FU+UREPLUS

REPORT &
ANALYSIS

13th May 2025

YOUTH SPORT TRUST

YOUTH SPORT TRUST

(EM)POWERING SUSTAINABILITY
IN EVERY BUSINESS.

INTRODUCTION

WE BELIEVE YOU SHOULD MEASURE WHAT YOU VALUE MOST, NOT JUST VALUE WHAT YOU CAN EASILY MEASURE.

THE FUTUREPLUS ASSESSMENT

FuturePlus is on a mission to transform Ambition into Action by helping organisations like yours understand, measure and manage their sustainability goals. Through the FuturePlus assessment process, your organisation will achieve a baseline understanding of its social and environmental impact across the key themes of Climate, Diversity & Inclusion, Social, Economic and Environment, as well as formulating a 3-year sustainability impact strategy through the creation of a trackable action plan unique to your needs and priorities.

YOUR REPORT

The FuturePlus report is designed to make communicating your ambitions and achievements to stakeholders efficient and effective. It can be downloaded in its entirety, or as individual sections, and used to showcase your achievements and goals across your organisation and beyond. The report is updated in real time, providing you with an up-to-date record of your Actual and Ambition scores, your achievements, your sustainability roadmap, bespokely written insights on your progress, and more.

METHODOLOGY

CALCULATING YOUR ACTUAL SCORE

Your FuturePlus Actual score is a mark out of 500, which is an aggregate of your scores across the five sustainability themes. The FuturePlus measurement tool has between 200-300 indicators (depending on your organisation size and sector), researched and adapted from a variety of best practice sources and industry standards, such as recognised certification schemes, ESG indexes, the UN SDGs, the UN Global Compact, Government and NGO frameworks, as well as the addition of our own impact-focused metrics.

These indicators are grouped into five themes:

CLIMATE   DIVERSITY & INCLUSION   SOCIAL   ECONOMIC   ENVIRONMENT

The themes are then split across focused subcategories - Governance, Leadership, Workforce, Supply Chain, Ecosystem, Manufacturing and Industry and Global Goals - to allow for a weighting of the indicators that produces your Actual score, giving you a comprehensive overview of your organisation's social, environmental and ethical policies and impact.

CALCULATING YOUR AMBITION SCORE

In addition to understanding your current sustainability status and score, the platform allows you to create an ambition score for the sustainability objectives you are yet to achieve over the next three years, and to track both profitability and impact over the same investment period. The Ambition score is the combination of your Actual score and a weighted score of all the ambitions you have pledged to achieve.

The ability to set ambitions gives you the opportunity to commit to action within a defined timeframe and demonstrate your commitment to employees, customers and investors, forming the basis of an 'ambition rating', which bolsters your score and incentivises your organisation to reduce its negative footprint and increase its positive social and environmental impact.

Throughout your sustainability journey, FuturePlus advisors are available to help you develop your change management plans to ensure that your sustainability ambitions are seen as a solid commitment to becoming a better business by employees, customers and investors.

