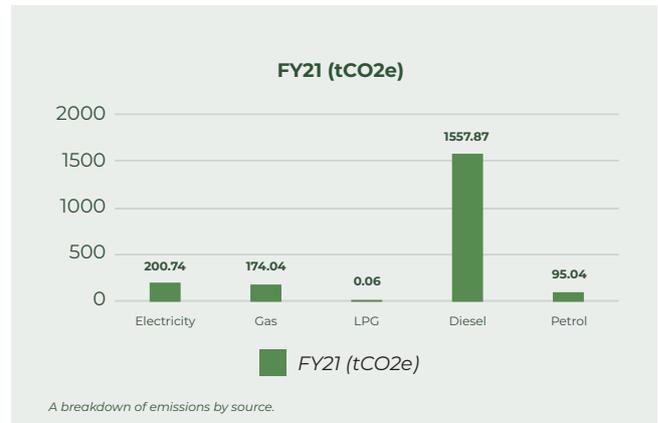
The key focus of our commitment to Goal 13 is to achieve net-zero and to do this we need to establish our baseline carbon footprint. We have already made good progress with the annual reporting of our direct carbon emissions (also known as scope 1 and 2). Our next steps include the continued calculation of our indirect carbon emissions (also known as scope 3). The figures below are representative of the data collected so far and we hope to provide our full carbon footprint in next years report.

Scope 1 1827.01 tCO₂e	Scope 2 200.74 tCO₂e	Scope 3* 7111.69 tCO₂e
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Scope 1 and 2 emissions

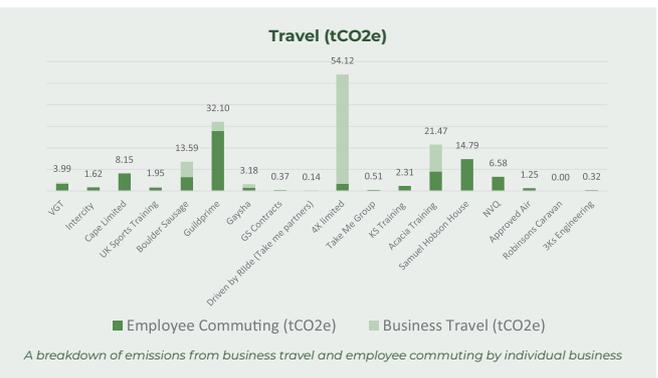
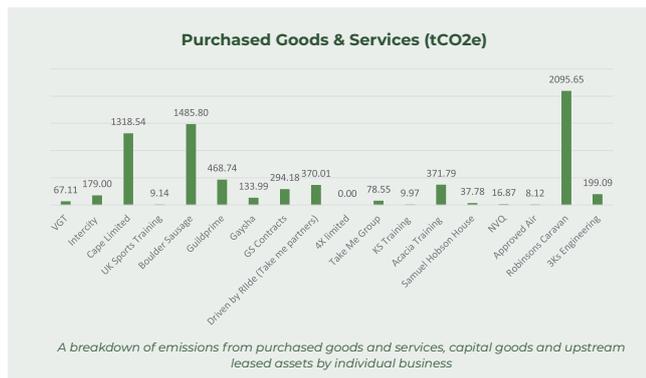
For the past two years, MBH has been reporting on Scope 1 and 2 emissions in line with the requirements of Streamlined Energy and Carbon Reporting (SECR). In this time, we have seen a significant increase in our emissions total. We believe this is a combination of improved accuracy of data collection, the impact of the pandemic on consumption (energy usage at offices/facilities), and the nature of business of our recent joiners.

We have an interesting challenge on our carbon journey: as the group continues to increase in size, the carbon impact of each business becomes a greater factor in our decision making.



Scope 3 emissions

We understand that scope 1 and 2 emissions only account for our direct impact and having set targets for MBH to have approved science-based targets by the end of 2022, we have begun the calculation of our scope 3 emissions categories. From the categories calculated we have received data from 18 of the 24 companies in the MBH group. We will continue with data collection to include every business within the MBH group and to include all relevant scope 3 categories.



*Scope 3 emissions include the following categories: Purchased goods and services, capital goods, upstream leased assets, business travel and employee commuting. Companies omitted from this scope 3 data are Logistica Training, Academy 1 Group, Cobul Constructions, Everyday Realty and Du Boulay.



Actions to Support Goal 13

MBH achieves 5-star rating through Support the Goals



For the second year in a row, MBH has been awarded a 5-star rating by Support the Goals, an initiative that rewards businesses for supporting the SDGs. A key part of achieving a maximum 5-star rating is demonstrating engagement with and education of your supply chain. We worked with Support the Goals to review our suppliers and see if and how they have aligned themselves to the SDGs, keeping them informed of the process and sharing our findings.

