

Impact Report

Plus Accounting
2024 - 2025

Transforming ambitious businesses
from numbers to strategy – with
partners invested in your story.



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A message from our Managing Director

*Over thirty years ago, Paul Feist laid the foundations of our firm with integrity, collaboration, and exceptional client service. As we mark our B Corp certification's first anniversary, we believe that **'Transforming ambitious businesses from numbers to strategy - with partners invested in your story'** - captures exactly how we partner with you.*

Financial literacy is central to our mission. From primary schools to universities, we are focused on equipping tomorrow's leaders to understand the numbers that drive their ambitions. We've supported education partners such as local schools, and Universities, through workshops, one-to-one mentoring, and guest lectures.

Our team has grown to 47 colleagues, and our move to a new office in June 2025 unlocks new ways to collaborate, both internally and with sector communities like video games, life sciences, creative industries, and healthcare. We will continue to support grassroot and local initiatives, such as Oska Festival, Found & Flourish, Silicon Brighton, Brighton & Hove Chamber, Projects, BIPC, Thrive and many more.

Above all, integrity guides us. We meet deadlines, proactively solve challenges, and stay true to the question: "What would you do if it were your business?" Together, we'll deepen stakeholder trust, share success stories and spark real-world impact.

Looking ahead, we'll evolve our Plus Pledge, into a dynamic roadmap that will improve our team, client and community relationships and impact. We will continue building a circular community by working alongside our clients on sustainability initiatives, and expanding our Plus Reward wellbeing packages.

I am proud of our team's pro bono contribution over the last year to the local business community. Our appraisal programme improvements, including quarterly reviews and clear development pathways, mean every colleague can grow in line with our values.

Luke Thomas, Managing Director



Who We Are

Sustainability Standard

Integrity · Collaboration · Growth · Sustainability · Transparency

Sustainability Commitment

To lead by example, empowering our people, supporting our clients, and strengthening our community through responsible, values-driven business.

Aspirational Objective:

By August 2027, elevate our B Impact Score by at least 10% in Governance, Environment, and Customers; embed sustainability and community focus into every firm decision.

Where We Are

Overall B Corp Score



- 88.9 Overall B Impact Score
- 80 Qualifies for B Corp Certification
- 50.9 Median Score for Ordinary Businesses

Scan here
to view our
B Corp
Listing



Governance 11.8

Governance evaluates a company's overall mission, engagement around its social/environmental impact, ethics, and transparency.

Workers 35.5

Workers evaluates a company's contributions to its employees' financial security, health & safety, wellness, career development, and engagement & satisfaction.

Community 29.7

Community evaluates a company's engagement with and impact on the communities in which it operates, hires from, and sources from.

Environment 7.0

Environment evaluates a company's overall environmental management practices as well as its impact on the air, climate, water, land, and biodiversity.

Customers 4.7

Customers evaluates a company's stewardship of its customers through the quality of its products and services, ethical marketing, data privacy and security, and feedback channels.

We've Had A Busy Year...



Our B Corp Timeline

Q3 2025

Kick off recertification plan

Q1 2026

Publish FY 25/26 Carbon Report;
launch Emissions Dashboard

2026

Install EV-charging stations & launch
volunteer days

Aug 2027

Submit B Corp recertification

2030 (5 yr)

Submit B Corp recertification

Q4 2025

Install energy-efficient lighting & update team
on B Corp progress & activities

Mid 2026

Complete third-party Green House Gases (GHG)
audit & B Corp committee to consider actions

2027

Conduct gap-analysis & pre-audit; finalise
recertification application &
Launch Enhanced Parental Leave

2028 (3 yr)

Embed ESG KPIs firm-wide; secure 100%
renewable energy agreements

2035 (10 yr)

Reach "Climate Positive" status; 100% circular
product use; build biodiverse wildlife roof &
install rooftop solar panels



Certification
achieved:
August 2024

Internal committee
established:
February 2025

First Annual Impact
Report:
August 2025

Next recertification:
2027

Impact At A Glance

Metric	Baseline	Target
B Impact Score	88.9	+10% by 2027
Community hours	5hrs/person/year	10hrs/person/year
Carbon footprint	Measuring FY 24	Publish report FY 25/26
Employee engagement	+36 eNPS	+39 eNPS
Pro bono hours	-	A day per person

Governance

Progress & strengths

- Supplier Code of Conduct embedded in to all operational business decisions.
- Transparent monthly committee updates in staff and client newsletters.