As the measurement process requires ongoing engagement and participation from your organisation, rather than scraping data from external sources, the scores are dynamic and can be updated on a continuous basis. This allows you to showcase the changes you make and consistently improve your impact measurement rating. FuturePlus also allows for scores to be reduced should ambitions and requirements not be met in the timeframes you set for them.
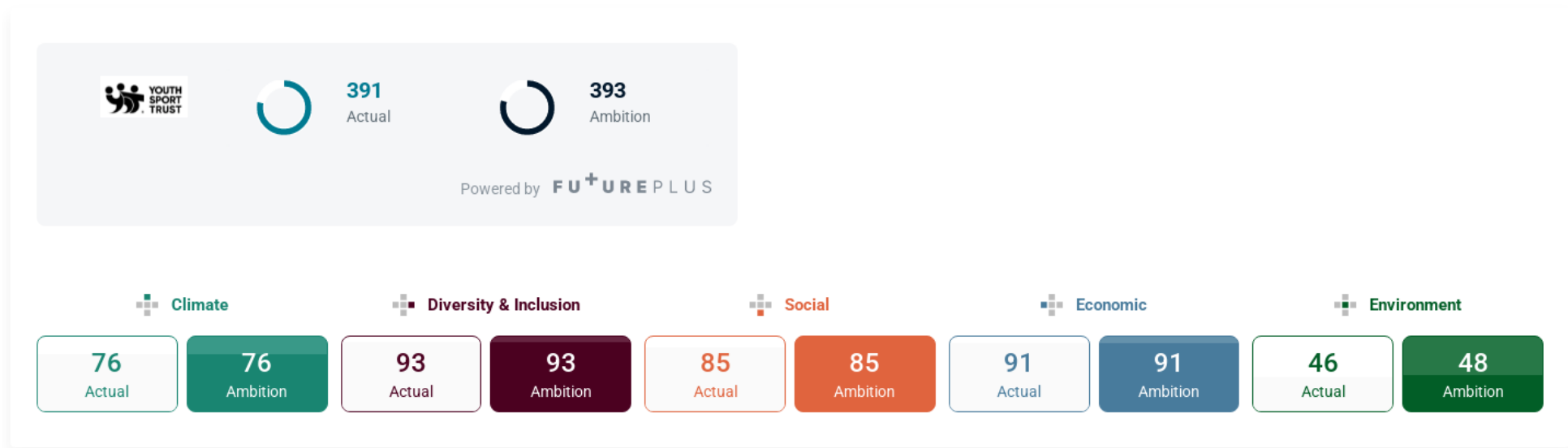
YOUR SCORES

Your FuturePlus Actual score represents your positive impact at the fixed time you complete or update your assessment, reflecting a measurement of your current achievements across the five key themes of Environment, Climate, Diversity & Inclusion, Economic, and Social.

Your Ambition score quantifies the goals you have set for your organisation over the next 3 years.

We provide organisations with two scores because we believe it is vital for current impact to be shown alongside future ambition. Both scores are out of a total of 500. Each theme is scored out of a total of 100.

Your scores are also broken down across the five themes to provide you with a transparent understanding of your impact and ambition in each area.

	YOUTH SPORT TRUST	391 Actual	393 Ambition

Powered by FU+UREPLUS

Climate		Diversity & Inclusion		Social		Economic		Environment	
76 Actual	76 Ambition	93 Actual	93 Ambition	85 Actual	85 Ambition	91 Actual	91 Ambition	46 Actual	48 Ambition

UNITED NATIONS

SUSTAINABLE DEVELOPMENT GOALS

Youth Sport Trust is currently positively impacting **17** out of the **17** UN SDGs.

The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, provides a shared global blueprint and call to action for peace and prosperity, both for people and for the planet.

Through the 17 Sustainable Development Goals (SDGs), the agenda highlights that at the core of a just, sustainable future is equality for all people; that the strategies designed to combat climate change, improve health and education, reduce inequality, and spur economic growth, must be accomplished hand-in-hand by those working to end poverty and other deprivations.

The FuturePlus assessment questions are individually mapped to each of the 17 SDGs, allowing your organisation to understand the extent of its impact against the targets and indicators associated with each Goal.

For more information on the United Nations SDGs, click here.

1 NO POVERTY
2 ZERO HUNGER
3 GOOD HEALTH AND WELL BEING
4 QUALITY EDUCATION
5 GENDER EQUALITY
6 CLEAN WATER AND SANITATION
7 AFFORDABLE AND CLEAN ENERGY
8 DECENT WORK AND ECONOMIC GROWTH
9 INDUSTRY, INNOVATION AND INFRASTRUCTURE
10 REDUCED INEQUALITIES
11 SUSTAINABLE CITIES AND COMMUNITIES
12 RESPONSIBLE CONSUMPTION AND PRODUCTION
13 CLIMATE ACTION
14 LIFE BELOW WATER
15 LIFE ON LAND
16 PEACE, JUSTICE AND STRONG INSTITUTIONS
17 PARTNERSHIPS FOR THE GOALS

INSIGHTS

Youth Sport Trust, 2025

Insights

FuturePlus is built on the principle of measurable success. It starts with understanding, defining and bringing to life the sustainability goals of the organisations we work with. By utilising the FuturePlus sustainability and ESG management and reporting platform to understand, evidence, improve and report on its sustainability impact and goals, Youth Sport Trust has been able to measure its current impact and define its future ambitions across the key themes of Climate, Environment, Social, Economic, and Diversity & Inclusion. Every organisation is different, but we believe that every organisation has a responsibility to define and understand its own unique capabilities, in order to contribute what it can to make a better world for all of us.