Gaysha Ltd – making energy saving upgrades

Our client, Grosvenor Estate, engaged us to carry out energy saving upgrades to its portfolio of 250 Belgravia properties. This involved upgrading conservation area, heritage and listed properties to improve their energy performance rating and reduce the carbon produced by each property across the portfolio annually.

Works included, but were not limited to:

- › Installing energy efficient lighting and lighting controls
- › Replacing gas boilers for air source heat pumps
- › Installing insulation to the external fabric of buildings including ground floor, external wall, and roof
- › Installing secondary glazing or vacuum glazing
- › Installing general draught proofing
- › Installing water saving devices to sanitaryware

As a result of the completed works, we have directly saved 207.1 annual carbon tonnes. Water saving devices have saved a total of 672 litres per minute, which has also delivered indirect carbon savings. Gaysha has received direct feedback from end users that energy bills have been substantially reduced.

Our aim is to accelerate the energy saving upgrade works that we have carried out, and ultimately upgrade every property within our client's Belgravia estate. We are also looking to work with other clients to expand our energy saving work across London.

Boulder Sausage - eliminating Styrofoam trays

During 2021, Boulder Sausage began the process of eliminating the use of Styrofoam trays from its manufacturing processes. We invested \$261.2K to purchase a thermoform packaging machine which utilises a forming film to create trays, eliminating the need for Styrofoam.

As a result of this transition to polyester trays (classified as a #7 recyclable), we experienced a 78% reduction in the usage of Styrofoam, equating to an elimination of 17,500 pounds of trays per year. We continue to identify and pursue opportunities to eliminate all use of Styrofoam trays from our manufacturing processes.



Take Me Group – driving towards an electric fleet

We have implemented a range of actions to ensure we continue to contribute to achieving Goal 13. We have increased automation to 80% and have introduced a work from a home policy which cuts journeys to the office.

78% of fleet vehicles across all Take Me Group companies are now hybrid. 5% are fully electric and we have pledged to switch 100% of our fleet to electric by 2029. We have around 2,000 vehicles across our 16 subsidiaries, with further acquisitions taking that figure to 2,700 by the end of July. We plan to tackle the transition in stages, first switching 200 – 300 company-owned vehicles to electric.

Samuel Hobson House – switching to renewable energy

We have recently changed our gas and electricity supplier to 100% renewable energy and green gas. This will have a massive impact on our carbon emissions. We have also begun recycling our waste cooking oil as a biofuel to further extend our contributions to Goal 13.

How We Are Supporting Other SDGs

Our commitment to the SDGs does not end with our priority goals. MBH continues to support other SDGs through various activities and initiatives.

MBH – ESG toolkit

All MBH businesses and employees have access to our ESG toolkit. This includes online learning material (which aligns to the SDGs) and ESG-related policy templates which our companies can adapt and implement within their own businesses.

Learning materials include:

- › An introduction to the SDGs
- › Our priority goals, what they mean and our targets to support them
- › ESG (part 1 and 2) - understanding the term and landscape
- › Net zero
- › Supply chain

The aim of the toolkit is to support businesses within the group to adopt ESG practices into their everyday work. We have an opportunity and responsibility to educate and inform new and existing businesses within MBH, helping them understand how their business can work as a force for good.

3Ks - supporting the local community



To support our local community, 3Ks and MBH contributed to the funding of football kits for an enthusiastic bunch of under-7 footballers from 3Ks' local Calsonic Kansai Swiss Valley AFC. The team is run by a lovely group of volunteers. Through their efforts and the efforts of the team's families, a presentation evening was held in December 2021 at Llanelli Cricket Club, where the new kit was handed out to the team.



Acacia – incentivising the switch to renewables



We have set up an incentive for our employees to switch to renewables with a £30 per month buffer. We hope this incentive will encourage our staff to move away from non-renewable energy sources, free from the worry of financial loss.

The contributions made by 3Ks/MBH and other supporting companies provided these young hopefuls with a uniform kit, ensuring no one is discriminated against for kit differences.

3Ks acknowledges the importance of key skills learnt through sports, such as learning how to be part of a team, working with others, the importance of attendance, equality and fitness. We aim to continue supporting local community projects.

B1G1



MBH - joining B1G1

B1G1 is a global platform designed to enable businesses to positively contribute to the world through their activities. By joining the platform, businesses commit to becoming a force for good, actively promoting and taking part in actions that make a difference. These contributions and commitments are measured through the number of impacts a company is directly involved with.