Areas for improvement

- Expand digital suggestion box and pulse surveys.
- Improve the carbon rating of our website from a grade C

Key actions to August 2026

- Host firm-wide "B Corp 101" workshops.
- Launch our enhanced digital suggestion box.
- Complete a website carbon audit to improve rating to a grade A (2027)



Environment

Carbon & Emissions

- FY 24 baseline inventory by third-party (GHG Protocol, ISO 14064-1).
- Survey suppliers for Scope 3 data.

Office sustainability

- LED and sensor lighting, energy-efficient heating.
- Food-waste bins and refill-station dispensers.
- 'B Keeper' champions monitoring recycling and green spaces.

Key actions to August 2026

- Publish FY 25/26 Carbon Footprint report and live Emissions Dashboard.
- Enhance circular local supplier partnerships.

Community & CSR



Volunteering & charity

- One paid volunteer day per colleague annually.
- Charity partners: Clock Tower Sanctuary, Ronald McDonald House, Survivors Network, Carousel.

Education & Mentoring

- Workshops, guest lectures and one-to-one mentoring in schools, colleges & universities.
- Financial literacy toolkits distributed to 500+ students in 2023 & 2024.

Grassroots partnerships

- Found & Flourish impact-led events;
- Chamber of Commerce workshop support for refugees.
- Projects – membership community drop in sessions.
- BIPC drop in sessions for start-ups
- Silicon Brighton – membership support
- Thrive – membership support.
- Sponsor of Oska Festival in 2026 and support for community.

Community & CSR

Key actions to August 2026

- Formalise Volunteer Day policy by Feb 2026.
- Host two joint events with local B Corps and community organisations



Customers & Market Impact

Client success stories

- See how we've transformed businesses:
[Plus Accounting – Success Stories](#)

Client-focused roundtables

- Roundtables on topics clients lead:
sustainability, growth strategy, cashflow
management.

Services innovation

- Pilot sustainability reporting and Net Zero
guidance

Key actions to August 2026

- Launch client-centric campaigns, integrated into
our Plus community hub.
- Conduct client sustainability priorities survey;
integrate insights into service development.



Grassroots Sport Support



Proud sponsors of **Worthing Town FC U11's** kit.



Proud sponsors of **East Dean & Friston Cricket Club**



Proud sponsors of **Eastbourne Rugby Club**

Fundraising



We organise an annual 5-a-side charity football tournament. The 2024 event raised funds for the **Clock Tower Sanctuary**.



We faced the Quality Care Group in a Charity Pool Match which raised money for the **Survivors Network**.



We actively take part in charity fundraisers such as the **Macmillan** Mighty Hike and the London to Brighton bike ride.

People & Culture

Team engagement & satisfaction

- Survey score 4.1/5; completion rate 75% (30/40 team members).
- Team social events to build connectivity and team work.

Wellbeing & inclusion

- Plus Reward Scheme wellbeing packages (private health, massages, walking club).

Key Actions for 2026

- Quiet zones, greenery, AV upgrades in new office.
- Enhanced parental leave & menopause support.



People & Culture

Talent development

- Appraisal programme improved with quarterly reviews and individual development plans.

Key Actions for 2026

- Mentorship programme linking junior and senior colleagues.
- Great Place to Work certification application Q4 2026.



What's Next & Our Pledge

Plus⁺
accounting
chartered accountants

Impact
Report

Plus Pledge (evolving 2025–26):
Educate → Measure → Act → Share → Celebrate.

We're on a relentless journey to embed B Corp values into every decision. Together with our clients, partners, and community, we'll strengthen our impact and transform ambitious businesses from numbers to strategy - invested in your story.