Current achievements

2025 - Youth Sport Trust's (YST) FuturePlus 'Actual' score is currently 391 out of 500. This score reflects a measure of the positive sustainability impact YST is achieving across the five themes of Climate, Diversity & Inclusion, Social, Economic, Climate, and Environment, and the improvements it has made since its first FuturePlus submission (2022). YST's highest scores - across Diversity & Inclusion (93/100), Economic impact (91/100) and Social impact (85/100) - are fantastic to see, and a testament to YST's focus on outstanding social impact within its field.

People are at the heart of any organisation, but at YST, improving the lives of young people through sport and play is the charity's core mission. While greenhouse gas emissions or waste can be measured and quantified, the 'Social' element of ESG (Environment, Social and Governance) is often more complex to measure. Ensuring the well-being, development and inclusion of employees and colleagues is as vital for the successful running of an organisation as looking after the interests of its wider stakeholders.

Organisations do not operate in isolation. The decisions and actions every organisation takes directly or indirectly affect not only the immediate workforce but also a much wider sphere of stakeholders and communities. Formulating comprehensive policies and making sure they are acted on is always a great place to start when considering how an organisation impacts its employees and suppliers. YST has a comprehensive and robust set of policies and procedures in place which are reflected in its particularly outstanding scores across these three themes.

INSIGHTS

In the Climate theme, YST achieves a score of 76/100. We measure climate impact by looking at energy consumption and emissions across the value chain, from sourcing and manufacturing (where relevant), to logistics, operations, and transportation. There has been a marked improvement over the last year with ambitions achieved that include:

- Completing annual climate risk assessments for products, services and operations
- Assessing part of its Scope 3 greenhouse gas emissions
- Seeking to reduce greenhouse gas emissions associated with business travel and commuting

YST has also worked with FuturePlus to measure the climate and environmental impact of its Annual Conference and the 2024 School Games National Finals, allowing YST to calculate baseline figures for the events that can be used to set reduction targets for the future. These measurements can also be used to gain a better understanding of resource use and impact in order to make format changes and implement cost reductions.

A Diversity and Inclusion (D&I) score of 93/100 is rarely achieved, and YST should be extremely proud of its work in this area. Embedding diversity and inclusion into an organisation's culture will not only ensure that it gets the best from its workforce, but will also bring a wide range of views to the table, enriching organisational strategy and forward planning. YST's mission is to ensure that every young person has the opportunity to participate in sport, regardless of background, ethnicity, gender, ability, or any other characteristic, but hard-wiring D&I into all areas of the organisation - from recruitment and promotion to supplier selection and retention - is also helping to ensure that D&I is part of the agenda across YST, rather than viewed as an add-on.

Actions by YST that go above and beyond its core mission, meeting global targets set out in the United Nations Sustainable Development Goals as a result, are particularly noteworthy. For example, the Trust's gender equality partnerships and programmes such as 'Fit for Girls' and 'Girls Active', and its SEND, LGBTQ+, and Ethnicity & Faith resource packs.

INSIGHTS

Since joining the FuturePlus platform, YST has seen an increase in its Social score from 70/100 to 85/100. The charity has put in place a comprehensive Supplier Code of Conduct, aimed at ensuring that the principles, good governance standards and values the organisation upholds as part of its own operations are also maintained by its suppliers. These principles, which include corporate integrity, responsible sourcing, and the safety and well-being of employees, are reflected in the Code, which sets out the minimum standards YST expects of its suppliers. Over the course of the last reporting period, YST has also taken additional actions towards SDG 12 - Responsible Consumption and Production, as well as implementing a Human Rights Policy that will ensure effective assessment of human rights risks in its supply chain.