Over 2,500 businesses have already joined, and MBH Corporation is proud to be a member of the platform, which will help ensure that giving is integrated into our operations and across the group.

Our total impacts so far are 331,605 and growing. We understand that contributing to the SDGs and tackling global issues is a collaborative challenge. That is why we continue to encourage and refer other businesses to B1G1. This is reflected in our 1,524,444 leveraged impacts (that is, the total number of impacts we have had a part in by encouraging referrals and connections). B1G1 is an important platform to connect organisations under one common goal: ensuring that businesses use their influence and power for good.



Guildprime – offsetting carbon with B1G1

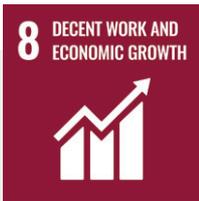
We wanted to make a significant impact to compensate for the emissions associated with everyday activities of our staff. Therefore, we joined B1G1, a giving platform to minimise the impact of carbon emissions through a variety of projects. Since we joined the platform, our activities have created 10,368 impacts, including 8,640 days access to solar lighting for underprivileged families and 1,152 trees planted to increase forest cover in India. Providing a sustainable energy source without impacting the environment was our most impactful achievement, with the calculation based on the number of our employees multiplied by the number of months in the year.

Looking to the future, Guildprime will continue with our employee incentive to give to a cause of their choice for their birthday. What's more, for every new project we win, we plant 20 trees. When we complete a project, we plant 50 fruit trees in Kenya. And for every tonne of waste we remove from our skips, we plant ten trees.

B1G1 impacts to date:



What's Next for MBH?



Goal 8. Decent Work & Economic Growth

Reviewing our targets

In 2022, we will be reviewing and updating our targets against Goal 8, as we feel we can be more ambitious with some of the measurables we have outlined. We will look to increase the target number of career opportunities from 2,000, having hit this target in our first year. We will also explore the 100% commitment to ESG initiatives by each company in the group and consider ways of quantifying and monitoring this throughout the year.

Group-wide sustainability plan

We are currently developing a 10-year plan, with actions that will enable businesses within the group to become more sustainable. This plan will align with the MBH priority goals and will act as a guide for businesses that are joining the group, are already a part of our sustainability journey, or that may be struggling to set a direction. We are excited about the rollout of this plan and look forward to sharing our progress.



Goal 10. Reduced Inequalities

Board apprenticeship

We have committed to the UK's Disability Confident scheme, achieving level 1 in 2021, and level 2 in early 2022. MBH is committed to continuing the board apprenticeship programme and will undertake another knowledge exchange to provide an opportunity to a leader from the disabled community.

Female Leadership Programme

After the success of the first cohort, we will be running another two cohorts, one later in 2022 and the one in early 2023. We recognise the importance of diversity in our group and want to see more diversity in group companies and company leadership.

Aspiring Leaders Programme

Complementing our Female Leadership Programme, we will be running our Aspiring Leader's Programme aimed at supporting those up-and-coming individuals within MBH group companies. Succession planning is a key factor for any business including MBH and we want to ensure we are creating opportunities and supporting aspiring leaders as part of our plans.

What's Next for MBH?

13 CLIMATE ACTION



Goal 13. Climate Action

MBH carbon accounting workshops

We are currently undertaking the next series of workshops to educate and enable the group to continue collecting data for its remaining carbon sources. In addition to government requirements, in 2021 we began collecting data on our indirect emissions (otherwise known as Scope 3 emissions). With the support of a third party, we are part way through this process, as highlighted in our progress update. To date, we have collected the majority of travel and purchasing data. Next in this phased approach will be emissions associated with shipping, waste and product use.

We are taking this approach to not only define our baseline footprint, but to help businesses in the group set up their processes for the ongoing management and monitoring of carbon emissions.

Net zero plan

We will shortly be releasing a specific net zero plan which will provide a roadmap for businesses within the group to follow. The plan, distinct from our sustainability plan, will establish milestones and targets along a timeline for achieving net zero before 2040. Emissions reduction across our various sectors is a key consideration for us in this plan, as it is in the broader sustainability plan, and we will be realistic about what can be achieved in each sector. We are aware that some businesses may find this journey easier than others, and we plan to ensure that this is inclusive for the whole group.