YST ensures the provision of an accessible, safe and inclusive workplace both physically and through the implementation of policies such as providing paid leave for compassionate reasons that include pregnancy loss, a menopause support programme, and the provision of mental health and well-being services for employees. This robust suite of policies is a fantastic indication of YST's focus on good governance, and as FuturePlus measures economic impact by looking at corporate ethics and purpose, and whether responsible and good governance exists within an organisation, it is clear to see why YST boasts an impressive score of 91/100 in the Economic theme.

YST's lowest score remains in the Environment theme - 46/100 in 2025. Environmental impact is assessed by looking at the interactions an organisation has with the world around it, from the resources, materials and supplies it sources, to the products and services it provides. We cannot address climate change without also addressing environmental degeneration and biodiversity loss. We believe that every organisation has a responsibility to act as a steward of the shared environment, protecting and restoring ecosystems, and creating a circular and regenerative economy wherever possible, both through day-to-day and longer-term choices.

INSIGHTS

YST is based in the SportPark building at Loughborough University, which incorporates a number of green technologies and modern methods of construction techniques including ground source heating, natural/passive ventilation and an extensive Building Management System, YST has a head start in reducing its carbon and environmental footprint to a minimum within its office-based operations. YST has also put in place an emissions reduction plan and Net Zero by 2050 commitment, set significant targets to reduce energy consumption and emissions intensity, has a Zero Waste to Landfill commitment, and reports to all stakeholders on its social and environmental performance.

Ambitions

YST's 'Ambition' score is 393 out of 500 (2025). FuturePlus provides organisations with two scores because we believe it is vital for current environmental and social impact to be shown alongside ambition to improve. Becoming a more sustainable organisation is a constant journey. We encourage the organisations we work with to take a broad look at sustainability and social impact, becoming more resilient and adaptable as a result.

YST's has a current total of 15 sustainability ambitions across all five key themes, having already completed 53 ambitions since starting on its FuturePlus journey. The largest number of ambitions are in the Environment theme, putting in a plan to significantly reduce the use of single-use plastics, training its employees on relevant sustainability practices and principles, and actively investing in environmental protection and conservation.

We are looking forward to continuing to support YST to achieve its targets over the coming months. Our focus is to help organisations cut through the jargon and move from 'Actual' to 'Ambition' in a way that is both accessible and achievable.

YOUR ACHIEVEMENTS

ENVIRONMENT	Reports to all stakeholders on social and environmental performance	Yes
ENVIRONMENT	Reduces and/or minimises energy use	Yes
ENVIRONMENT	Reduces or removes deforestation and forest degradation from direct operations and/or supply chain	Yes
ENVIRONMENT	External comms designed to discourage negative and/or influence positive social and environmental behaviour	Yes
ENVIRONMENT	Identifies sustainability risks when designing or developing new products and/or services	Yes
ENVIRONMENT	Ensures inclusive and ethical food options are offered where appropriate	Yes
ENVIRONMENT	Preferences the procurement of products or services that promote the sustainable use of natural materials	Yes
ENVIRONMENT	Supplier code of conduct covers positive environmental practices	Yes
ENVIRONMENT	Procurement system prioritises third-party accredited sustainability standards	Yes
ENVIRONMENT	Screens key suppliers for positive environmental practices or negative environmental impact	Yes
ENVIRONMENT	Encourages workforce to reduce and mitigate negative environmental footprint	Yes
ENVIRONMENT	Prevents recyclable waste from reaching landfills, incinerators and the ocean	Yes
ENVIRONMENT	Measures and manages water usage	Yes
ENVIRONMENT	Taking additional actions to meet the targets of SDG 11, Sustainable Cities and Communities	Yes
ENVIRONMENT	Has an end-of-life strategy in place for electrical and electronic equipment (e-waste)	Yes
ENVIRONMENT	Supplier code of conduct includes information on how environmental practices will be monitored and reviewed	Yes
ECONOMIC	Provides guidance and clear policies on anti-corruption and bribery for all employees	Yes
ECONOMIC	Has a comprehensive and publicly available code of ethics	Yes
ECONOMIC	Trains Board or most senior governance group on code of ethics	Yes
ECONOMIC	Board or most senior governance group hold regular and minuted meetings	Yes
ECONOMIC	Regularly reviews and updates policies and procedures	Yes
ECONOMIC	Publishes a transparent annual report with an audited set of accounts	Yes

YOUR ACHIEVEMENTS

ECONOMIC	Highest level of governance holds full financial and fiduciary responsibility	Yes
ECONOMIC	Has an employee feedback system that is regularly reviewed	Yes
ECONOMIC	Has an Advisory Board that includes stakeholder representation	Yes
ECONOMIC	Has an anti-corruption reporting system in place, including a whistle-blowing policy	Yes
ECONOMIC	Has a formal human rights policy made available to all stakeholders	Yes
ECONOMIC	Has a publicly available policy regarding data usage and privacy issues	Yes
ECONOMIC	Publishes a modern slavery statement	Yes
ECONOMIC	Has agreed lines of delegation and financial reporting	Yes
ECONOMIC	Measures how many full / part-time roles created as a % of the workforce over past 12 months	Yes
ECONOMIC	Has a regularly reviewed and accessible employee grievance mechanism	Yes
ECONOMIC	Has comprehensive health and safety policies and procedures	Yes
ECONOMIC	Considers needs-based affordability in its products and services	Yes
ECONOMIC	Products or services support responsible technological innovation	Yes
ECONOMIC	Has transparent employment policies that promote equity	Yes
ECONOMIC	Communicates policies, benefits and working practices to all employees	Yes
ECONOMIC	Has regularly reviewed employment policies that conform to domestic and international standards	Yes
ECONOMIC	Ensures stakeholders understand the legal, financial and practical implications of agreements entered into	Yes
ECONOMIC	Has comprehensive IT security policies and procedures in place	Yes
ECONOMIC	Provides access to financial education for employees	Yes
ECONOMIC	Ensures fair working hours and rest periods	Yes
ECONOMIC	Ensures rights of employees to freedom of association, union affiliation and collective bargaining	Yes
ECONOMIC	Monitors and evaluates worker satisfaction and engagement	Yes

YOUR ACHIEVEMENTS

ECONOMIC	Ensures equal pay for equal work	Yes
ECONOMIC	Provides work-related insurance policies for all employees	Yes
ECONOMIC	Provides skills and training to the workforce	Yes
ECONOMIC	Screens and monitors major suppliers for compliance with labour rights and standards	Yes
ECONOMIC	Ensures ethical buying standards throughout supply chain	Yes
ECONOMIC	Taking additional actions to meet the targets of SDG 8, Decent Work and Economic Growth	Yes
ECONOMIC	Verifies whether it is required to undertake applicable sustainability, ESG, emissions, or energy use reporting	Yes
SOCIAL	Ensures external comms are ethical, factual and appropriate	Yes
SOCIAL	Board or most senior governance group consults with stakeholders on economic, environmental and social impact of organisation	Yes
SOCIAL	Ensures personnel are trained in all policies and procedures	Yes
SOCIAL	Has an anti-corruption and bribery policy, including an anonymous whistle-blowing policy	Yes
SOCIAL	Has an anti-harassment policy	Yes
SOCIAL	Provides transparent financial reporting in every operational territory	Yes
SOCIAL	Objective of business to influence ethical decision-making in value chain	Yes
SOCIAL	Publishes vision, mission and values	Yes
SOCIAL	Looks for a commitment to positive social impact when selecting leadership team members	Yes
SOCIAL	Has a written procedure for handling issues of harassment and inappropriate behaviour	Yes
SOCIAL	Engages with communities to mitigate and manage social risk	Yes
SOCIAL	Invests in making a positive change to communities in which it produces and operates	Yes
SOCIAL	Has a code of conduct which includes prohibiting sexual exploitation	Yes
SOCIAL	Provides, produces or promotes access to healthy diets and lifestyles	Yes
SOCIAL	Provides internationally mobile workforce with adequate insurance cover	Yes