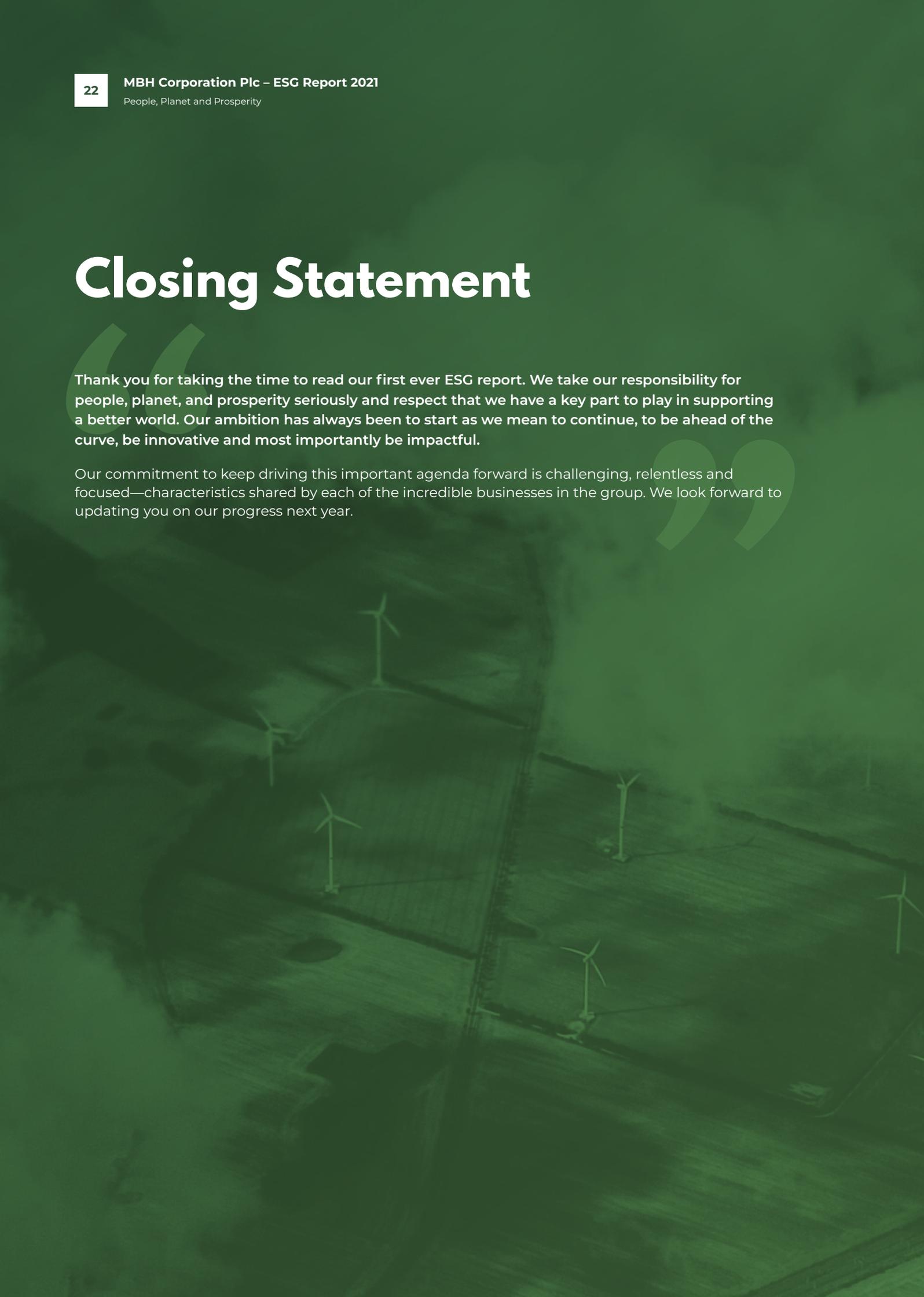
Preparing for TCFD

Whilst we are not required to report against Task Force on Climate-related Financial Disclosures (TCFD), we understand that assessing and responding to the risks and opportunities that climate change might present is important to MBH, the group and the wider community. Therefore, in 2022, we will explore TCFD recommendations and provide a response in our financial reports. We believe every business has a responsibility to report on climate-related risks. By voluntarily reporting against this framework, we hope to encourage others to be more transparent about their plans to mitigate the impacts of climate change.

Closing Statement

Thank you for taking the time to read our first ever ESG report. We take our responsibility for people, planet, and prosperity seriously and respect that we have a key part to play in supporting a better world. Our ambition has always been to start as we mean to continue, to be ahead of the curve, be innovative and most importantly be impactful.

Our commitment to keep driving this important agenda forward is challenging, relentless and focused—characteristics shared by each of the incredible businesses in the group. We look forward to updating you on our progress next year.



GRI index

This report aligns with the following disclosures of the standards defined by the Global Reporting Initiative (GRI)

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102-4	Location of operations	5
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102-6	Markets served	5
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