YOUR ACHIEVEMENTS

SOCIAL	Has a pension plan accessible by all employees	Yes
SOCIAL	Has a flexible working policy	Yes
SOCIAL	Measures % of workforce that takes advantage of a flexible working policy	Yes
SOCIAL	Makes relevant training and professional development available for all employees	Yes
SOCIAL	Ensures all employees have adequate access to quality healthcare	Yes
SOCIAL	Pays a Real Living Wage to all employees relevant to specific geography	Yes
SOCIAL	Has an employee handbook that contains the company's code of conduct and policies	Yes
SOCIAL	Has a supplier code of conduct	Yes
SOCIAL	Provides fair trading terms within the supply chain, with preferential terms for SMEs	Yes
SOCIAL	Assesses human rights risks within supply chain	Yes
SOCIAL	Supply chain assessed for child labour risks	Yes
SOCIAL	Requires suppliers to report on potential conflicts of interest	Yes
SOCIAL	Ensures advertising and comms are ethical, accurate and positive	Yes
SOCIAL	Products and services contribute to the good health and well-being of stakeholders	Yes
SOCIAL	Taking additional actions to meet the targets of SDG 2, Zero Hunger	Yes
SOCIAL	Taking additional actions to meet the targets of SDG 3, Good Health and Wellbeing	Yes
SOCIAL	Taking additional actions to meet the targets of SDG 16, Peace, Justice and Strong Institutions	Yes
SOCIAL	Taking additional actions to meet the targets of SDG 4, Quality Education	Yes
SOCIAL	Taking additional actions to meet the targets of SDG 12, Responsible Consumption and Production	Yes
SOCIAL	Forbids use of child labour in supply chain, or sourcing of materials from suppliers who have not verified there is an absence of child labour	Yes
SOCIAL	Supplier code of conduct ensures freedom of association and right to collective bargaining	Yes
SOCIAL	Supplier code of conduct promotes the highest industry standards of health and safety	Yes

YOUR ACHIEVEMENTS

SOCIAL	Supplier code of conduct seeks to eliminate harsh treatment and harassment from supply chain	Yes
SOCIAL	Supplier code of conduct includes compliance with all local laws and regulations	Yes
SOCIAL	Supplier code of conduct includes guidance on expectations of good governance, including policies on ethics and corruption	Yes
SOCIAL	Supplier code of conduct seeks to reduce GHG emissions in the supply chain	Yes
SOCIAL	Has locally relevant supplier codes of conduct and ethical recruitment policies in all operational territories	Yes
SOCIAL	Supplier code of conduct details how environmental practices will be monitored and reviewed	Yes
SOCIAL	Permits employees to undertake volunteering days	Yes
SOCIAL	Assesses the social impact of sending employees to meetings, trade shows, conferences and events	Yes
SOCIAL	Measures the % of employees who undertook volunteering days during the last reporting period	Yes
DIVERSITY & INCLUSION	Diversity and inclusion policies cover gender, race, colour, disability, identity, neurodiversity, age, nationality, union affiliation, and religion	Yes
DIVERSITY & INCLUSION	Has gender parity within Board or most senior governance group	Yes
DIVERSITY & INCLUSION	Board or senior governance commitment to diversity and inclusion	Yes
DIVERSITY & INCLUSION	Strategy in place to increase diversity of Board or most senior governance group	Yes
DIVERSITY & INCLUSION	Has policies and procedures that promote diversity and inclusion	Yes
DIVERSITY & INCLUSION	Reviews diversity and inclusion of organisation annually	Yes
DIVERSITY & INCLUSION	Ensures a diverse range of perspectives are consulted when developing organisation strategy	Yes
DIVERSITY & INCLUSION	Has a comprehensive succession plan that considers diversity and inclusion	Yes
DIVERSITY & INCLUSION	Has maternity, paternity, adoption and family leave policies exceeding statutory provisions	Yes
DIVERSITY & INCLUSION	Permits an equitable sharing of parental leave	Yes
DIVERSITY & INCLUSION	Measures % of leadership team who identify as female	Yes
DIVERSITY & INCLUSION	Leadership commitment to diversity and inclusion	Yes
DIVERSITY & INCLUSION	Ensures the provision of an accessible and inclusive workplace	Yes

YOUR ACHIEVEMENTS

DIVERSITY & INCLUSION	Completes regular performance and career development reviews for all employees	Yes
DIVERSITY & INCLUSION	Ensures access to inclusive healthcare services in every operational territory	Yes
DIVERSITY & INCLUSION	Has sanitation facilities appropriate for a diverse workforce	Yes
DIVERSITY & INCLUSION	Uniform or employee dress code is inclusive and equitable	Yes
DIVERSITY & INCLUSION	Positively promotes career opportunities within under-represented groups	Yes
DIVERSITY & INCLUSION	Considers, promotes and supports economic inclusion when selecting suppliers	Yes
DIVERSITY & INCLUSION	Has policies to prevent and penalise discrimination, harassment and bullying within supply chain	Yes
DIVERSITY & INCLUSION	Ensures, promotes and supports diversity and inclusion within supply chain	Yes
DIVERSITY & INCLUSION	Externally promotes values of diversity and inclusion	Yes
DIVERSITY & INCLUSION	Ensures diverse and equitable representation across media and communications channels	Yes
DIVERSITY & INCLUSION	Taking additional actions to meet the targets of SDG 5, Gender Equality	Yes
DIVERSITY & INCLUSION	Taking additional actions to meet the targets of SDG 10, Reduced Inequalities	Yes
DIVERSITY & INCLUSION	Has an employee menopause support programme	Yes
DIVERSITY & INCLUSION	Has a designated mental health first-aider or provides mental health and well-being services to employees	Yes
DIVERSITY & INCLUSION	Provides paid leave for compassionate reasons that include pregnancy loss	Yes
CLIMATE	Monitors, records and reports energy use and scopes 1 & 2 carbon emissions	Yes
CLIMATE	Seeks to reduce greenhouse gas emissions caused by employee commuting or business travel	Yes
CLIMATE	Has an emissions reduction plan and Net Zero by 2050 commitment	Yes
CLIMATE	Encourages employees to conserve energy in the workplace	Yes
CLIMATE	Assesses scope 3 greenhouse gas emissions	Yes
CLIMATE	Identifies and reduces supply chain sustainability risks	Yes
CLIMATE	Measures % of renewable energy used at operational sites	Yes

YOUR ACHIEVEMENTS

CLIMATE	Has set significant targets to reduce energy consumption and emissions intensity	Yes
CLIMATE	Transitioning to renewable energy and energy-efficient processes in a defined timeframe	Yes
CLIMATE	Operational sites have energy-efficient features	Yes
CLIMATE	Prioritises sustainability considerations when choosing co-working space providers	Yes
CLIMATE	Completes annual climate risk assessments for products, services and operations	Yes
CLIMATE	Taking additional actions to meet the targets of SDG 13, Climate Action	Yes
CLIMATE	Offsets, or plans to offset, a % of its emissions	Yes
CLIMATE	Uses third-party certification to confirm and validate supply chain sustainability	Yes
CLIMATE	Considers climate-related issues when reviewing or formulating strategy	Yes
CLIMATE	Plans to transition to 100% renewable energy tariffs in a defined timeframe	Yes
CLIMATE	Plans to transition to more energy-efficient equipment and processes within a defined timeframe	Yes

YOUR ROADMAP

	DAYS REMAINING
Do you have a climate change mitigation and adaptation policy and programme within your organisation? Climate / Governance Submitted: 17/Apr/2025	175 Days
Do you educate, incentivise, and/or provide equipment to employees who work from home to help reduce energy consumption and improve their sustainable business practices? Climate / Carbon Footprint Submitted: 17/Apr/2025	175 Days
Can you provide evidence of any additional actions that your organisation is taking to address the targets of SDG 7 - Affordable and Clean Energy? Climate / Global Goals Submitted: 17/Apr/2025	175 Days
Do you ensure that the pension scheme offered to your employees is screened for its ethical, environmental and social credentials? Social / Leadership Submitted: 17/Apr/2025	1088 Days
Can you provide evidence of any additional actions that your organisation is taking to address the targets of SDG 1 - No Poverty? Social / Global Goals Submitted: 17/Apr/2025	357 Days
Does your organisation have a plan in place to significantly reduce the use of single-use plastics (that are not required for medical reasons, food hygiene, or reasons of inclusion)? Environment / Leadership Submitted: 17/Apr/2025	540 Days
Does your organisation train its employees on relevant sustainability practices and principles? Environment / Workforce Submitted: 17/Apr/2025	357 Days
Does your organisation measure, review, and reduce the impact of transporting its goods and products across its supply chain? Environment / Supply Chain Submitted: 17/Apr/2025	239 Days
Within your operating sites, do you ensure that environmentally friendly chemicals are used for cleaning and all other purposes within your organisation, and are disposed of properly? Environment / Ecosystem Submitted: 17/Apr/2025	175 Days
Does your organisation actively invest in environmental protection and conservation? Environment / Ecosystem Submitted: 17/Apr/2025	696 Days
Do you have a measurable year-on-year water reduction plan? Environment / Ecosystem Submitted: 17/Apr/2025	696 Days

	DAYS REMAINING
Does your organisation have evidence of the identification and management of its positive contributions to SDG 15 - Life on Land? Environment / Global Goals Submitted: 17/Apr/2025	696 Days
Does your organisation have evidence of the identification and management of its positive contributions to SDG 14 - Life Below Water? Environment / Global Goals Submitted: 17/Apr/2025	696 Days
Are you a signatory of the UN Global Compact? Environment / Global Goals Submitted: 17/Apr/2025	234 Days
Does your organisation provide paid leave for fertility treatment? Diversity & Inclusion / Workforce Submitted: 17/Apr/2025	540 Days

NEXT STEPS

Our Recommendations

Using your Roadmap to guide you, start by looking at your upcoming ambitions and prioritising your targets. Some will be easier to action than others, but we're here to help.

Upcoming targets include:

Putting in place a climate change mitigation and adaptation policy and programme: After conducting a climate risk assessment to identify your vulnerabilities and opportunities, develop a policy outlining your commitment to reducing emissions and adapting to unavoidable changes. Finally, create a practical program with specific actions, timelines, and responsible parties to achieve your mitigation and adaptation goals.

Educating, incentivising, and/or providing equipment to employees who work from home to help reduce energy consumption and improve their sustainability business practices: To empower your remote workforce, consider a multi-pronged approach. Educate staff on energy-saving habits at home, incentivise them with rewards or recognition for sustainable practices, and consider offering energy-efficient equipment options for their workspaces.

As you continue along your FuturePlus Roadmap, we recommend the following steps in terms of making small gains that will soon aggregate into a much bigger picture:

Understand - As an organisation you are already demonstrating that you understand what sustainability means to you and that there are compromises to be made along the way. With stakeholders increasingly demanding more sustainable business practices, now is the time for sustainability to be at the top of your agenda, and an integral part of your decision-making processes.

Measure - It's hard to make improvements and reductions or to set goals without first having an understanding of the metrics which make up your environmental and social impact, so make sure you are continuing to measure and monitor relevant data sources so that you can put in place improvements and report on your progress.

Manage - Remember that small wins will soon add up to a much bigger picture across your business. Having an understanding of where you need to improve is key, which is where your FuturePlus Roadmap comes in. It shouldn't be overwhelming, or become a distraction from your core vision, mission and values.

Communicate - Be confident, honest and transparent in your actions and your achievements while acknowledging that there is always more to be done.

We are here for you every step of the way and are delighted to be making this journey with YST towards an ambitions and more positive future.

THANK YOU

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Part of:

THE SUSTAINABILITY GROUP